
Members Present: Cindy Ash, Eileen Baker, Tom Barnett, Dave Bauer, Chris Bowling, Tiffany Budd, Jeff Chesnut, Sara Conwell, Matt Elrod, John Gaffin, Nick Gamble, Whitney Kessinger, Katie Lovold, Gail Messmer, Sue Murphy-Angel, Kimberly Sanders, Ron Schulz, Dennis Sickinger, Lori Thaxton, Colette Thompson, Maryann Trumble, Pam Wagar, Mary Beth Ward, Doug Wells, Kimberly Wiley, Carole Ziegler

Members Absent: Tina Altenhofen, Tracy Brate, Angela Calhoun, Larry McNickle, Josh Neumeyer, Amberly Nutini, Marilyn Taylor, Chris Witt, Robert Yelton

Guests: Grace Hiles, Sue Hodges Moore, Arnie Slaughter, Lori Southwood, Will Weber, Katherine Hahnel, Angela Zippin, President Geoffrey Mearns

- I. Call to Order – 12:56 pm
- II. Approval of November 12, 2015 minutes: motion – Sue Murphy ; second – Doug Wells; (motion carried)
- III. Guests
 - A. President Mearns
 1. Thank you for the thoughtful gift from Staff Congress
 2. Demo of Invest in Success: Outcomes-Based Funding for KY
 - Advocacy effort for upcoming legislative session
 - Comparison between NKU and competitive universities
 - State appropriation per FTE student would bring NKU to mid-level funding
 - KERS contribution rate has increased substantially from 5.89% in 2001-02 to 38.77% (\$14.9 M) in 2015-16
 - Next year is expected to increase to over 40%
 - NKU is at the highest end of KERS contributions and lowest end for state funding
 - To bring NKU to median, require \$10.7 M in funding
 - Propose two-step action plan
 - Address the disparity – appropriate \$10.7M annually to NKU
 - Tie KY's \$1B investment to student success – create long-term, rational, and strategic postsecondary education funding model based on student outcomes and institutional accountability
 - To have your voice heard, visit investinsuccessky.com

Question: Do other universities have staff that do not participate in KERS?

Lori's response: KY teachers are able to use other investment companies such as TIAA-CREF, biweekly staff have the option to participate in KERS or opt-out. NKU does not have an opt-out option; all staff must contribute.

Question: With new governor on record as saying no new funding, where would the \$10.7M come from?

President's response: Argument will be to level-set the funding and then transition the system to an outcome-based funding.

Question: Are the KY universities joining forces?

President's response: Yes, there is collaboration amongst the universities.

IV. Staff Regent Report – Arnie Slaughter

A. Next meeting – Wed, Jan 13 at 9:00 am in SU 104

V. Liaison Reports – Lori Southwood & Dr. Sue Hodges Moore

A. Sue Hodges Moore

- Budget Strategies/Timeline Overview
 - Will finalize the model after campus opens in 2016
- Parking Services
 - Live testing the new software
 - Go-live on 12/14
 - Garages to close for Winter Break
- Bookstore will be open
- BB&T Arena operational during the holiday season
- Website on how we 'fuel the flame' is up and running; those recognized will receive notification via email

B. Lori Southwood

- Wrap-up comments on Benefits
 - Implementing change in process flow for PARs for leaves of absence
 - HR staff will initiate the PAR paperwork and send to the department
 - Begins January 4, 2016
- Perfect attendance
 - Only biweekly, hourly staff are eligible
 - Propose change in how perfect attendance is recognized
 - Division and department, instead of HR, would begin the process
 - Would not be recognized at Employee Appreciation Week but at a departmental or other celebration
 - **Concern:** decentralize the recognition and departments may not take the time to recognize; or only a few departments and not all may participate
 - More information to come as things move along

VI. President's Report

- A. Staff Congress picture to be taken in 2016
- B. Thank-you breakfast – about 300 attended
- C. Code of Conduct

VII. Standing Committees

- A. Benefits – report
- B. Constitution & Bylaws – no report
- C. Credentials & Elections – no report
- D. Outreach – no report
- E. Policies – report
- F. Scholarship – report
- G. Technology – report

VIII. University Committees

- A. Benevolent – report
- B. Food Service Advisory – no report
- C. President's Climate Commitment Task Force – no report
- D. Regent's Distinguished Service Award – no report
- E. Transportation – no report
- F. Wellness – report

IX. Ad-Hoc Committee

- A. Roundtable Discussion – no report

X. Old Business

- A. Parking Lot C (between Griffin and Science Center) is closing
 - Lot E (by the Baptist Center) has about 80 spots free
 - Lot D (by College of Business and Welcome Center) has 50 spots free

XI. New Business

- A. Propose that the Roundtable Committee be moved from Ad-hoc to a standing committee
 - Employees have the ability to submit questions year round on the Staff Congress website, not just in October
 - Roundtable may be moving to more of a Town Hall feel next year

XII. Announcements

- A. January guests: **Kathleen Roberts**, Senior Advisor for Inclusive Excellence
- B. February guest: **Emily Sumner**, Director of Benefits; **Mike Hales**, Chief Financial Officer

