

# CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

## Committee: Family Issues Charter Committee

Report Year:   FY2019-2020  

<b>Committee Chair(s)</b>	Garry Klein
<b>Committee Members</b>	<p>Members: Amy Edeker, Brian Ekdale, Elizabeth Faine, Garry Klein, Kelly Messingham, Kathy Schuh, Ryan Staudte, Constance Wade. Non-attending members: Madeline Alessio, Katie Croft</p> <p><b>Administrative Liaisons/Non-Voting members:</b> Diana Kremzar (Family Services), Megan Hammes (University HR)</p>
<b>Committee Charge</b>	The Family Issues Charter Committee reviews and makes recommendations on the development and implementation of programs, plans, and policies that promote a positive climate for families of faculty, staff, and students through the life span. The committee also reviews and makes recommendations about the implementation of University child or dependent care programs and plans.
<b>Current Year Meeting Dates</b>	9/23/19; 10/17/19; 1/27/20; 2/24/20; 3/23/20; 4/27/20; 5/18/20 <i>Unable to meet quorum, meeting cancelled:</i> 11/19 and 12/19
<b>Please indicate the typical frequency of meetings (e.g., first Tuesday of month at 4 pm). If there are subcommittees, please indicate the frequency of those meetings, too.</b>	The Committee meets once per month between September through May during the Academic year, often on the third/fourth Monday of the month from 12 to 1 p.m., but most recently remotely from 4 to 5 p.m. via Zoom.
<b>Current Year Activities</b>	<p><b>FY20 Plan:</b></p> <ul style="list-style-type: none"> <li>• Invite key stakeholders regarding trip insurance policy for emergencies involving staff, faculty and students</li> <li>• FICC will review and evaluate various options for parental leave.</li> <li>• Brainstorm additional family issues and create a spreadsheet of items that will be updated annually and forwarded to appropriate parties.</li> <li>• Consider alternatives to providing Family Services orientation to new students, staff, and faculty (on-going)</li> <li>• Family Issues collaborating to with other data gathering resources to understand what family/personal issues lead to UI staff/faculty leaving or consider leaving. (on-going)</li> <li>• Family resource page for graduate students (on-going)</li> </ul> <p><b>Year-to-Date Actions Completed:</b></p> <ul style="list-style-type: none"> <li>• Reviewed Family Services website for content/organization suggestions</li> <li>• Created on-going spreadsheet of family issues which include the topic, description, discussion, studies/benchmarks, recommendations, level of ease to implement</li> </ul>

	<ul style="list-style-type: none"> <li>• Met with Debra Zumbach about Trip insurance policy which is being updated to be more accommodating.</li> <li>• Met with SAC HR committee to discuss needs of committee and to seek input.</li> <li>• Gave input to Family Service Director regarding programs as needed.</li> <li>• Paid Parental leave update provided by Diana Kremzar to the group.</li> </ul>
<b>Topics your committee anticipates addressing during the coming year</b>	<ul style="list-style-type: none"> <li>• Continue development of issues spreadsheet for FY 2021 recommendations</li> <li>• How family is defined and how it impacts benefits provided at the university. How do we ensure that it is possible to address needs of different or othered family structures. Is “Family” Issues the “right” name for this committee?</li> </ul>
<b>Other issues of concern</b>	<ul style="list-style-type: none"> <li>• Family issues are diverse and the makeup of the group should be reflective of the needs of students, staff, and faculty. We wish to be as inclusive as possible within the limitations of the current diversity, equity, and inclusion that may present. Persons of color have been notably missing in the group.</li> <li>• UISG undergraduate student representatives have been absent throughout the term and have not engaged with the committee on behalf of their constituency.</li> <li>• Finding an ideal time for the committee to meet has been a pain point in this term due to conflicting schedules and family commitments.</li> </ul>
<b>What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?</b>	The group is collaborative, seeks engaged persons who value diversity, equity, and inclusion as key touchpoints to improve the overall environment for students, staff, and faculty at UI. Workload is relatively small, generally no more than an hour or two per month outside meetings. There are no subcommittees at this time, but may change depending on the make-up of the committee and projects undertaken.
<b>The Faculty Senate Office collects agendas and minutes from the charter committees to send to the university archives. Please let us know the best way to get that information from you (e.g., direct us to a website, put us on the committee’s distribution list, etc.).</b>	Meeting minutes can be found on our Family Issues Charter Committee website: <a href="https://president.uiowa.edu/charter-committees/family-issues">https://president.uiowa.edu/charter-committees/family-issues</a>
<b><i>Recommendations, if any, to the shared governance groups.</i></b>	<ul style="list-style-type: none"> <li>• Develop a systematic feedback loop between bodies to help members to know whether any consideration/action has taken place based on issues forwarded from this group.</li> </ul>