Greetings!

It's that special time of year again, and each of us has our own unique way of using this time. We gather. We give. We laugh. We play. We rest. We rejoice. We savor. And we reflect.

As you approach this well-deserved holiday break, my hope is that each of you will take the time to reflect on three questions. Ask yourself:

· “What have I done to Fuel the NKU Flame this year?”
· “How have I used my strengths and gifts to make NKU a better place?”
· “How have the strengths and gifts of my colleagues made a difference in my life?”

I know you will be proud of your answers.

Wishing you peace, love, happiness, and well-being this holiday season. Let your flame burn bright!

With much gratitude,

-Sue

FUELING THE FLAME
Acknowledgements & Accomplishments

$2 Million in Debt Service Payments reduced by Comptrollers office!
A big thank you to Russ Kerndoff, Angela Fulkerson, and Tom Barnett in the Comptroller’s Office for the work they did in coordinating the issuance of refunding bonds in August 2016 that were used to refinance the bonds issued in 2008. As a result of their efforts, the University will have a reduction of nearly $2 Million in debt service payments over the next 12 years.

Facilities space conversion and partnership increases workforce development opportunities for students
The University has entered into a lease agreement with Education at Work (EAW) to provide workforce development opportunities to eligible University students through the Education at Work on campus partnership program. Training and work opportunities are provided for students, and employed students will have the opportunity to earn tuition dollars in addition to an hourly wage. EAW is located in an area of about 4,400 square feet in Incubator Building #1, located behind Campbell Hall. Operations & Maintenance converted the space to a work space/call center and EAW installed furniture, equipment and finished the setup. The space conversion was completed in November 2016 and the call center is now operational.

New one-stop student portal now in beta testing – feedback welcome!
The Office of Information Technology opened a new student portal, one.nku.edu, for beta testing. One.nku.edu pulls all the tasks that students use most (e.g. paying bill, changing password, accessing Blackboard, etc.) to one simple website and requires logging in just once to access all those...
NKU receives inaugural LiveWellNKY Worksite Gold Level Award

We are proud to announce that NKU received the highest honor of the LiveWellNKY Worksite Wellness Awards: the Gold Level Award. Last fall, the office of Human Resources submitted an application for NKU. "The role of LiveWell NKY is to ignite an uprising within the community to build a movement toward a culture of health. It provides a common framework, necessary support and inspiration for all of us to join together in the movement towards better health. This award celebrates worksites that place a high value on employee health and overall well-being, while taking steps to help them plan for cost effective future strategies to create a healthier workforce." All applicants received a score based on commitment to wellbeing and the implementation of policies and environmental changes that drive improved health. In the weeks to come, NKU will be recognized on campus and in the community for this award designation.

NKU Management Dashboard rolled out by Institutional Research & Information Technology

Institutional Research and Information Technology rolled out the Management Dashboard this fall, and campus leaders have been attending Competency Center sessions to learn the functionality and breadth of the tool. Based on feedback from the Beta Testers early in the semester, the Information Technology team developed several major enhancements to the tool – including a "reset" button – and the Institutional Research team developed a Resource Manual for users' reference. We are hearing remarkable positive feedback from the early adopters. Users are confirming that the easy access to officially-reported NKU data has been a tremendous time-saver, and it provides the data they need to improve decision-making. A short presentation on the Management Dashboard will be made at the January Board of Regents meeting. Kudos to the IT and IR team for developing this wonderful new resource for NKU.

NKU Strong Committee gets to work on creating a positive, strengths-based campus culture

Northern Kentucky University formed a small team of champions (NKU Strong committee) that have been working to build the internal capacity and culture necessary to increase wellbeing for staff and faculty. As part of this effort, NKU is embarking on a program aimed at training a critical mass of individuals to be facilitators, who will then spread awareness and application of character strengths across the University. Working with Fatima Doman, an executive coach, NKU has trained 31 individuals to facilitate trainings and exposed 41 participants to the training across 13 departments, with more individuals and departments asking to get involved. NKU is engaging with individuals across the University to create strengths champions and activate a diverse group of people in the work. The committee has identified 19 potential champions to help drive this work forward. A branding and communications plan is also underway to spread awareness and consistent messaging around wellbeing.

LIGHTING THE WAY

Employee Spotlight

Brad Day
1st Shift Custodian,
Operations & Maintenance

Brad started his career with NKU in 1993 at our Highland Heights Campus with Roads and Grounds. In 1999, he moved to our Covington Campus where he worked as a custodian. When the campus closed in 2008, he moved back to the Highland Heights campus and was assigned to Campbell Hall, Maintenance Building and the Ceramics/Sculpture Studio, where he works today. Brad has been married to Helen for 34 years. They met at a wedding reception for one of Helen’s nieces, and the story goes on from there. They have a daughter Alicia who has two children named Michael and Bridget. Brad enjoys cutting fire wood. It started as a business, but turned into supplying heat for his house. He also enjoys wood working and looks forward to converting a horse barn on his 20 acres into a work shop.

Larry Herbst
Heavy Equipment Operator,
Operations & Maintenance

Larry Herbst is a heavy equipment operator in the Roads and Grounds Department with a Certified Driver’s License. Larry has worked for the university for more than 15 years. In that time he has been an essential part of the successful snow management operations on campus. He has assisted all of facilities with back hoe work and utility marking. Larry is the "go to" guy. In his time at NKU Larry has been a top performer in the department.

When Larry is not working, he enjoys vegetable gardening and watching his granddaughter play softball.

Darla Pangburn
Project Manager,
Information Technology

Darla is currently the project manager for multiple projects including the SAP Upgrade, Website Redesign, and Norse Alert enhancements. Darla is married to Brian and they have three children. Darla enjoys spending time with her family, traveling and the outdoors.

GOLDEN NUGGETS

Hot tips to help you!

• Involved in the budget process?

https://outlook.office.com/owa/?realm=mymail.nku.edu&path=/mail/inbox
Be sure to visit the Budget Office website and sign up for the Budget Office listserv. This will ensure that you receive all applicable budget communications!

- **Staff Changes**
  - Angela Fulkerson recently transferred to the Financial Reporting Manager position in the Office of the Comptroller. Angela's former position, Treasury/Financial Systems Manager, has been filled by Tom Barnett.

- **We didn't start the fire!**
  - 9-volt batteries can be dangerous because the positive and negative posts are close together. Contact with a metal object between two posts of a 9-volt battery can cause a short circuit. *This can make enough heat to start a fire.* For safe storage, keep the batteries in original packaging until ready to use. If loose storage is necessary, keep the posts covered with masking, duct, or electrical tape until ready for use. When disposing of 9-volt batteries, place individual batteries in small bags or place tape across the posts. Always remember to place your safely stored new 9-volt batteries in your smoke detector when you change your clock!

- **Easier access to work files available through Microsoft OneDrive**
  - Store your work files in the cloud on Microsoft OneDrive so you can access them from anywhere.

- **Don't let your brain drain!**
  - Taking a Winter or Spring course? Avoid the last minute rush – get your tuition waiver for Spring in before December 6 when charges will be posted to accounts. If you are taking a winter intersession course, please mark that on your waiver.