

Faculty Benefits Meeting Agenda

December 4, 2024

Present: Lili Ma, Becky Elkins, Grace Hiles, Alicia Ireton, Kalif Vaughn, Bill Landon, Aron Levin, Donna Smith, Gary Walton, Junko Agnew, Joshua Elliott, Kevin Munte, A Lambert, Marcia Ziegler, Joe Mester, Michael DiCicco, Richard Gilson, Suk-hee Kim, Darrin Wilson, 151330711665

Zoom; 3:15

Call to Order: **Meeting started: 3:15 p.m.**

Approval of Minutes: **Approval of minutes: motion to approve: Bill, 2nd motion: Rich at 3:17 p.m.**

Adoption of Agenda: **Motion to adopt agenda: 1st: Suk hee Kim, 2nd: Lili Ma**

Old Business

- FDA Subcommittees Reports / Recommendation to Solidify Recommendations: **FDA Subcommittee reports: made recommendations.**
 - **Becky shared basic information from the letter provided to the Provost, the Provost requested updates and additional items needed more information. One of the full year sabbaticals approved was changed to Spring only due to the applicant not being eligible until Spring 2026 (due to previous sabbatical leave rule).**
 - **What we have recommended needs to be approved by Provost and Jason Vest, and is not final. Becky will keep the committee updated.**
- Tuition Waiver Subcommittee formation: **Tuition waiver policy charge: to revise the current policy and create a draft.**
 - **If anyone has suggestions for the subcommittee, please reach out. Subcommittee has and can look at other universities. Some of this information is already available.**
 - **Janelle Bloch is chair of the budget committee and would like to join this subcommittee as well, along with several members of the budget committee and an outside person. Current policy revised and proposing a draft. The meetings would be irregular and as needed.**
 - **Becky already mentioned our ideas for full tuition coverage, including spouses and dependents, and including graduate courses for spouses and dependents. Could look at data for true cost. Are dependents receiving tuition waivers more likely to be retained? Kalif mentioned it is worth the fight.**

New Business

- FDA Next Steps - Additional meeting if needed - Timeline for FDA:
 - o Dec 1 Full Committee report DUE to Provost (fixed date each year)
 - o Dec 24 Provost notification to applicants (fixed date each year) – **Decision will be shared to all applicants as early as December 20th-December 24th.**

- FDA Tools / Documents Discussion: **Faculty development tools:**
 - **Does anyone want to add or ask to revise anything else? Becky will update to remove if the applicant is applying for multiple awards.**
 - **Questions remain for N/A. Suk-hee mentioned being okay with using N/A as long as it doesn't impact the score.**
 - **Kalif mentioned putting red font to be clear that there are no exceptions to the timeline. Having the clear statement about the deadline and rejection if so, to not add to the burden on committee to make decisions. Email could even have kickback message if sent past deadline.**
 - **Discussion of use of Qualtrics or Canvas as a portal. There was also discussion about technical difficulties close to submission time. Canvas page could have a deadline and add applicants as students. They would not be able to submit past deadline.**
 - Do we need the "Not Applicable" section now that we have changed the verbiage in the Evaluation Criteria to stated that the applicant "addressed" each area? Meaning that, they should have wrote "Not Applicable" if the area was not applicable to them. If they did not address an area at all then they would score lowest score. ~ Not applicable, if left in scoring it should not impact the score
 - Late Submissions issues – Put on website in big red font that "late" submissions will not be accepted
 - Remind... Plan to submit early in the event that "technical issues occur" as this will NOT be an acceptable reason for "late"
 - *Let them know that a confirmation of receipt email will be provided after submission.*
 - Maybe require an intent to apply form to chair/dean in order to add to portal for submission
 - Create portal for submissions
 - Create automated reply after deadline stating "no longer accept applications because past deadline"

- Revisit Benefits Priorities – Narrow Previous List to focus on 1-2 things for spring
 - Tuition waiver coverage – full tuition remissions, graduate level coverage for dependents, expand to other relatives
 - Look at policy of all other institutions – UC, UK, Thomas More (Western, Eastern, Morehead) UL
 - Data on true cost of tuition waiver program to NKU? - - spread out, all at once... are dependents of faculty more likely to complete and retain students
 - Worth the fight!

 - Reinstating faculty/staff Recreation center gym access –
 - **Reinstating gym access and removing fees. There is talk about this, but we are unaware of any action yet. Some have mentioned inviting the president or other higher-level administrators to get the ball rolling on this. We can continue to mention this to President Cady Short-Thompson.**

o Reinstating faculty/staff Recreation center gym access: **we really would like this**

o Retirement Funding/contributions:

- **We are back to normal retirement funding/contributions.**

o Other Items:

- **FDA & NTTR ?:** Including non-tenure track faculty in FDAs has been discussed. Several mentioned not adding it. Question about winning an award but perhaps the money for salary might not be there (NTTT status). Someone who is tenure/tenure track are required to conduct research, someone in lecturer position may not have the same obligations.
- There was discussion about the potential for renewable or those who are required to do research within their position.
- Suk-hee mentioned that it is very competitive for awards. Question on whether NKU would be open to creating a budget for NTTR staff and create a different avenue for them to get funds for scholarship. Members discussed the fact that there are internal grants available for NTTR as well.
- **What else? Including non-tenure track faculty in FDAs has been mentioned**
 - *Do not expand – because non-tenure faculty at T status... they may or may not be here the next (NTTT)*
 - *We have them for Tenure/Tenure Track because they are REQUIRED to conduct research vs. a lecturer – the rubric does not accommodate the differences in responsibilities and justification of receiving the FDA award*
 - *Potentially for renewable or those who are required to do research*
 - *Maybe create another “bank” of money for non-tenure track faculty scholarship*
- **We can vote for next time to see the thoughts for expanding applicants to NTTR.**
- **Parking Issues (Landrum) – Extra fee on top of pass for parking in the “garage”? Not enough parking – construction access to space – problematic**

Future Business

- Request Lori Southwood, Chief Human Resources Officer, present to our committee at

next meeting about expense of the tuition waiver and address other questions: **Lori Southwood will be invited. Becky does is working on confirming attendance now. If you have any additional questions for Lori, please let Becky know.**

- Request Kim Baker, Director of Wellness present on currently – Faculty/Staff Health

Initiatives/Benefits: **Kim Baker has been invited to talk about our initiatives and wellness program and could healthy initiatives reduce costs, etc.**

- Revisit Other Benefits Priorities:

- **Are there any other benefit priorities that should be added? None identified at this time.**
- **Is there a charge for Kenton garage in addition to parking pass? This was brought up, but we don't believe it was ever put in place. Several benefits members shared that they are not charged for the garage.**

Motion to adjourn: 1st: Kalif, 2nd: Bill at 4:09 p.m.

Future Meetings @ 3:15pm

Spring 2025 @ 3:15pm

• Next meeting: January 15

• February 5

• March 5

• April 2

• May 7