XIV. Adjournment: motion – Lori Thaxton; second – Carole Ziegler; motion passed – adjourned at 2:13 pm.

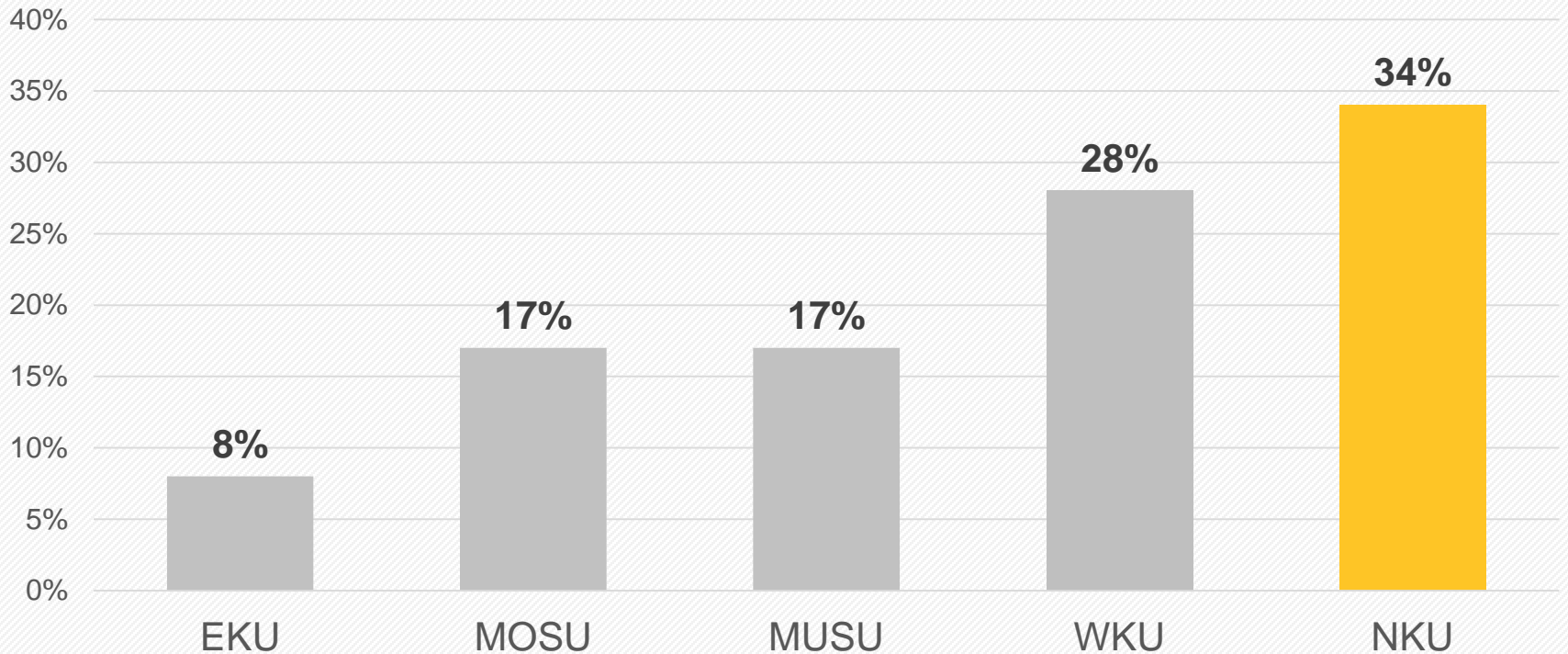


**INVEST IN
SUCCESS**

OUTCOMES-BASED FUNDING FOR KY

FTE STUDENT ENROLLMENT

