

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

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Committee: Family Issues Charter Committee

Report Year: FY2022-2023

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| Committee Chair(s) | Wendy Loney & Neda Barrett |
| Committee Members | <p>Kelly Messingham, Neda Barrett, Elana Buch, Nai-Ching Chi, Madde Hoberg, Megan Dehner, Emma Kirk-Alvarez, Maia Rivera Diaz</p> <p>Administrative Liaisons/Non-Voting members: Diana Kremzar (Family Services), Megan Hammes (University HR), Michelle Kongable (FSDS/ELR Manager)</p> |
| Committee Charge | <p>The Family Issues Charter Committee (FICC) 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 throughout the life span. The committee also reviews and makes recommendations about the implementation of University of Iowa child or dependent care programs and plans.</p> |
| Current Year Meeting Dates | 10/25/2022, 12/12/2022, 02/06/2023, 03/08/2023, 4/10/2023; <i>Unable to meet quorum, meeting cancelled: 5/5/2023.</i> |
| 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. | <p>The Committee meets once per month during the Academic year, on Mondays typically from 12PM-1PM. Because our members are spread out over campus, meetings were held using Zoom for convenience.</p> |
| Current Year Activities | <p>FY23 Plan:</p> <ul style="list-style-type: none">• Invited key stakeholders to discuss leave policies including representatives from Faculty Senate and Staff Council to discuss partnerships with shared governance on parental leave and childcare.• FICC reviewed peer institutions parental leave policies to identify webpages and examples of FAQs.• FICC explored options for parental leave, has prepared recommendations for 2022/2023 and identified areas of focus for 2023/2024.• FICC looked at student focused family issues such as food bank accessibility during university breaks. Notably, the UI Food Pantry has taken steps to address concerns regarding staffing over break periods, so recommendations from FICC are not necessary. |

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| | <p>Year to Date Actions Completed:</p> <ul style="list-style-type: none"> • Identified ideas for improving the employee experience when reading, interpreting, and requesting information from various leave and parental websites. • Explored methodologies that focus on the wellbeing of families and building a sense of community for UI employees. • Established partnerships with other shared governance groups on campus. |
| Topics your committee anticipates addressing during the coming year | <ul style="list-style-type: none"> • Continue speaking with key stakeholders regarding parental leave policies to build on current recommendations. • FICC will review previous recommendations and evaluate next steps on parental and family leave policies within the committee's scope. • Discuss methods for recruiting and retaining student members and how to increase diversity within the committee. • Review potential issue for shipping breastmilk for traveling UI parents. |
| Other issues of concern | <ul style="list-style-type: none"> • Continuing communication and feedback between shared governance council and charter committees, i.e., annual reports, committee recommendations, and membership. • Broadening the requirements to allow faculty committee members to serve as chairs or co-chairs of the presidential charter committees. • 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. Male representation has been lacking. • UISG undergraduate student representatives have been a difficult group to sustain throughout the term. The committee will continue to explore strategies for recruitment and retention in this area. |
| What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)? | The workload is typically no more than an hour or two per month outside of meetings. |
| 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.). | Meeting minutes are collected and stored by committee liaison Diana Kremzar. |

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| <p><i>Recommendations, if any, to the shared governance groups.</i></p> | <p>The Family Issues Charter Committee 2022/2023 has the following recommendations for the shared governance council.</p> <p>Recommendation 1 Increase communication to employees throughout their career lifecycle, to ensure they are aware of University resources as it relates to family issues.</p> <p>Recommendation 2 Collaborate with Staff Council, Faculty Senate, and Childcare Task Force on identifying issues and challenges surrounding childcare that impact members of the University community, including faculty, staff, and students, with the purpose of developing and recommending solutions to address these concerns.</p> |
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Recommendation 1

We recommend increasing the communication efforts for faculty (new to campus and soon-to-be parents), to connect employees (faculty and staff) and students with Faculty & Staff Disability Services and Family Services and to ensure parental leave resources are readily available through the human resources and administrative departmental representatives. We recommend creating flyers, or packets from Family Services to provide during New Faculty Orientation and staff onboarding.

Recommendation 2

The committee recommends that FICC partner with faculty senate, staff council, and the Childcare Taskforce to begin looking at childcare resources for UI staff, faculty, and students, especially during breaks or during inclement weather days when school is not in session. The task force is comprised of human resources staff, faculty senate representatives, and other faculty members. We also recommend that FICC hear from the representatives from faculty senate, staff council, and the Childcare taskforce at least once per year to ensure we are hearing from as many constituencies as possible to inform ways that childcare resources can continue to grow for parents at UI.

Thank you for your consideration.

Wendy Loney, co-chair
Neda Barrett, co-chair