

Professional Concerns Committee

Minutes for September 18, 2025

Hybrid Meeting (SU 109 and Zoom Conferencing Software), 3:15 pm

Members in Attendance: Deborah Amend, Ali Balapour, Eric Barker, Robert Brice, Ada Cenkci, Whittney Darnell, Jaesook Gilbert, Allyson Graf, Shelli Janning, Erin Kelley, Jang-Chul Kim, Julie Mader-Meersman, Jered Moses, Makoto Nakamura, Joe Nolan, Tamara O'Callaghan, Kathleen Quinn, Holly Riffe (Chair), Kurt Sander, David Tataw, Jessica Taylor, Maggie Whitson, Matt Zacate

Guests in Attendance: Provost Diana McGill, Janel Bloch, Nathan DeLee, Faculty Senate President Jacqueline Emerine, John Gaffin (Police Chief), Grant Garber, Amy Gellen (CHRO), Grace Hiles, Mike Irvin, Sukhee Kim, Danielle McDonald, Steve Slone, Brandon Thompson (VP Student Affairs)

Members Not in Attendance: Dee Mornah, Michael Providenti, Ihab Saad, Catie Shelton

1. Call to Order, Adoption of the Agenda
 - The meeting was called to order at 3:15pm.
 - The agenda was adopted as distributed.
2. Adoption of the minutes from the September 4 meeting.
 - The minutes for the 9/4 meeting were adopted.
3. Chair's Report and Announcements
 - A group of staff and faculty visited the Police Chief's office to view security cameras since there is an updated Security Camera Policy. It is against state law to record audio with security cameras. 600 cameras on campus were replaced. Facial recognition is not being used. The technology has motion sensing and time stamping capability. The cameras can identify color of clothing (but not well). Cisco does not have access to the data (IT has to grant permissions for Cisco to make updates to the software). The new camera project was primarily to upgrade data storage. The data is encrypted and storage is local and decentralized. Retention is determined by policy (either 60 or 30 days).
 - DISCUSSION:
 - If the technology changes, is there something in the policy to trigger an update to the policy? A: The stakeholders, processes, or protections in the policy should apply regardless of the technology. If the technology were greatly different, Staff Congress and Faculty Senate would have been consulted early in the process of consideration (an example would be if license plate readers were to be installed, there would be a discussion first).

- There will be an update on Handbook section 9.1 (RPT Guidelines) in the next PCC meeting. There is a suggestion is to remove the word “biennial” because it is often confused with “biannual.” This section already needed to be updated.
4. Old Business
- None at this time.
5. New Business
- Grant Garber updates September 18
 - Several dozen comments received about the 10 administrative policies under consideration. Feedback is welcome and is making the policy drafts better.
 - Let G. Garber know if you have trouble accessing the policy portal to leave a comment (or just email Grant, a cabinet member, PCC chair, or Faculty Senate President).
 - 3 of the proposed changes touch areas in the Faculty Handbook (disability accommodations and non-discrimination). PCC and Senate can consider making conforming changes to the Handbook where the language is outdated (i.e., regarding the process by which an individual can request a reasonable accommodation due to a disability). There is also EEO, general non-discrimination language in the Handbook. Also, the Handbook has a section on the tuition waiver benefit and the new policy is more generous than what is currently in the Handbook.
 - Questions:
 - Is there still work being done on the recent legislation on KY? A: that work was completed in the spring and summer of 2025.
 - What are the limits of a faculty member’s academic freedom? A: NKU is subject to the constraints and protections of the first amendment. In recent legislation, the KY legislature required public universities to adopt a statement that we do not discriminate on the basis of political or social viewpoint.
 - Where can we read more about what is informing the processes for getting approved for accommodations (HR and OSA) and what defines “reasonable amount of time”? A: The requirements are based on ADA court opinions, US Dept. of Ed Office for Civil Rights resolution agreements, and industry standards.
 - Question about the meaning of the phrase “interactive process” and how much time it takes to determine an accommodation. A: The phrase “interactive process” does not come from NKU, it comes from the ADA and it is one of the most important standards for legal compliance. There must be a dialog to determine if person can participate in the educational programs or core responsibilities of the job. Common examples of accommodation include extra time on tests and quiet testing environment. There are occasionally requests that might fundamentally alter the course or program and those requests

take longer to resolve (typically days, not weeks). An accommodation is not reasonable if it fundamentally alters a program and only faculty can define a fundamental alteration.

- What is the required training element in the accessibility policy?
A: The Office of Student Accessibility should address this question.
- The deadline for submitting feedback is the end of October.
- What does the comment process for policies look like? A: Comments from Qualtrics go to Legal. The cabinet are provided a report of themes and quantities of comments. Legal will collate a report and the cabinet will have access to all the comments. This is in the Policy on Policies. The Cabinet is obligated to consider the comments in good faith, make modifications as determined by the Cabinet and President, and communicate back to campus.
- Suggestion to have the comment loop back to the sender.
- Could it be argued that expressing a point of view could be considered discriminatory against the opposing point of view? A: No. Students have broad First Amendment protections. Various viewpoints are welcome in debate. However, a line of inquiry should be relevant to the course (e.g., faculty could not have a unit on politics in a calculus course).