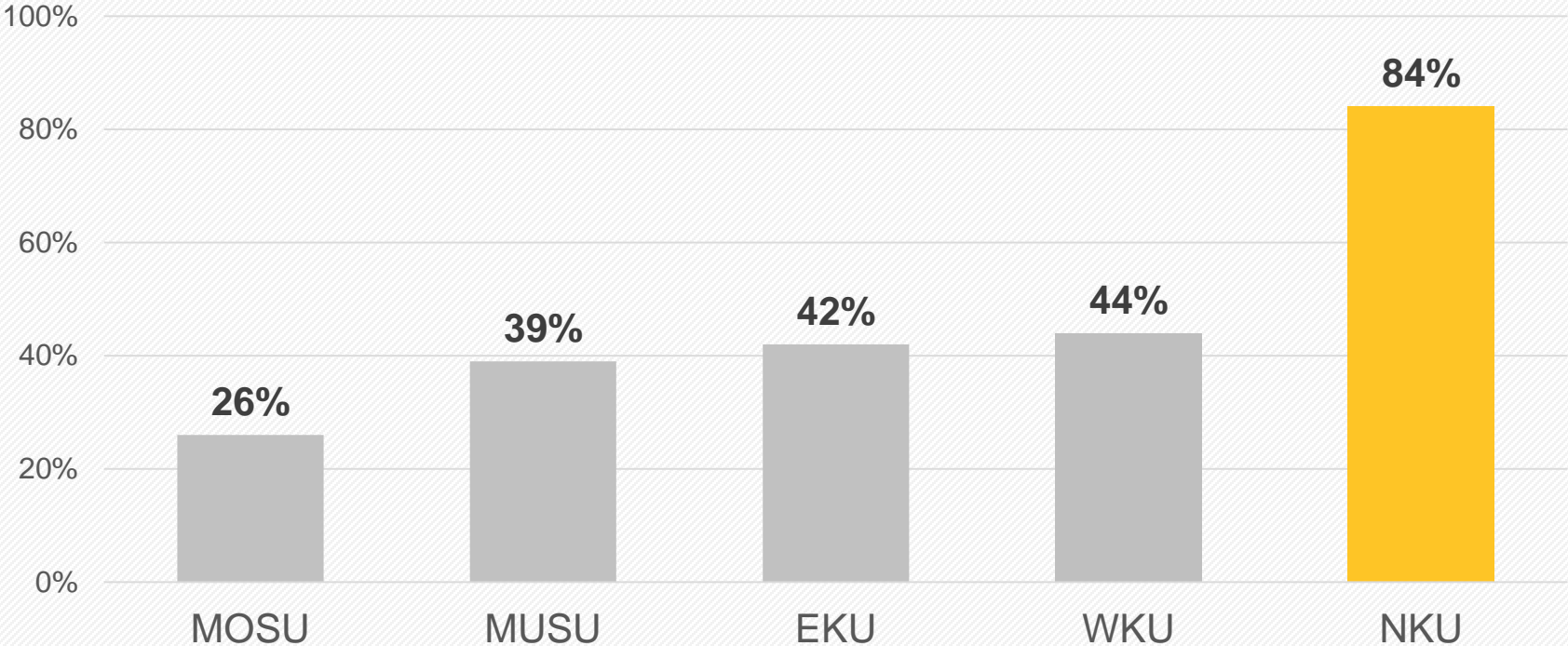
15-Year Growth (1999-2014)



OUTCOMES-BASED FUNDING
FOR KENTUCKY

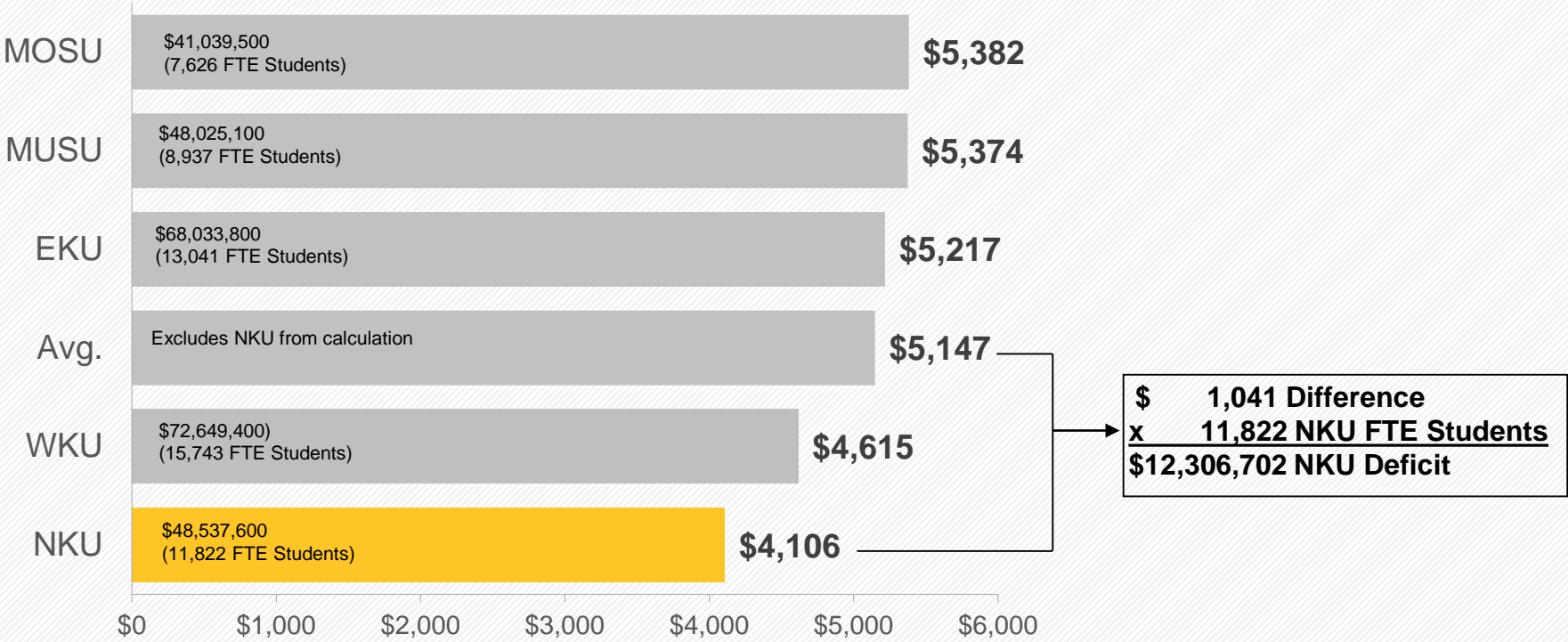
BACHELOR'S DEGREES AWARDED

15-Year Growth (1999-2014)



