

FACULTY BENEFITS MEETING

February 1, 2023

Minutes

Members present: Junko Agnew, Brian Carlson, Mary Chesnut, Anh Dang, Rebecca Elkins, Richard Gilson, Grace Hiles, Sharon Jones, Suk-hee Kim, JeeEun Lee, Vincent Owhoso, Deborah Patten, Brittany Sorrell, Sharon Vance-Eliany, Gary Walton, Darrin Wilson, Justin Yates, Mahdi Yazdanpour

Non-Members present: Natalie Gabbard (NKU HR Director-interim), two representatives from TIAA, Joey Payne, Timothy Pitney

Call to Order – Adoption of Agenda at 3:17pm

Approval of Minutes – Approval of minutes 11/2/22

New Business

- Natalie Gabbard reported on upcoming changes to the TIAA retirement plan. She introduced two TIAA representatives, Joey Payne and Tim Pitney who described the new plan, Captrust, a model for distributing the investment dollars. NO CHANGES will occur in employees' contribution amounts. The changes occur in how TIAA invests it. This new plan will be automatically implemented. NKU employees may 'OPT OUT' if they desire. Detailed communications, including OPT OUT dates will be sent to employees' home address, their NKU email address, and via campus-wide communications. Questions may be directed to Natalie Gabbard, gabbardn5@nku.edu, 859.572.7556.
- Jamie Strawn, Fall Benefits' secretary, had to leave this role due to class time conflicts. Debbie asked members to consider being secretary for the remaining semester meetings.

Old Business

- Further work on obtaining tuition waiver for employee spouse and dependents for graduate programs is tabled in light of the current financial status.
- Revision to FDA applications
 - Chair/deans template: show evidence that it has been reviewed; worthy of merit; state if department funds are available.
 - Add IRB status (approval #)
 - committee.
 - It was suggested to bring Application Instructions and Evaluation tool to next meeting with the items we'd like to revise flagged.
- Revision to Summer Fellowship Award guidelines- allow teaching up to two courses; allow external grant money to be received. Discussion occurred regarding Faculty Handbook FDA guidelines stating faculty may not receive summer fellowships while receiving external grant funds or teaching summer courses. Members voiced strong dissension in this as it seemed to discredit and discourage faculty, at the least. The situation was described that in Summer 22, certain faculty were scheduled to teach summer courses but afterwards were told they could not. The concern is these faculty chose not to apply

for a summer fellowship because they anticipated teaching in the summer. If they knew they were not going to be permitted to teach in the summer, they would have applied for the summer fellowship. Discussion ensued approaching Faculty Senate to make a change in the Handbook guidelines to allow faculty to teach up to two summer courses while working on a summer fellowship. Debbie agreed to discuss situation with Faculty Senate president and executive committee to identify procedure steps to implement the change.

Meeting ended at 4:32pm
Respectfully submitted,
Debbie Patten

Future Meetings

Spring 2023 @3:15pm via Zoom
April 5 and May 3