

A decorative graphic featuring various colored circles (teal, blue, green, yellow, orange, pink) and dashed lines of different colors (teal, green, yellow) scattered across the white background. The main title is centered in a large, dark blue font.

# Let's Talk About... Parental Leave

Colorado State Library Webinar

April 27, 2023



# Hello!

## I'm Courtney Drysdale (she/her)

Research and Instruction Librarian, Associate Professor  
Regis University - Denver, CO

Mom of two, ages 6.5 and 4



# Our Time Together Today

## PROJECT & RESULTS

- Background
- Literature
- Survey
- Results
  - Multiple Answer
  - Open-ended

## SHARING

- Sharing your own experiences (anonymously)
- Questions

The background features several decorative elements: a large orange ring with a dashed red inner circle in the top left; a large yellow circle overlapping the orange ring; a small pink circle below the yellow one; a large teal ring in the bottom right; a large green circle with a white dot in the top right; a smaller green circle with a dashed border below it; a large teal circle with a dashed border in the bottom right; a large green circle with a dashed border in the bottom left; a small cyan circle to its right; a large cyan circle with a dashed border in the bottom right; and a large teal circle with a dashed border in the bottom right. A large, light blue dashed circle is centered in the upper half of the page.

1

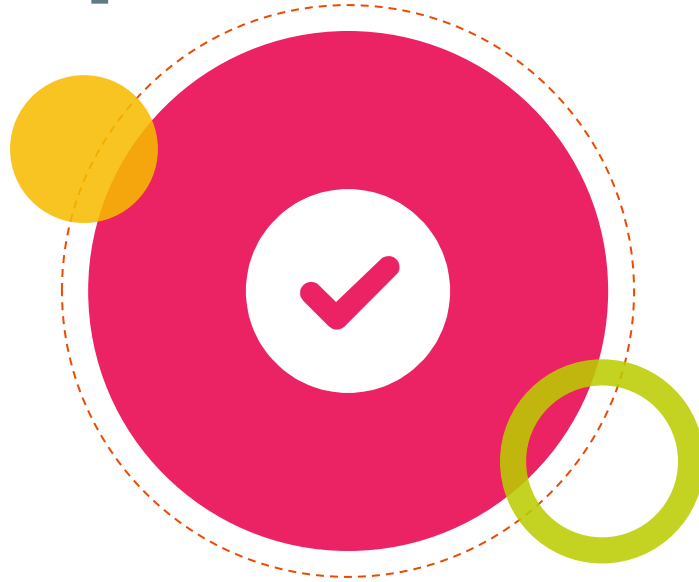
# Project Background

# Why this Project?

- Why is parental leave so hard?
- Is there anything we can do to make it feel better, even if we can't change policy?
- Which policies should we put our efforts into for advocacy?



# Research question



Which policies help academic librarian mothers feel supported before, during, and after parental leave?



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# The Literature





# Literature Searches

- Parental leave in academic libraries
- Parental leave in higher education in general
- Parental leave in general
- Librarianship and motherhood

[Literature list link](#)





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# The Survey





## The Survey - [linked here](#)

- Distributed in February 2022
  - On Twitter (131 responses) and several academic library listservs (122 responses)
- 253 respondents - 227 eligible responses
- 3 qualifying questions
- 5 multiple answer questions
- 4 open-ended questions
- 6 demographics questions