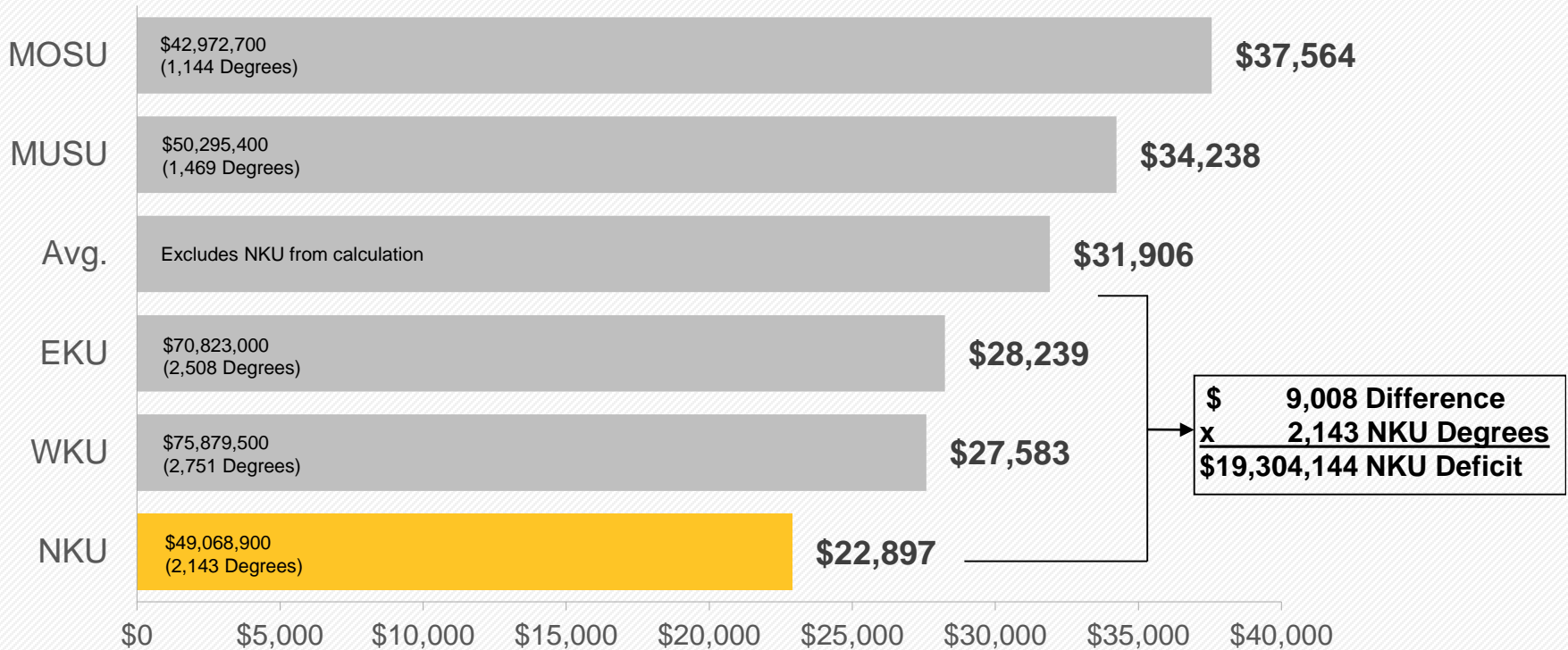
**OUTCOMES-BASED FUNDING
FOR KENTUCKY**

STATE APPROPRIATION PER FTE STUDENT



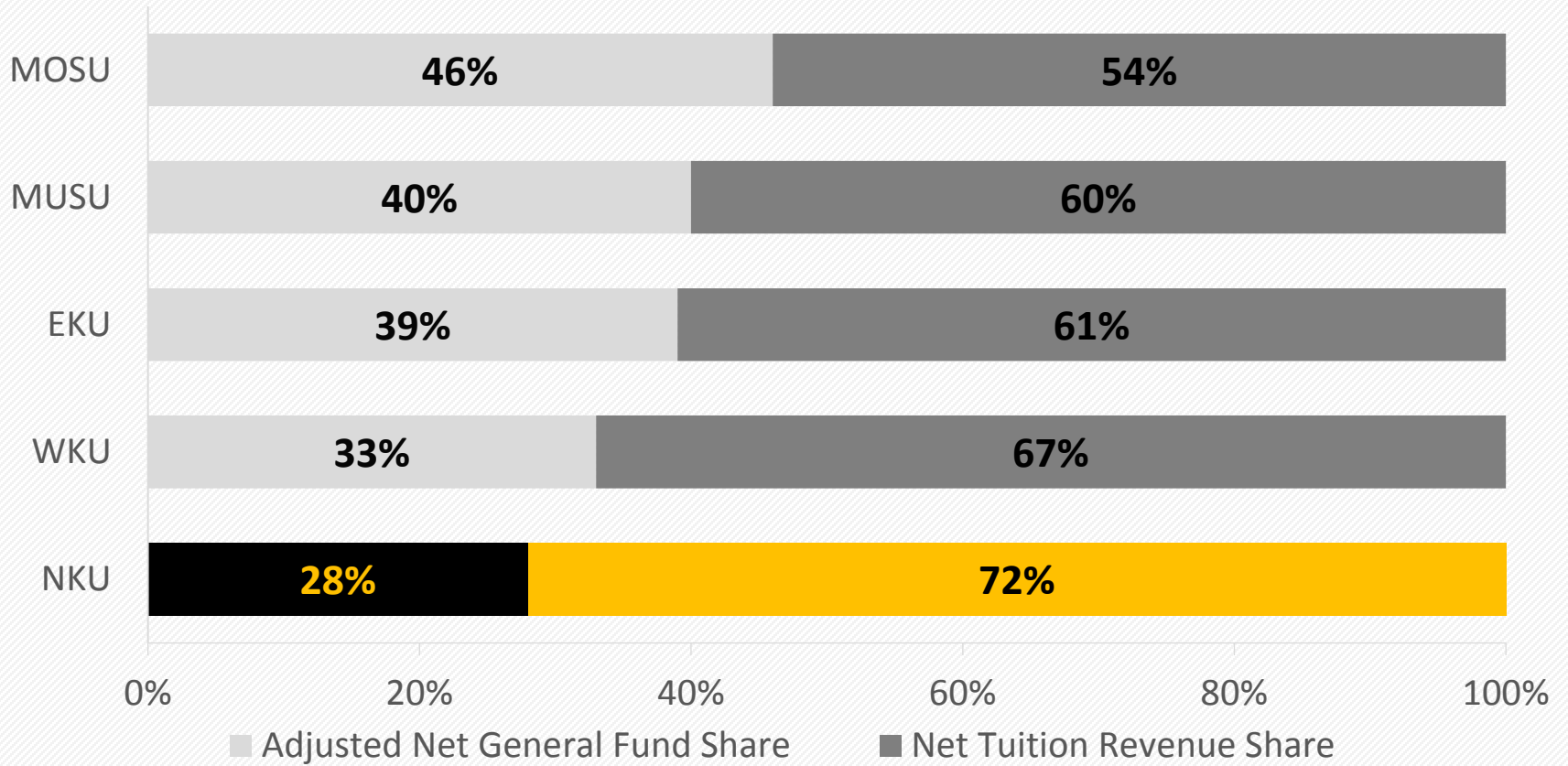
