

Professional Concerns Committee Agenda for September 7, 2017

UC 135
3:15 pm

1. Call to Order, Adoption of Agenda
2. Approval of Minutes from PCC Meeting of April 20, 2017
3. Chair's Report and Announcements
4. New Business
 - Voting Item: **Tenure During Phased Retirement** (2 attachments)
 - Discussion Item: **PCC Priorities for 2017-18**
5. Adjournment

Professional Concerns Committee
Minutes for September 7, 2017
UC 135, 3:15 pm

Members in Attendance: K. Ankem, P. Bills, I. Encarnacion, J. Farrar, S. Finke, K. Fuegen, N. Grant, J. Hammons, M. King, B. Karrick, K. Katkin, A. Miller, S. Nordheim, T. Songer, L. Wermeling, M. Whitson, J. Wroughton, B. Mittal.

Members Not in Attendance: S. Alexander, A. Al-Bahrani, J. Clarkin, E. Fenton, G. Newell, M. Torres, M. Washington, B. Zembrodt.

1. Call to Order, Adoption of Agenda
 - a. The Meeting was called to order, and the agenda was adopted unanimously.
2. Approval of Minutes from PCC Meeting of April 20, 2017.
 - a. The minutes were approved as read.
3. Chair's Report and Announcements
 - a. Alexis Miller nominated John Farrar as Secretary, seconded by Tracy Songer. John Farrar was approved as Secretary. No nomination was made for Parliamentarian.
 - b. The NKU Presidential Search is on-going with about twenty applicants and eleven selected for screening interviews. Access to the finalists has not been worked out by the Search Committee, but the expectation is that three candidates will be invited to campus.
 - c. The Administration is interested in PCC taking up the evaluation process for administrators. PCC did not act the last time this was brought forward. Personnel records are not part of the public record. Faculty survey data has not been used in evaluation of administration because this would make them personnel records.
 - i. Discussion centered on the wish that they be considered a part of the formal evaluation process but that the desire is to keep them public.
 - d. SACS is concerned about the evaluation of adjunct faculty. Should there be a process for this evaluation to take place and what should be the role of faculty? Should PCC be involved in crafting guidelines for adjunct evaluation?
 - e. Academic Partnerships has raised much concern from faculty about process and substance. PCC members were encouraged to attend the open fora scheduled for September 13 to become informed.
4. New Business: **Voting Item, Tenure During Phased Retirement**
 - a. This was previously discussed by PCC during spring semester 2017, but no vote was recorded. Currently, faculty members entering the phased-retirement program (PRP) relinquish tenure.
 - b. Discussion continued from the spring. It was centered around whether to give faculty the option when beginning PRP or to have them maintain tenure. There was also concern about the effect on the make-up of departmental RPT committees. The faculty handbook restricts RPT committees to be populated with full-time, tenured faculty. It was noted that teaching, scholarship, and service expectations are negotiated by the faculty member, Chair, and Dean at the

beginning of PRP. A straw poll was taken with the preference being that tenure would be maintained throughout PRP. It was also agreed that the requirement for full-time status on RPT committees be removed.

- c. Chair Katkin will bring a motion to correct the Handbook language to the next PCC meeting.
5. Discussion Item: PCC Priorities for 2017-2018
- a. Items suggested for PCC consideration this year are:
 - i. A resolution of the IP policy (and research data management?) revisions that were previously discussed.
 - ii. The replacement computer policy, especially for online faculty.
 - iii. Policy on raises: that raises be allowed to be cost-of-living (COLA) rather than exclusively merit. It was noted that this is an HR policy, but could be considered by PCC. The recent raise followed the suggestion of the Faculty Senate Budget Committee that raises be primarily awarded based on merit and equity, rather than COLA, across the board.
 - iv. Guidance on reporting attendance in online classes. The Blackboard app does not show as course activity. There is also a concern about what to do with additions late in the drop/add period.
 - v. IP policy for online courses, particularly those in AP
 - vi. Revisions to the Information Security policy.
 - vii. Faculty expectations and responsibilities for students working with disability services. What resources are available and what is reasonable to expect from faculty?
 - viii. Academic dishonesty in AP and online courses. Are there recommendations for faculty?
 - ix. Broader issues of student cheating
6. The meeting was adjourned.

Submitted,
John Farrar

Proposed Amendment to the NKU Faculty Handbook

Rationale: Language revised to clarify tenure relinquished at the end of the PRP

Current language reads:

10.3.3. APPLICATION

Eligible faculty who are interested in participating in the PRP may apply by forwarding to his or her department chair and dean a written request for consideration. The application must state clearly the proposed initial year of participation and the number of years of participation requested. Applicants may propose any of the following dates as the initial date for entry into the PRP: August 15 (academic Year), or July 1(fiscal year).

Applications must be accompanied by a signed letter stating that the faculty member agrees to relinquish tenure upon the effective date of participation in the PRP.

The deadline for filing applications for the PRP with the department chair, dean and program administrator is January 1 unless notice of a revised date is given.

Proposed language:

10.3.3. APPLICATION

An eligible faculty member who is ~~who are~~ interested in participating in the PRP may apply by forwarding to his or her department chair and dean a written request for consideration. The application must state clearly the proposed initial year of participation and the number of years of participation requested. Applicants may propose ~~any~~ either of the following dates as the initial date for entry into the PRP: August 15 (academic Year), or July 1(fiscal year).

Applications must be accompanied by a signed letter stating ~~that~~ when the faculty member agrees to relinquish tenure. A faculty member may elect to relinquish tenure either upon the effective date of participation in the PRP or at the end of the PRP participation period. During the PRP participation period, a faculty member who retains tenure shall be eligible to serve on Reappointment, Promotion, and Tenure Committees.

The deadline for filing applications for the PRP with the department chair, dean and program administrator is January 15 unless notice of a revised date is given.

Tenure status will not have an impact on the rules that govern drawdown of retirement funds saved in TIAA-CREF accounts.

ADDENDUM

From: Kenneth Katkin <katkink@nku.edu>

Sent: Thursday, October 6, 2016 10:10 PM

Subject: Question About Impact of Tenure Status on TIAA-CREF Drawdown During Phased Retirement

To: Emily Sumner <sumnere1@nku.edu>

Cc: Matthew Zacate <zacatem1@nku.edu>, Michael Baranowski <baranowskim@nku.edu>, Sue Ott Rowlands <sottrowlands@nku.edu>

Ms. Sumner----

In cooperation with the Provost, the Professional Concerns Committee of the Faculty Senate is looking into some possible proposed changes to the Phased Retirement Program for faculty members. One change being proposed would be to allow a faculty member undergoing phased retirement the choice of either relinquishing or retaining their status as tenured faculty members during the phase. Although both the Provost and the Professional Concerns Committee tentatively would like to support this proposal, concerns have been raised that tenure status might have an impact on the rules that govern drawdown of retirement funds saved in TIAA-CREF accounts. Is this true? Is this something we need to be aware of, or to take account of? Any advice would be appreciated.

Best,

--Ken Katkin, PCC Chair (2016-17)

From: Lori Southwood

Sent: Thursday, October 13, 2016 10:05 AM

To: Kenneth Katkin <katkink@nku.edu>; Sue Ott Rowlands <sottrowlands@nku.edu>

Cc: Emily Sumner <sumnere1@nku.edu>

Subject: RE: Question About Impact of Tenure Status on TIAA-CREF Drawdown During Phased Retirement

Ken—

Tenure status will not have an impact on the rules that govern drawdown of retirement funds saved in TIAA-CREF accounts.

Lori