COMMITTEE:
Faculty Welfare Committee

MEETING DATE:
3:00 pm, 11 October 2012

PERSON PRESIDING:
Rachel Roper, Chair

REGULAR MEMBERS IN ATTENDANCE:
Christine Avenarius
John Dixon
Ken Ferguson
Eric Horsman
Amanda Klein
Rachel Roper

EX-OFFICIO MEMBERS IN ATTENDANCE:
Susan Beck-Frazier
John Howard
Karen Mulcahy
Susan Simpson

OTHERS IN ATTENDANCE:
Travis Lewis (chair of the UBC Team) and Michael Brown

ACTIONS OF MEETING

Agenda Item:
Provide formal advice on the University Behavioral Concerns (UBC) Team policy.

Discussion:
Visitors Travis Lewis (chair of the UBC Team) and Michael Brown (Team member) described the duties and procedures of the UBC Team. The Team investigates faculty and staff behavioral concerns. After evaluating these concerns, the Team provides recommendations to decision makers. The policy under discussion of the FWC is designed to formally describe the role of the UBC Team within the University. After numerous questions for Lewis and Brown, the FWC discussed the proposed policy document.

Action Taken:
The FWC agreed to approve of and support the policy.

Agenda Item:
Update from the subcommittee investigating development of a proposed campus childcare facility.

Discussion:
The committee reviewed previous efforts at ECU, investigated facilities at other universities, etc. Based on this work, the committee concluded that the likely best path is to consider development of a facility that serves the entire Greenville community and includes an ECU teaching facility.

Several concerns were raised by various FWC members and discussed. These include the following:
  - First, a new assessment study will be necessary if serious consideration of this matter is to proceed.
• Second, as a public university, ECU is subject to a ‘No Competition’ clause that restricts competition with private commercial enterprises. It is not clear at this point what specific restrictions might apply in the development of a childcare facility.

• Third, space is a very serious concern and it would therefore be wise to work at getting a childcare facility added to the University Strategic Plan and other planning documents (including the Space Master Plan) as early as possible.

• Finally, serious consideration of this matter will require the consent of the Chancellor. Therefore, Mark Sprague (Chair of the Faculty) would need to bring up the issue with the Chancellor at the pre-agenda meeting for an upcoming Faculty Senate meeting. Sprague would likely require very strong faculty advocacy to successfully argue for inclusion of a childcare facility on the agenda.

**Action Taken:**
Roper will inquire with Rick Niswander regarding the ‘No Competition’ clause and its pertinence to the proposed childcare facility. The subcommittee will continue to investigate creative ways that might make a child care facility possible.

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**Agenda Item:**
Other business

**Discussion:**
Due to his extensive experience with the matter, John Howard requests he be added to the subcommittee on Parental Leave policy.

**Action Taken:**
As requested, John Howard added to the subcommittee.

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The FWC agreed to continue with the safety email. Susan Simpson volunteered to contact safety and look into the next email subject we will send.

ECU continues to investigate a gender equity study. Rachel Roper met with Provost, lawyer, and interested parties Oct 15th.

**NEXT MEETING:**
3:00 pm, 8 November 2012

**ITEMS TO BE DISCUSSED:**
* Review and provide formal faculty advice on and Administrative Policies and Procedures including: the ECU Supplemental Pay Regulation for Faculty and EPA non-teaching employees, and 12-month faculty leave.