

**Professional Concerns Committee  
Meeting Minutes for October 18, 2018**

**SU 109**

**3:15 pm**

**Members in Attendance:** Shannon Alexander, Kalyani Ankem, Tom Bowers, John Farrar, Kathleen Fuegen, Jaesook Gilbert, Jane Hammons, Christopher (Collin) Herb, Alexis Miller, Kevin Munte, Gary Newell, Sara Runge (Teacher Ed Rep), Tracy Songer, Michael Washington, Maggie Whitson, Jackie Wroughton, *Kristie Vise representing Nicole Grant*

**Members Not in Attendance:** Judy Audas, John Clarkin, Linda Dynan, Jim Kirtley, Ban Mittal, Blas Puente-Baldoceda, Mauricio Torres

**Guests:** Sue Ott Rowlands

**1. Call to Order, Adoption of the Agenda**

- a. Unanimously approved

**2. Approval of the Minutes from the September 20, 2018 PCC meeting.**

- a. 1<sup>st</sup>: Maggie Whitson
- b. 2<sup>nd</sup> Jackie Wroughton
- c. Unanimously approved

**3. Chair's Report and Announcements**

- a. Faculty Senate last meeting
  - i. AAPC questions about diversity questions which raised the larger question of all faculty senate committee
    - 1. From this, the FS will explore all of the committees that aren't filled by departmental faculty (ie. PCC UCC) The concern is the selected committees or seated by faculty senate.
    - 2. Concerns about management of projects (ie. Construction projects). This is a concern to faculty but will be passed on and not to PCC
    - 3. Janel Bloch budget report. The committee is beginning that process. Two main issues:
      - a. Faculty compensation issues
      - b. Pay for supervision of independent study students
    - 4. TEEK looking at evaluation process and online AP coach evaluation process and leading the class
    - 5. Faculty Regent: Questions and concerns about student success and what that actually means. The goal of this process is also to make sure that retention and recruitment efforts' emphasis doesn't erode academic standards.
    - 6. UPDATE: TIAA document about phased retirement states that it requires that the faculty needs to be separated from the institution BEFORE faculty can draw on the retirement plan. Reference from the University of Kentucky is that a says that a member can draw because they are considered separated during

phased retirement. However, NKU's concern is that tenure may be affected during the phased retirement process. The chair recommends that it's not the simplest thing to come to a conclusion about so it will most likely come back to PCC and we need to think a bit more about phased retirement.

7. Chair is continuing to working on the Tenure statement and will bring to the Nov. 1<sup>st</sup> meeting.

**4. Updates: sexual misconduct policy**

- a. Tracy Songer reports that the team had their first meeting on Monday the 8<sup>th</sup>. The goal is to review the 33 page Sexual Misconduct Policy and the first meeting focused mostly on jurisdiction. The team is on a fast paced track wanting to complete their work by the end of the semester.

**5. Section 16**

- a. First meeting is on October 19<sup>th</sup> – Will give report at the Nov. 1<sup>st</sup> meeting

**6. Intellectual Property**

- a. This sub group is still working on a date to get together

**7. Old Business, Winter Pay**

- a. Jackie W. is still working getting information around this.

**8. Old Business, Voting Item, Consensual Relations policy (See Appendix A)**

- a. See Appendix A for amendments and discussion around each section
- b. MOTION: Chair will make adjustments and send out to members. Those members will send to department and IF there are no major Objections, the PCC policy proposal will move to the Faculty Senate.
  - i. Motion: ??
  - ii. 2<sup>nd</sup> Collin Herb
  - iii. Vote: passed without dissent.

**9. New Business, Discussion Item, Tenure statement**

- a. Chair is working on a statement to support tenure and academic freedom and educate on their importance to NKU.
  - i. Tenure points needed – good for faculty retention

**10. Adjournment**

Respectfully submitted,

Tracy Songer, PCC Secretary  
4:20pm