

Faculty Senate Benefits Committee Meeting: 01/15/2025, 3:15 p.m.

Present: Kim Baker, Becky Elkins, Alicia Ireton, Perilou Goddard, William Landon, Vince, Peiwei Li, Lili Ma, Junko Agnew, Darrin Wilson, Jennifer McCleoud, Suk-hee Kim, Andrea South, Donna Smith, Grace Hiles, Kevin Muentel, Marcia Ziegler, Joe Mester, Marteza Sadat-Hossieny

Call to order: 3:21 p.m.

Approval of minutes: Darrin Wilson, Jennifer McCleoud

Adoption of agenda: Sharyn Jones motioned, 2nd: Suk-hee Kim

Old Business

- FDA – Provost sent notification to applicants in December. Provost agreed to recommendations from committee.
- FDA Tool & Documents
 - Use Big Red Font for important information about FDAs – examples:
 - Late submissions will NOT be accepted
 - Plan to submit early in the event that “technical issues occur
 - A confirmation of receipt email will be provided
 - Becky will work with Grace to add these points in Red to application including asking those applying to give time for technical errors.
- Tuition Waiver Subcommittee – Pause... President has made her own committee for this. Any plans for our subcommittee will be paused due to the NKU president forming a committee. Suk-hee asked who originally requested a subcommittee. This came from Janelle Bloch.
 - Why we are putting a hold on the subcommittee?
 - Request that we have faculty representation from our FS Benefits/Budget Committee

New Business

- Kim Baker, Director of Wellness present on currently – Faculty/Staff Health: Kim shared her background in wellness. She has extensive background in wellness and has been at NKU for 16 years. She takes a holistic approach. She shared the university wellness website. She is also on the HR webpage. She has many ongoing services to provide. She looks at aggregate data to provide relevant services. She noted we have a few lactation rooms. Alexander technique private lessons and ergonomics.
- Employee benefits: Coaching is available by Lyndsey Barto, R.D. This is a wonderful resource. It is free.
- Primary care provider program: NKU has a program to establish with a provider, which is recommended. If you go annually, you can get \$25 on your All Card. You send form in to Kim Baker to receive award.
- Employee assistance program: many resources. They have a website with more details. You can get 8 free sessions of in-person counseling for any topic of your choice. These are 8 sessions per calendar year per topic. Make sure to specify the issue. There is also a teletherapy option. There are also interactive web resources. This also applies to dependents for free, including spouse or children.
- Ergonomics: Kim can come give suggestions on position at desk and computer. She can also address any pain or discomfort. Email Kim, she will set up a time. The time is 30 minutes

or less. This is a wonderful service to use. If you need a new chair, she can work with you. If you are having a specific issue, she can book a sooner appointment. Her email: Bakerk7@nku.edu.

- They are doing a blood sugar blueprint educational virtual session. They will be recorded. Lyndsey Barto will lead. Register even if you can't come to receive the recording. There are talks of removing rec fees. Kim's yoga is on hold, she has no specific activity courses right now. We do not have access to exercise equipment rooms that she is aware of. Campus rec is the only facility with exercise equipment. The rec fee is \$10/month.
- Pause in the planetarium is available for a time to pause. These will be offered on Tuesdays, beginning January 28th. SC 409, 12:30-1:00 p.m.
- CPR/AED offered each semester in UC 135. These are free.
- Partnership with Arrosti rehab center. They provide webinars with topics such as shoulder pain. These are free. There are different ones each month. Dates/times listed on website. You can also register for an appointment with them. This is different from physical therapy. There is no imaging, just soft tissue. Treatment is 2-4 appointments. They are here 8a-5p, April 9, 16, and 23.
- Check out the website. If you have any suggestions or comments, please reach out to Kim Baker. Share these resources with our colleagues!
 - Bakerk7@nku.edu
 - <https://inside.nku.edu/hr/current-employees/wellness.html>
- Initiatives/Benefits
- Non-tenure track faculty in FDAs
 - Discussion
 - Vote to pursue or not
 - Should we continue talking about this? It adds competition to those who are required to do research. Would we want to continue further in looking into this? One thought was to create a different pool of money. Poll will be given on whether agree, disagree, or abstain.
 - Poll results: Majority 36% agree, 50% disagree, 14% abstain
 - Roles could be changing for NTT faculty.
- Revisit Benefits Priorities for Spring
 - Tuition waiver coverage (On hold, Lauren coming February 5th). She will ask about it at Faculty Senate.
 - Reinstating faculty/staff Recreation center gym (Will ask about this at Faculty Senate meeting).
 - Retirement back to pre-cut contributions
 - Parking Issues (Landrum)
- Student Scholarship Subcommittee
 - Requested that all members who did not serve on one of the FDA subcommittees serve on the student scholarship committee this spring.
 - Email Benefits Chair & Grace if you have not yet served to confirm subcommittee membership.
 - Typically 5-7 applicants
 - Application are usually ready for review in April
 - If new members want to join this student scholarship subcommittee, this is a good one to start on. Perilou has offered to join. If you have any questions, reach out to Grace or Becky.
 - Suk-hee mentioned that we usually accept submissions in person, or is it updated to electronic submission? Becky said it got updated to be electronic for

submission. Grace clarified that students should probably turn sensitive information in face-to-face. Grace did create a PDF form. She is looking into a more secure platform with IT to protect student information. Submission in person is preferred.

- Lauren Franzen will be at February 5th meeting and will give updates on tuition wavier committee.
- Motion to adjourn: Joe Mester 2nd: Perilou Goddard, 4:19 p.m.

Future Meetings @ 3:15pm

Spring 2025 @ 3:15pm

- February 5
- March 5
- April 2
- May 7