**OUTCOMES-BASED FUNDING
FOR KENTUCKY**

STATE APPROPRIATION PER BACHELOR'S DEGREE



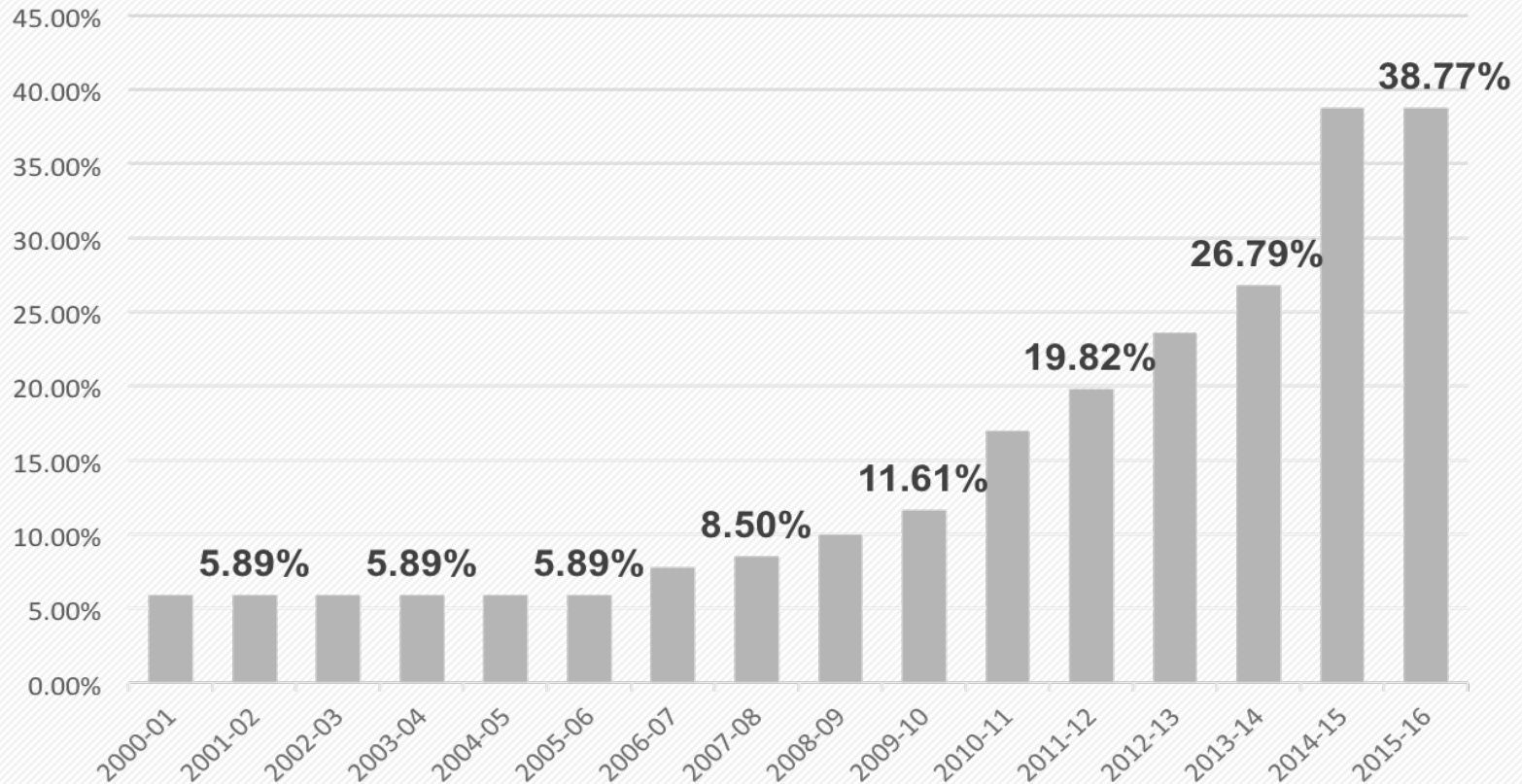
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FOR KENTUCKY**