○ Dress Code (Amy Gellen)

- Regarding the Dress Code Policy. There is a lot of freedom and supervisors should know what is appropriate for different jobs in different areas.
- What if a supervisor is using the Dress Code to body shame individuals or is going after someone? A: Employees and supervisors should feel free to approach HR for support. The goal of the policy is to make it more relaxed and casual. Comments are encouraged if the language could be revised to make this clearer.

○ Campus Residency (Brandon Thompson)

- Question regarding campus residency for undergraduates: there is a list of individuals who are exempt from the policy. Are any first-year undergraduates fully online? A: Yes, but it is a very small number of students.
- Do people need to provide documentation for the exemption to student housing? A: Yes. The reasons listed are not comprehensive. Housing will reach out to the students for clarification. Data show that students who live on campus the first two years have better outcomes.
- UC and UK do not have the residency requirements. Should we look into why since students who consider NKU also consider UK and UC? A: UK and UC do not have the housing capacity for such a requirement.

- Why was 40 miles used for the residency exemption rather than 60? A: Many universities use a 30–60-mile range. NKU students with longer commutes have a lower retention rate. Students under a 20-mile commute do better than those with a longer commute. The average radius of counties to NKU is 40 miles.
 - Some faculty want to see this raised to 60 miles.
- When students enroll, they have to either apply for student housing or fill out the exemption. Failing to do either bills them the lowest housing rate until the forms are complete.
- Could the housing requirement for 2 years lower enrollment and increase student costs? Will NKU provide additional housing funds? A: On-campus costs are fixed while off-campus costs fluctuate from month to month. When this policy was discussed with SGA, the question was not cost but rather “is there enough parking?” (yes). KY dictates how much rates can increase but off-campus landlords are not constrained by the state.
- Have the dorm problems been resolved? A: A plan is being developed to make regular improvements on a schedule.
- Are we collecting data on the 2-year residency to see the results? A: Yes, and the VP of Housing will return to PCC to discuss the data after it has been collected.
- Are we getting data from students beyond SGA? A: There was a robust student survey last year.
- Comment about not forgetting that being a commuter school makes NKU more affordable to a lot of people but we could be losing students who want on-campus housing with an on-campus life and things to do.
 - Could the requirement be one year rather than two?
- Access to food on campus can make living on campus challenging. Both the options at the food court and the hours are problematic.
- Sliding scale for parking policy
 - Currently there is equality in parking (everyone pays the same) but there is a desire to create equity.
 - This policy will be discussed in the 10/2/2025 PCC meeting.
 - Under the current plan some people could be paying up to 2% of their salary. Under the new tiered plan, the majority of people pay between 0.4% and 0.55%.
 - Discussion tabled due to technical problems with Zoom software.

6. Adjournment (4:26pm)

Submitted,
M. Providenti, Secretary

Sliding Scale Parking Permit

Parking Taskforce Members:

Mike Irvin, Co-chair
Jennifer McLeod, Co-chair
Nathan De Lee
Kathleen Spada
Steve Slone
Jay Avenido
Erika Austin
Lisa McElfresh
Danielle McDonald

Rationale for proposed change:

Currently, NKU charges all full-time employees the same amount to park on campus. The 2025-2026 parking permit rate is \$429/year or \$35.75/month. Most employees choose to have this cost deducted monthly from their paycheck. In addition, there are 57 NKU employees who elect to purchase reserved parking spaces on campus at \$903/year. The purpose of this proposal is to create a more equitable cost for parking that is based on annual salary.

Annually, parking at NKU brings in \$463,000 in revenue. This money is utilized for maintenance of the lots and garages as well as to pay off an existing loan on a current garage. Changes in parking fees must remain cost neutral.

Notes on data used in table:

The data for number of employees per salary band was reported to the taskforce by Dionna Scholler from HR and includes the recent 3% pay increase. It also should be noted that NKU part-time faculty were not included because they pay a reduced rate per semester for a parking permit and not monthly. The data regarding the number of reserved parking spaces was provided by the Director of Parking Services, Curtis Keller.

The number of employees reported per salary band is accurate, but there is not a way to cross check salary with who or who does not pay for parking on campus. For instance, there may be two NKU employees who live in the same household, carpool, and only purchase one pass or a faculty member who is fully remote and does not need a parking permit. Therefore, the data presented in the chart is an estimate to get the conversation started.

Salary Band	NKU Employees in Each Salary Band	Total Parking Annually per Salary Band	Annual Parking Pass Cost	Monthly Deduction	Change from Current Rate
21,000-41,999	212 (15.35%)	0	0	0	-100%
42,000-62,999	478 (34.61%)	\$131,450	\$275.00	\$22.92	-36%
63,000-83,999	352 (25.49%)	\$123,200	\$350.00	\$29.17	-18%
84,000-104,999	145 (10.50%)	\$68,730	\$474.00	\$39.50	+10.50%
105,000 and up	137 (9.92%)	\$74,070	\$540.72	\$45.06	+26%
Reserved parking	57 (4.13%)	65,550	\$1,150.00	\$95.84	+27%
TOTAL	1,381 (100%)	\$463,000			