

**Resource and Environment Committee Meeting Minutes**  
**Nelson Hall, Room 1302**  
**April 9, 2019**

The committee met to discuss the topic "Professional Meeting Attendance Caregiving Expenses". Faculty have raised concern that there is no support from the university to provide child or elder care support when they have to go to attend and present in conferences. At times faculty have to make the hard choice and not attend meetings due to the above reason.

It is also possible that having some sort of support structure (additional funding, creating database of child/elder care in cities) could be seen as a retention tool for faculty, staff and postdocs.

It was felt that after the recent issue about childcare facility closure at NC State, that this was another HR issue, and could potentially be sorted out even at the departmental level. One proposed idea centered on generating a database of child and elder care facilities that will be made available to the faculty. HR can develop this resource and the use of the database can also help figure out the demand at the university level. It is possible that we may need to develop support plans based on individual college. For certain programs like computer science, presenting the research at conferences is considered to be more valuable in reaching the next level.

Overall, the committee members wanted more information on what is the demand for this type of benefit. How many faculty, staff are interested to have this option made available to them? Multiple such questions were put on the table by the members and it was felt that there was not enough background information to really address the concern.