STATE APPROPRIATION VS. TUITION



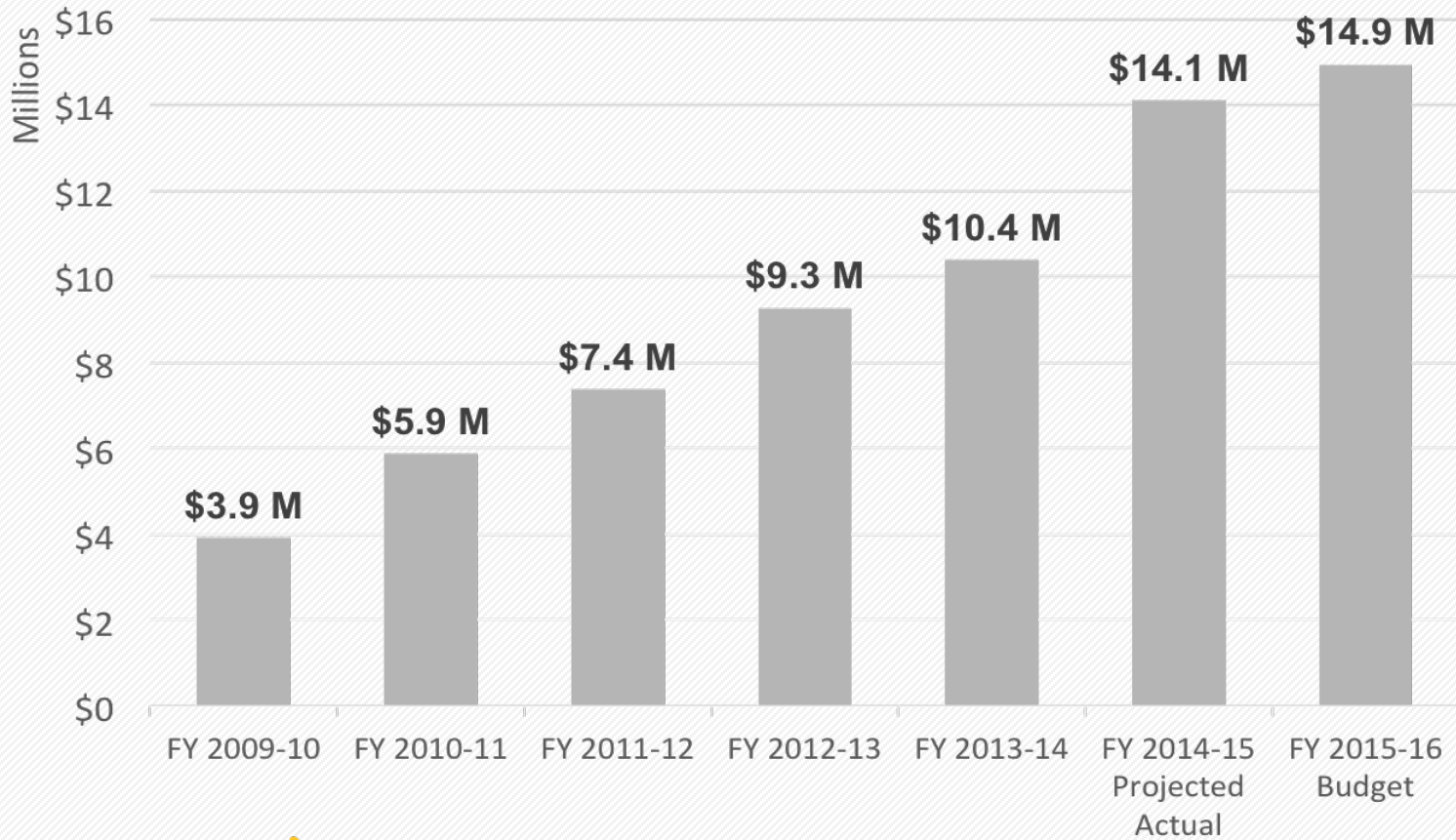
**OUTCOMES-BASED FUNDING
FOR KENTUCKY**

KERS Contribution Rates



**OUTCOMES-BASED FUNDING
FOR KENTUCKY**

KERS Contribution



OUTCOMES-BASED FUNDING
FOR KENTUCKY

CPE RESOLUTION

Adopted November 7, 2013

The Council hereby resolves that, as a result of budget deliberations over the past year, it is evident that there is a need for the development of a comprehensive funding model that aligns the Commonwealth's investment in postsecondary education with the Commonwealth's postsecondary education policy objectives. As such, the Council president is hereby directed to establish a working group that, at minimum, includes leadership of each of the public universities and KCTCS and members of this Council, for the purpose of **developing a comprehensive model for the allocation of state General Fund appropriations for institutional operations that incorporates elements of campus performance, mission, and enrollment, as well as any other components as determined through the process.** The new model shall be developed for implementation in the 2016-2018 biennial budget recommendation.



**OUTCOMES-BASED FUNDING
FOR KENTUCKY**

Council on Postsecondary Education
Sample Funding Model Distribution by Component and Institution
Average of Fiscal Years 2010-11, 2011-12, and 2012-13 Data

Draft - For Discussion Purposes Only
January 14, 2015

Sector/ Institution	Operational Support Components						Total Formula Calculation	2012-13 NGF Distribution	Percent of Formula	\$ Distance from Formula
	Maintenance & Operations	Institutional Support	Academic Support	Mandated Programs	Student Credit Hours Earned	Degree Completion				
