

Date: October 14, 2020

To: Members of the University Child Care Task Force
Dawn Bratsch-Prince, Associate Provost for Faculty, Chair
Carolyn Cutrona, Associate Dean, Graduate College, Chair
Kristi Darr, Vice President, University Human Resources, Chair
Milly Agai, Intake Coordinator for Student Assistance
Chelsey Aisenbrey, Director, Human Resources & Diversity for Ames
Laboratory
Claire Andreasen, Director of Veterinary Pathology
Tim Ashley, Interim Assistant Vice President for Payroll, Benefits and Tax
Cris Broshar, Work-Life Specialist
Eleanor Field, President of the Graduate and Professional Student Senate
Austin Graber, Past-President of Student Government
Julie Graden, Program Manager, Child Care and Family Resources
Susan Lammers, Coordinator of Residence Life for Apartments
Christine Lippard, Assistant Professor of Human Development and Family
Studies
Ruxandra Looft, Director of the Margaret Sloss Center for Women and
Gender Equity
Lindsay Moeller, P&S Council Vice President, Equity and Inclusion
Jane Rongerude, Association Professor of Community and Regional
Planning
Deb Schildroth, Assistant Ames City Manager
Ashley St. Claire, Graduate Student
Julia Sullivan, Assistant Director for Student Financial Aid
Norin Yasin Chaudhry, Past-President of Graduate and Professional
Student Senate

From: Wendy Wintersteen, President



Re: University Child Care Task Force Final Report Recommendations

I want to thank you for your excellent work as members of the University Child Care Task Force. Your charge was to develop a set of actionable recommendations to address the lack of high-quality, affordable child care available to Iowa State University faculty, staff, and students. This issue was identified as a key priority last fall based on the work of four campus climate workgroups who reviewed and analyzed the results of Iowa State University's comprehensive Campus Climate Survey.

I have carefully reviewed the [University Child Care Task Force's final report](#). I deeply appreciate the time, effort, and thoughtful consideration you put into this report with the goal of enhancing support for parents and families at Iowa State University. I also appreciate your acknowledgment of the collaborative community effort needed to address this complex issue.

I will comment on each of your short-term and long-term recommendations and provide direction on next steps.

Short-term recommendations

1. I accept the recommendation to consider repurposing The Comfort Zone.
 - **Next Step:** I ask that University Human Resources proceed with repurposing the current program space into an infant/toddler program space.
2. I accept the recommendation to gather data on student-parent needs.
 - **Next Step:** I ask that University Human Resources proceed with building off the results of the initial ISU Student Experience Survey administered in February 2020 as part of the Family Friendly Campus Toolkit, and continue regularly gathering data on undergraduate and graduate students who are parenting while pursuing a college degree and the challenges they are facing.
3. I accept the recommendation to develop a program on flexible work schedules for employees.
 - **Next Step:** I ask that University Human Resources continue to lead the effort to outline a Flexible Work Program for staff. As the university continues to navigate the impacts of the COVID-19 pandemic and many staff continue to utilize flexible work arrangements as a result, we must be thoughtful in our approach for implementing this program.
 - **Next Step:** I ask that the Faculty Work-Life Advisory Committee, in collaboration with ISU ADVANCE, continue to work with the Office of the Senior Vice President and Provost to raise awareness of existing flexible policies and programs for faculty.
4. I accept the recommendation to seek funding to support scholarships for student parents.
 - **Next Step:** I have asked the ISU Foundation to consider approaches to implement this recommendation.

Long-term recommendations

1. I accept the recommendation to leverage city, county, non-profit and industry partnerships to establish additional child care centers in Ames.
 - **Next Step:** Please see next step for long-term recommendation #3.
2. I accept the recommendation to explore increasing the Student Government subsidy for student child care.
 - **Next Step:** I ask that University Human Resources work with Student Government to consider how to implement this recommendation.

3. I accept the recommendation to create a leadership committee to pursue partnerships for expanding child care accessibility in the city and county.
 - **Next Step:** I ask that Kristi Darr, Vice President for University Human Resources, chair this standing committee. VP Darr will work with me to identify additional committee members, including university representatives and external partners. To ensure synergy with the current University Child Care Committee, I ask that this committee's charge and membership be evaluated as appropriate.

Again, I want to express my appreciation to all of you for having served on the University Child Care Task Force. Thank you for your caring and thoughtful contributions to this critically important issue. Supporting our faculty, staff, and students in their roles as parents and caregivers is very important. Certainly, the challenges of the COVID-19 pandemic have underscored the urgency of this issue. I am encouraged that your recommendations will allow us to make meaningful progress.

While the official work of the Task Force is complete, I appreciate your continued commitment to help enhance the ISU experience so that all members of our campus community feel welcome, included, supported, and valued.