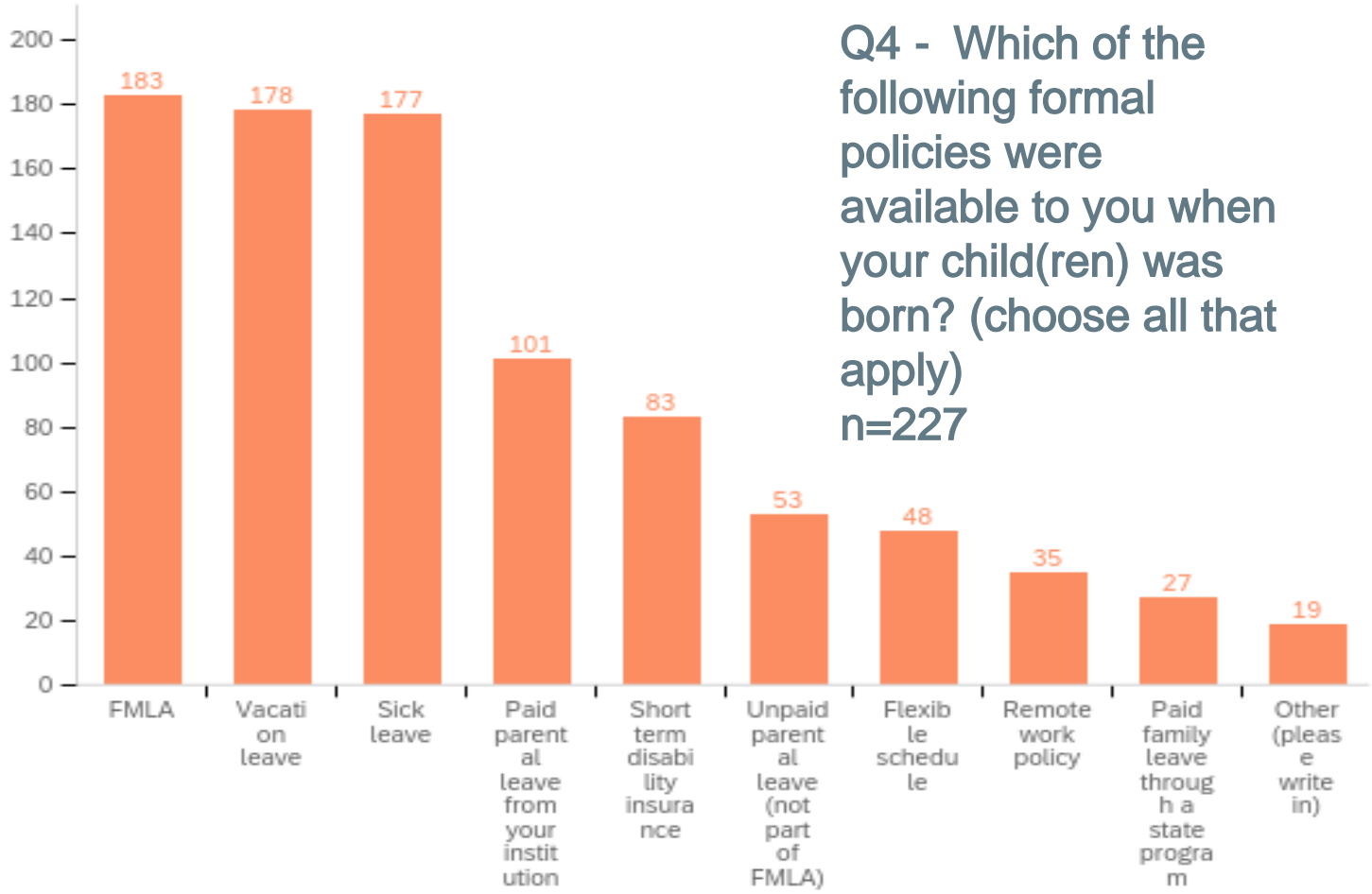


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# The Results

Multiple Answer Questions

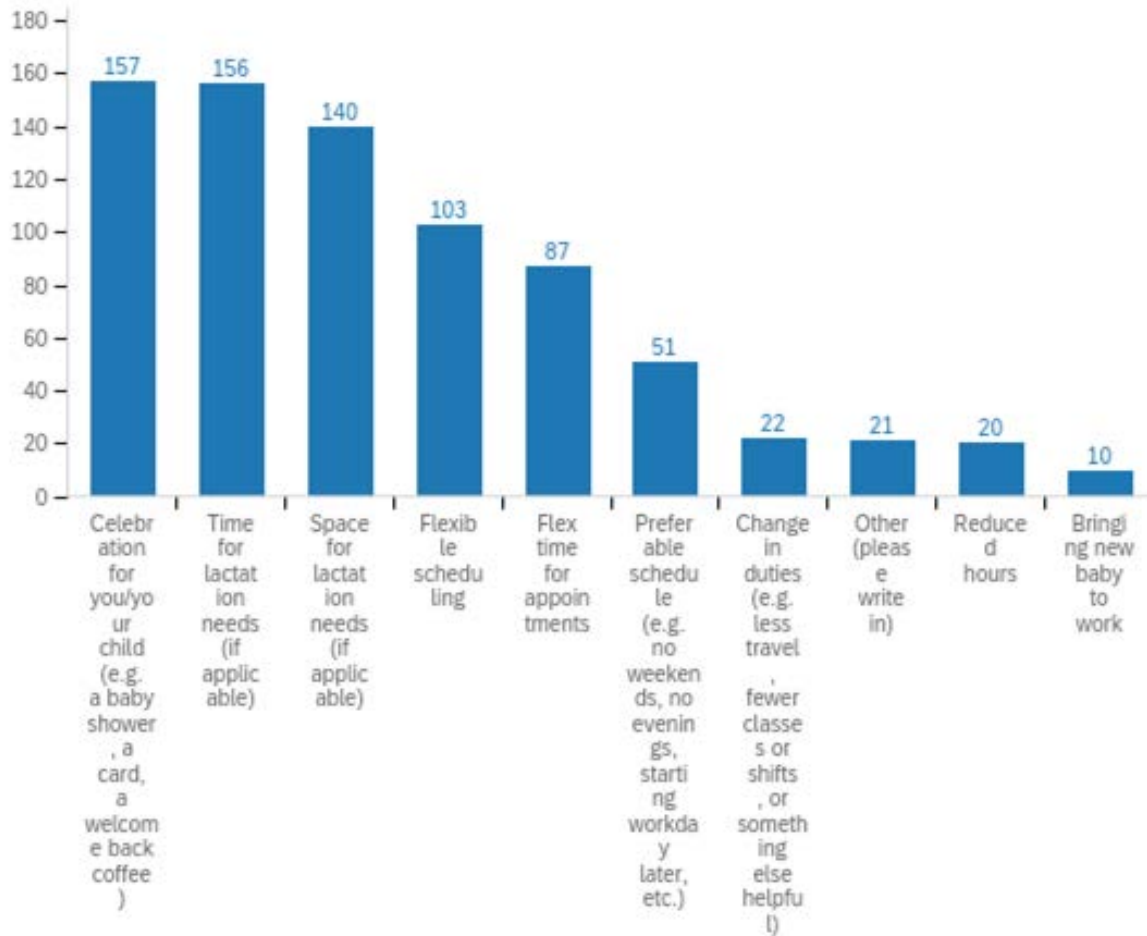




Q4 - Which of the following formal policies were available to you when your child(ren) was born? (choose all that apply)  
n=227

## Q5: How helpful were these policies to you as a new parent?

#	Field	Not at All Helpful		Slightly Helpful		Helpful		Very Helpful		Extremely Helpful		Total
4	FMLA	9.25%	16	19.08%	33	33.53%	58	17.92%	31	20.23%	35	173
6	Vacation leave	6.47%	11	20.00%	34	37.06%	63	22.35%	38	14.12%	24	170
7	Sick leave	7.19%	12	15.57%	26	35.93%	60	20.36%	34	20.96%	35	167
1	Paid parental leave from your institution	1.06%	1	7.45%	7	10.64%	10	12.77%	12	68.09%	64	94
3	Short term disability insurance	21.79%	17	21.79%	17	19.23%	15	19.23%	15	17.95%	14	78
9	Flexible schedule	2.13%	1	6.38%	3	6.38%	3	29.79%	14	55.32%	26	47
5	Unpaid parental leave (not part of FMLA)	33.33%	15	33.33%	15	17.78%	8	8.89%	4	6.67%	3	45
8	Remote work policy	0.00%	0	3.13%	1	9.38%	3	34.38%	11	53.13%	17	32
2	Paid family leave through a state program	4.00%	1	20.00%	5	12.00%	3	20.00%	5	44.00%	11	25
10	Other (please write in)	15.38%	2	15.38%	2	30.77%	4	7.69%	1	30.77%	4	13