Research Universities										
University of Kentucky	\$17,585,100	\$28,332,400	\$40,935,400	\$80,323,000	\$82,354,000	\$34,448,100	\$283,978,000	\$283,869,300	100.0%	(\$108,700)
University of Louisville	8,250,700	16,121,600	29,046,000	0	60,774,900	26,892,900	141,086,100	141,194,800	100.1%	108,700
Sector Subtotal	\$25,835,800	\$44,454,000	\$69,981,400	\$80,323,000	\$143,128,900	\$61,341,000	\$425,064,100	\$425,064,100	100.0%	\$0
Percent of Total	6.1%	10.5%	16.5%	18.9%	33.7%	14.4%	100.0%			
Comprehensive Universities										
Eastern Kentucky University	\$13,413,500	\$20,792,300	\$13,922,800	\$200,000	\$12,254,500	\$5,195,900	\$65,779,000	\$67,673,700	102.9%	\$1,894,700
Kentucky State University	3,349,900	5,318,500	3,556,900	4,360,600	1,489,800	528,400	18,604,100	23,537,400	126.5%	4,933,300
Morehead State University	7,743,900	10,829,000	8,237,200	0	6,256,700	2,703,800	35,770,600	41,016,400	114.7%	5,245,800
Murray State University	10,756,200	11,858,500	9,544,200	2,644,700	7,444,000	3,975,100	45,373,000	49,885,000	109.9%	4,512,000
Northern Kentucky University	8,369,300	16,971,600	13,104,000	1,500,000	12,354,000	5,100,000	57,000,000	60,000,000	105.3%	3,000,000
Western Kentucky University	11,051,400	23,674,100	17,152,200	2,844,600	15,080,000	6,300,000	70,000,000	73,000,000	104.3%	3,000,000
Sector Subtotal	\$54,684,200	\$89,444,000	\$65,517,300	\$11,549,900	\$54,808,000	\$23,493,300	\$259,433,600	\$259,433,600	100.0%	\$0
Percent of Total	18.3%	29.9%	21.9%	3.9%	18.3%	7.8%	100.0%			
Public Four-Year Total	\$80,520,000	\$133,898,000	\$135,498,700	\$91,872,900	\$197,937,600	\$84,830,500	\$724,557,700			
Percent of Total	11.1%	18.5%	18.7%	12.7%	27.3%	11.7%	100.0%			

