

Professional Concerns Committee

Minutes for February 5, 2026

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

Members in Attendance: Deborah Amend, Ali Balapour, Eric Barker, Ada Cenkci, Whitney Darnell, Jaesook Gilbert, Allyson Graf, Patrick Hare, Erin Kelley, Rachelle Janning, Jang-Chul Kim, Julie Mader-Meersman, Dee Mornah, Jered Moses, Makoto Nakamura, Joe Nolan, Michael Providenti, Tamara O’Callaghan, Kathleen Quinn, Holly Riffe (Chair), Ihab Saad, David Tataw ,Jessica Taylor, Monica Wakefield, Maggie Whitson, Matt Zacate

Guests in Attendance: Provost Diana McGill, Janel Bloch, Faculty Senate President Jacqueline Emerine, Grace Hiles, Mike Irvin, Suk-hee Kim, Rami Leventhal, Danielle McDonald, Steve Slone

Members Not in Attendance: Gina Fieler, Kurt Sander,

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 November 20, 2025 and the January 15, 2026 meetings.
 - The minutes for 11/20/25 and 1/15/26 were adopted as distributed.
3. Chair’s Report and Announcements
 - Kalyani Ankem was a long time PCC member. She and her family are in our thoughts. Also, Diamond Rice, a Social Work student whose passing is a huge loss.
4. Report on Parking Survey (Danielle McDonald)
 - The survey had a 2-week open period. There were 811 participants (42% faculty, 55.4% staff, 2.6% admin)
 - 87.5% of participants have a monthly parking pass; 5.5% use a reserved parking spot, some reported using a day pass or not paying for parking.
 - 424 did not want an increase in monthly parking
 - 104 people selected the 5% increase. 49% faculty, 51% staff okay with 5% increase.
 - Reserve parking options were 0, 5, 10, 15, or 20%. 124 people said 0.
 - 5% increase n=19; 10% increase n=10; down from there.
 - Not a lot of interest in increasing reserve parking. 43 people who filled out the survey have reserve parking. A total of 124 said no to reserve increase. Of the 43 respondents with reserve parking, 65% don’t want an increase.
 - Moving forward, this must be cost neutral. There are 3 options:

- sliding scale (not much interest in this); raising monthly parking (some interest, but not a lot); not much interest in reserve parking. Raising monthly parking would probably lead to lower morale.
 - The university should find money to make parking low or zero cost for those under \$42K (179 respondents, 2/3 staff, 1/3 faculty). This would affect 212 people.
 - Final option is do nothing.
 - The report has been forwarded to the Provost.
5. Old Business
- Date Change (voting item) Handbook section 1.3: March 31st or May 1st
 - Departments reported feedback from CTP faculty in their areas:
 - Faculty would like letters with definitive decisions even if that means moving the date. (from a department with 4 CTP faculty).
 - CTP faculty split 4-3, not in favor of changing the date (from a department with 7 CTP faculty). Faculty want more time to find work and prevent a healthcare gap. There was concern this is only about damage control. Preference for focused communication where cuts are likely.
 - 2 CTP faculty were in favor of moving the date if the content of the letter were definitive (department with 8 CTP faculty).
 - Provost Note on how the budget is assembled: the budget includes assumptions and predictions (e.g., state funding, enrollment). The state finalizes appropriations on April 15. The BoR approves the budget in June. The cabinet is committed to knowing enough to make an informed decision by May 1. Before budget factors are finalized, the budget is modeled in “budget exercises” for low, medium, and catastrophic cuts.
 - 2 CTP faculty in a department are fine moving the date back if that would reduce trauma and morale problems.
 - In a department with 7 CTP faculty, all were against changing the date. Those faculty preferred more time to look for work.
 - Do other universities in Kentucky also use the March 31 date? A: No. Some have dates that are earlier and some later.
 - In a department with 5 CTP faculty, the vote was to not change the date. Some would prefer an earlier date.
 - Could the CTP faculty be surveyed? A: Time is a concern as this needs to be on the Senate agenda for 2/23.
 - A department with many CTP faculty, CTP faculty are split. Another department reports CTP faculty “individually, internally split” on the issue.
 - Motion: Change the date in the Handbook section 1.3 from March 31 to May 1.
 - Vote: The motion failed to pass.