Q7 - Which of the following informal policies or practices did your workplace, library, or department have to support you as related to preparing for a new baby, being away from work to care for a new baby, or returning to work after leave? (Choose all that apply or add your own)

## Q8 - How helpful or not were these informal policies and practices?

#	Field	Not at All Helpful	Slightly Helpful	Helpful	Very Helpful	Extremely Helpful	Total
7	Time for lactation needs (if applicable)	1.94% 3	1.29% 2	12.26% 19	22.58% 35	61.94% 96	155
5	Celebration for you/your child (e.g. a baby shower, a card, a welcome back coffee)	7.10% 11	23.87% 37	44.52% 69	18.06% 28	6.45% 10	155
8	Space for lactation needs (if applicable)	2.16% 3	7.91% 11	10.79% 15	20.14% 28	58.99% 82	139
1	Flexible scheduling	0.00% 0	2.94% 3	10.78% 11	26.47% 27	59.80% 61	102
3	Flex time for appointments	1.15% 1	1.15% 1	6.90% 6	32.18% 28	58.62% 51	87
4	Preferable schedule (e.g. no weekends, no evenings, starting workday later, etc.)	0.00% 0	0.00% 0	19.61% 10	27.45% 14	52.94% 27	51
6	Change in duties (e.g. less travel, fewer classes or shifts, or something else helpful)	0.00% 0	4.55% 1	31.82% 7	22.73% 5	40.91% 9	22
2	Reduced hours	0.00% 0	5.00% 1	25.00% 5	5.00% 1	65.00% 13	20
10	Other (please write in)	28.57% 4	0.00% 0	14.29% 2	7.14% 1	50.00% 7	14
9	Bringing new baby to work	0.00% 0	20.00% 2	30.00% 3	20.00% 2	30.00% 3	10



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# The Results

## Open-ended Questions







## Open - ended questions

- ◎ Answers were coded into categories and grouped using Taguette
- ◎ Tables created with numbers from each category
- ◎ Quotes were selected to represent some categories (either higher numbers or unique)

[Link to selected quotes](#)

Q9 - Thinking about all of the formal and informal policies available to you when your child or children joined your family, what was most helpful to you?

N = 190

Code	#
Paid parental leave	48
Flexible schedule	48
Vacation or sick leave	34
Lactation space	30
Remote work	29
FMLA	26

Code	#
Supportive supervisor	23
Lactation time	20
Supportive colleagues	13
Amount of leave time	12
Short term disability leave, reduced hours, pref. schedule, nothing, state family leave policy, supportive admin, donated sick leave, a celebration, and baby at work policy	≤7

## Q10: Were there any barriers to using these formal and informal policies at your institution? N = 183

Code	#
No barriers	32
Knowledge of policies	30
Lactation space lacking	19
Exhausted leave balances	17
Human resources difficulties	14
Paperwork	14

Code	#
Subjective informal policies	10
Institutional culture	10
Time for lactation needs	9
Money	7
Didn't qualify for leave policy	7
Rude comments	2

**Q11: What support do you wish you had had as related to preparing for a new baby, being away from work to care for a new baby, or returning to work after leave?**  
**N = 178**

Code	#
Paid leave	52
Remote work	39
More time off	31
Flexible schedule	26
Childcare support	19
Part time options	19

Code	#
Lactation space	14
Better knowledge of policies	8
Consistent policies	8
Ability to bring baby to work	6
Supportive colleagues, understanding supervisor, close parking, reduction in duties, support for foster or adoptive parents	≤4



## Let's Share

We will share through a Jamboard that will be maintained after the session. You are also welcome to share by unmuting and speaking, but the Jamboard is fully anonymous. We want you to feel safe!

[Jamboard Link](#)

# Thanks!



## What questions do you have?

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## Resources for Advocacy for Paid Leave

- ◎ [Chamber of Mothers](#)
  - ◎ [MomsRising](#)
  - ◎ [Paid Leave for All](#)
  - ◎ [A Better Balance](#)
  - ◎ [The Arc](#)
  - ◎ [Zero to Three Advocacy Toolkit](#)
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