

Professional Concerns Committee
Meeting Minutes for December 6, 2018

SU 109
3:15 pm

Members in Attendance: Shannon Alexander, Tom Bowers, John Farrar, , Kevin Muenta, Jaesook Gilbert (Teacher Ed Rep), Michael Washington, Maggie Whitson, Jackie Wroughton, Mauricio Torres

Members Not in Attendance: Kalyani Ankem, Judy Audas, John Clarkin, Linda Dynan, Kathleen Fuegen, Nicole Grant, Christopher (Collin) Herb, Jim Kirtley, Alexis Miller, Ban Mittal, Gary Newell, Blas Puente-Baldoceda, , Tammie Sherry, Tracy Songer

Guests: Sue Ott-Rowlands, Provost; Vice Provost for Undergraduate Academic Affairs Ande Durojaiye

1. Call to Order, Adoption of the Agenda
 - a. No objections – adopted
2. Approval of the Minutes from the November 1, 2018 PCC meeting. (1 attachment)
 - a. Motion to Approve – Maggie
 - b. 2nd – Tom Bowers
 - c. Unanimously approved
3. Approval of the Minutes from the November 5, 2018 PCC meeting. (1 attachment)
 - a. Motion to Approve – KATHLEEN
 - b. 2nd – MAGGIE
4. Chair's Report and Announcements
 - a. Faculty Senate meeting, November 19, 2018
 - i. Library funding resolution voting item.
 1. Passed without dissent
 - a. Minor grammatical changes
 - ii. Consensual relations policy for discussion in December, vote in January.
 1. John Farrar has been receiving comments throughout this period before the vote
 - b. Executive Committee, December 3, 2018
 - i. Budget proposal on Summer/Winter pay
 1. Faculty Senate is looking for input at this point and PCC plans to put it on the agenda for January for discussion
 2. The Winter pay issue that was brought up this semester in PCC will also be addressed
 - ii. Changes to Section 16.7 on Scientific/Research Misconduct

1. This is to bring NKU into federal compliance
 2. PCC has discussed these changes, but that wasn't passed by FS or former PCC chair. This will also come to PCC in January for discussion.
 3. We are out of compliance around reporting and investigative process. PCC current chair will unpack this a bit more and send out documents for January's agenda
 - iii. PCC item from May regarding appointment of administrators with academic rank.
 1. December Faculty senate meeting
 - iv. Faculty Senate officer elections are in January
 1. If you are interested in FS office positions let Matthew Zecate know ASAP.
5. Guest: Vice Provost for Undergraduate Academic Affairs Ande Durojaiye
- a. Title ix update: So far most of the Academic Departments have been trained face to face.
 - b. This group is working towards making sure our policies and processes are consistent.
 - c. Revisiting Sexual Misconduct policies as well
 - d. Final draft of the policy will be there by the beginning of the year.
 - e. Discussion around a specific incident with one of the parties not responding, prompted Ande to talk about the process clarification. This is also something that the committee talks about.
 - f. Discussion around faculty's response of being in the "trenches" and not knowing the process. Committee is talking about creating a template explaining the process once something is reported so faculty know what to expect.
 - g. Discussion around faculty involvement in adjudication. These are certain panels of people that, depending on the parties involved, that would depend on the set of 3 that will be part of the hearing.
6. Old Business, Discussion Item, Consensual Relations policy modifications (1 attachment – John will send)
- a. Latest feedback and policy are attached to these minutes
 - b. FS was concerned about being clear and the chances of someone misreading or claiming to have misread the policy would be more difficult to do.
 - c. Prohibition has changed – but earlier in the policy
 - d. Wording change with the pre-existing relationships
 - e. 16.9.6 Final wording change – mitigation plan was put in writing and signed by both parties. Concern is that we mandate they sign the mitigation plan because they could be coerced. We can mandate that employees sign, but students can't. PCC's concern was that they could say they didn't and the legal concern is that the document wouldn't prevent an investigation from going forward.
 - i. Discussion: PCC concern is that the student could never know that the relationship was reported. Concern is also that the relationship could actually be nonconsensual and the faculty is trying to legitimize it.

1. John will put forward that the policy should reflect that the student should be sent the mitigation plan.
 - a. If a student is an employee of NKU, they will have to sign it.
 - f. Take out the Nepotism policy
 - g. VOTE to move forward with new language
 - i. Motion: Judy Audas
 - ii. 2nd: Alexis
 - iii. Vote: I's have the majority

7. Old Business, Discussion Item, Tenure statement (1 attachment)
 - a. Suggestions to improve the flow
 - i. ACTIONS: John will work on another draft and send out

8. Adjournment 4:13pm

Respectfully Submitted,

Tracy Songer, Secretary PCC