- Provost Update on the budget: the initial budget proposal was described as “draconian,” “just a starting point,” and “it will probably get better.” Unlikely that the state budget will be settled by March 31. Question: should only people whose positions may be cut receive the letters? Or should all CTP faculty receive letters?
 - Faculty would like as much information as possible.
 - Suggestion for a more neutral sounding letter.
 - Letters that are focused are better.
 - There was a suggestion for a university-wide letter since that could lead to attrition and fewer occupied positions being cut.
 - University-wide letters can be a problem. In some departments, faculty can easily find a different job and are not easily replaceable.
 - Faculty would like communication about the situation.
- Will decisions about Voluntary Separation be made by March 31?
A: Yes. The final decisions about voluntary separation will be made by March 20.
- Overall, there is a preference for focused letters. This discussion will continue in Senate.
- Emeritus Title (discussion/voting item) 1.7.1 and 2.11.
 - Based on a discussion with Faculty Advocate, in favor of adding emerita but there was a suggestion to make the change more expansive to include emerit and emeriti (with a nod to social construction of words, yet a deficit to the medievalist and world language knowledge base). The default would remain emeritus.
 - Suggestion to just use emerit. Reasons cited: The word may be Latin but it is anglicizing to use in English grammar. Consider the shift from he/she to they/them.
 - Opposition to emerit. Reasons cited: there are cuts to language faculty. Language and linguistics faculty built careers on studying and teaching language. There was a request for respect regarding the use of language.
 - There was willingness expressed to add emerit as an option but not to remove emerita.
 - Doctor and professor are not gendered titles. Suggestion to not make emeritus a gendered title.
 - The proposed terms in the draft are: emeritus, emerita, emeriti, and emerit.
 - Suggestion that the form could have the options without changing the Handbook.
 - 1.7.1.1, last sentence, subject-verb agreement: “‘Emeritus’ status designations may be granted upon or after retirement or death and [is are](#)

conferred by the Board of Regents, following the process set forth in Section”...

- 1.7.1.1, remove text and add comma: “Such persons hold the faculty title and rank held immediately prior to their retirement, followed by the title ~~determined by the faculty request—either~~ emeritus, emerita, emeriti, or emerit.”
 - Motion to approve changes as amended.
 - VOTE: the motion carries Unanimous.
 - This will be added to the Faculty Senate agenda.
6. New Business
 - Free expression policy – moved to next meeting pending VP Legal Affairs.
 7. Announcements
 - None at this time.
 8. Adjournment (4:30pm)

PCC Policy Charge as stated in the FS Constitution:

NKU Faculty Senate Constitution

The following duties shall be the specific responsibility of the Professional Concerns Committee:

- 1) It shall provide a forum for the faculty to propose policy and to discuss all matters relating to the wellbeing of the University.
- 2) It shall review, evaluate, and make recommendations concerning policies relating to the general academic and professional concerns of the faculty, both full and part-time.
- 3) It shall review, evaluate, and make recommendations regarding all policies procedures and practices related to governance of the university.

Submitted,
M. Providenti, Secretary

1.3. Full-Time Teaching Faculty

Revised: Fac. Senate, 5.3.2024/BoR, 6.12.2024, Pres. Rec. C-11, p. 138-141: Updated position titles and renewal timeframes; the previous heading of this section was "Full-Time, Non-Tenure-Track, Renewable (NTTR) Faculty" and the position titles were formerly Lecturer, Lecturer II, and Senior Lecturer.

Full-time teaching faculty hold the rank of Assistant Teaching Professor, Associate Teaching Professor, or Teaching Professor. Teaching faculty perform full-time teaching and service duties as stipulated by the University and their appointment form. Teaching faculty are not appointed to a probationary or tenured position, and at no point will accrue time toward tenure.

Faculty holding a teaching appointment are generally hired as an Assistant Teaching Professor with a minimum one-year appointment. Subsequent teaching faculty contracts are renewed for an additional two-year (Assistant Teaching Professor) or three-year (Associate Teaching Professor and Teaching Professor) appointment, contingent on positive annual performance reviews as well as support from the department/program chair and dean/director/vice provost. The performance review process is on the normal schedule, based upon duties as stipulated in the appointment form. Notification of non-renewal of appointment must be made to the faculty member by **March 31**.

Proposal by Provost McGill is to change this date to May 1.

- 1.7.1. Emeritus Faculty

Revised: Fac. Sen., 1.16.2020/BoR, 3.18.2020: Clarified the process and removed requirement of tenure.

An “emeritus” designation is a way of honoring retired or deceased faculty or administrators who held faculty rank.

1.7.1.1 Such persons hold the faculty title and rank held immediately prior to their retirement, followed by the title determined by the faculty request—either emeritus, emerita, emeriti or emerit. The default title remains “Emeritus.” “Emeritus” status designations may be granted upon or after retirement or death and is conferred by the Board of Regents, following the process set forth in Section

- 2.11. EMERITUS FACULTY DESIGNATION

Revised: Fac. Sen., 1.16.2020/BoR, 3.18.2020: Clarified the process and removed requirement of tenure.

A department, school, or program faculty may nominate a retiring, retired, or deceased faculty member for appointment to designation as an emeritus status. To be nominated, the faculty member must hold (or have held) academic rank. Normally, a person will have served the University for a long period to be appointed. Such a nomination will be given to the dean by the chair or director, forwarded to the provost, and then to the president. The chair or director, dean, and the provost may make their own recommendations about the appointment of the faculty member when forwarding the nomination. The default title will be “emeritus” while emerita, emeriti, or emerit may be requested by the faculty member.

Emeritus status may be conferred only by the Board of Regents, and then only upon recommendation by the president (see Section 1.7.1 “Emeritus Faculty”).

<https://www.nku.edu/content/dam/academicaffairs/docs/facstaffsecure/FacultyHandbookNKU-2025fall.pdf>