



Holstein Association USA Committee Charter *Genetic Advancement Committee*

Staff Liaison: Dr. Jeffrey Bewley, Executive Director of Genetic Programs & Innovation

Purpose

The Holstein Association USA Genetic Advancement Committee (GAC) provides strategic guidance on programs, tools, and priorities that support the long-term genetic improvement of U.S. Registered Holsteins, operating in accordance with *Article II, Section 5* of the Holstein Association USA Bylaws.

The Genetic Advancement Committee exists to:

- Review and recommend enhancements to genetic evaluation systems and selection indices managed by Holstein Association USA.
- Advise on the development and prioritization of traits that contribute to balanced, sustainable breeding goals.
- Support the effective use of genetic tools by breeders.
- Monitor the performance of genetic programs and ensuring alignment with industry trends and scientific advancements.

The Committee serves in an advisory capacity to the Holstein Association USA Board of Directors and staff.

Scope

The following topics are appropriate for discussion at committee meetings.

- Updates to Total Performance Index® (TPI®), Udder Composite (UDC), Foot & Leg Composite (FLC), and related indices
- New trait development (e.g., health, efficiency, sustainability)
- Long-term goals for genetic diversity, resiliency, and breed improvement
- Breeder education and communication strategies related to genetic progress

Committee Member Qualifications

- Be active Holstein Association USA members in good standing
- Have a strong background in genetics, genomics, dairy breeding, or herd management
- Be familiar with Holstein Association USA's genetic programs and breed improvement goals

Adopted June 23, 2025

- Demonstrate analytical thinking, objectivity, and a commitment to science-based decision-making
- Review and comply with the HAUSA Committee Member Code of Conduct
- Demonstrate ethical leadership, prioritizing association interests over personal or business agendas
- Maintain confidentiality when required
- Approach discussions with objectivity and a forward-thinking mindset

Composition

The Holstein Association USA President appoints all committee members annually, following the HAUSA Annual Meeting.

- **Current HAUSA Board Members:** The President will appoint a current board member as Committee Chair, as well as two (2) more board members as committee members.
- **Other Members:** The President will appoint at least three (3), but no more than nine (9), additional members. Committee members that are not current board members are appointed for one-year terms but may be invited to serve for up to three (3) consecutive years. Any member of the committee may be removed at any time by the President.
- **Advisors:** The President may occasionally appoint subject matter experts who are not HAUSA members as non-voting advisors to the committee.

The President may consider geographic, demographic, and experiential diversity when appointing members to ensure balanced representation and a well-rounded committee.

Roles and Responsibilities

- **Staff Liaison:** Organizes meetings in coordination with the Committee Chair, prepares and shares pre-meeting materials in a timely fashion, makes presentations and recommendations for the committee's consideration, prepares meeting minutes, works with Communications staff to disseminate information in accordance with the HAUSA Committee Recommendation Public Disclosure Policy, works with Committee Chair on committee update for the Annual Meeting.
- **Committee Chair:** Approves agendas, leads committee discussions, ensures productive meetings, and presents recommendations to the board of directors.
- **Committee Members:** Prepare for meetings by reviewing materials in advance. Actively participate in all committee meetings, representing members' best interests using their expertise & experience.
- **Non-Voting Advisors:** Prepare for meetings by reviewing materials in advance. Actively participate in all committee meetings, using their expertise & experience to inform the committee's discussions and decision making.

Meetings

The Genetic Advancement Committee meets at least once annually. Additional meetings may be scheduled as needed. Meetings may be either virtual or in-person, as dictated by the length and depth of the meeting agenda.

- Any changes to be made to genetic selection indices must be approved at least two full months in advance of the genetic evaluation in which they are expected to be implemented.

Committee members must disclose any potential conflicts of interest and recuse themselves from discussions or votes where appropriate.

A quorum is established when more than 50% of voting committee members are present at a meeting. Only voting committee members in attendance, whether in person or virtually, count toward quorum and may vote on committee matters.

Non-voting advisors, staff, board officers, speakers, and other invited guests may attend and contribute to discussions as appropriate but shall not participate in votes or count toward quorum.

Decisions are made by a simple majority vote of the voting committee members present at the meeting. All committee actions are considered advisory and require final approval by the Holstein Association USA Board of Directors.