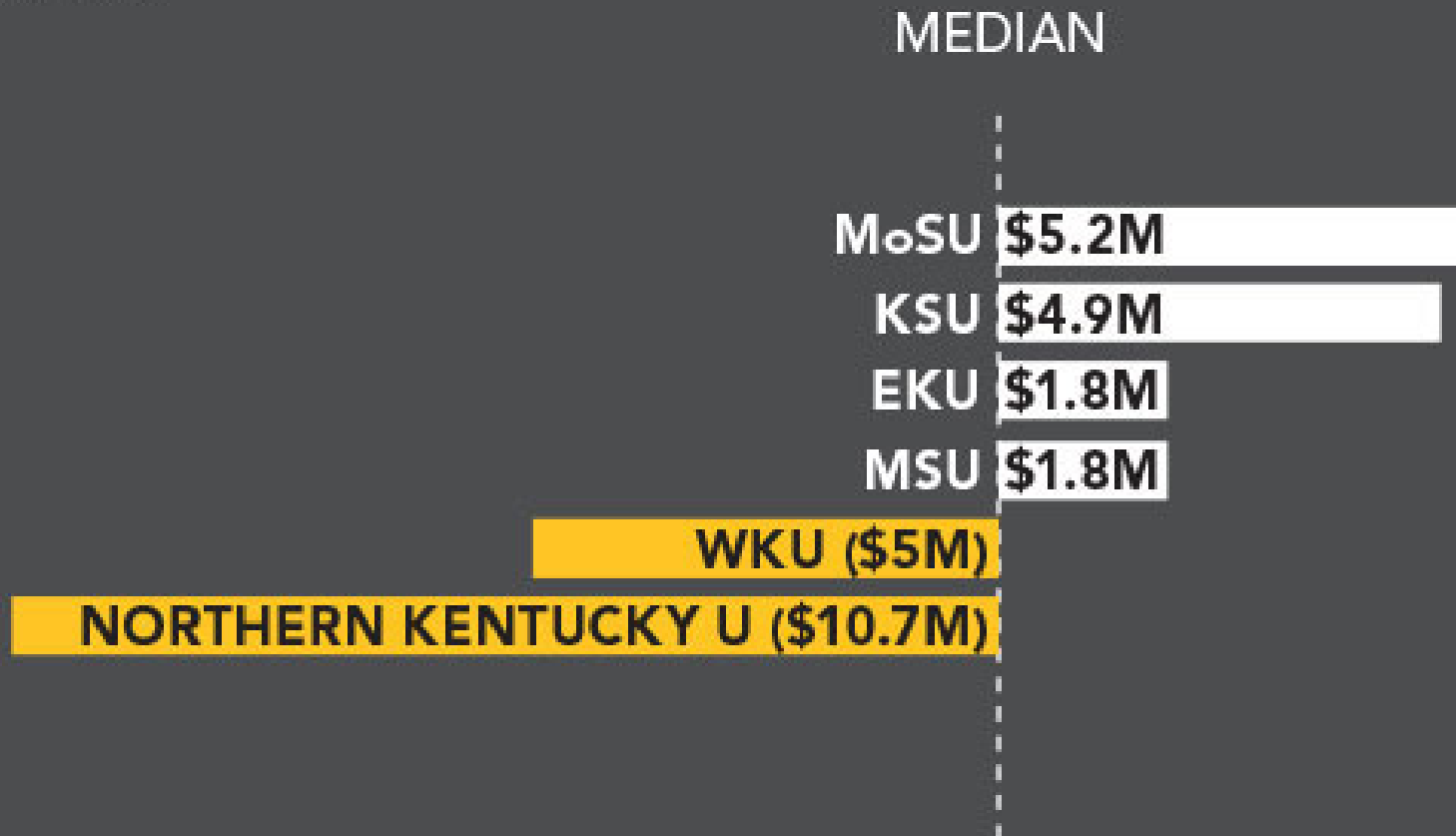
(\$10,668,168)

- Assumptions:**
- 1) M&O → was distributed based on estimated E&G Maintenance and Operations expense, using E&G physical plant square feet multiplied by Utilities and C&M rates provided by the Finance and Administration Cabinet, Division of Facilities Management.
 - 2) Institutional Support → was distributed based on each institution's share of sector total E&G expenditure (reflects principle that the larger the size of an institution's operation and the more complex its mission, the greater the need for administrative support).
 - 3) Academic Support → was distributed based on providing each institution a \$1.5 million base, with the remainder distributed based on each institution's share of sector total FTE student enrollment (reflects principle that the more students an institution has the more academic services it must provide).
 - 4) Instruction → was distributed based on weighted student credit hours earned (cost weights reflect differences in costs by course level and discipline; credit hours earned by out-of-state students are counted at 50% of similar credit hours earned by in-state students; a Cost-of-Instruction adjustment is applied to reflect differential HB1 missions of each campus).
 - 5) Degree Completion → was distributed based on weighted degrees completed (degree weights reflect differences in how various degree types are valued in Kentucky's employment market; there are premiums for degrees earned in STEM+H fields and for degrees earned by underrepresented minority and low-income students).



CPE Model Analysis

Funding relative to median



THE ANSWER

1. Address the Disparity
 - Appropriate \$10.7 million more annually to NKU
2. Tie KY's \$1B Investment to Student Success
 - Create a long-term, rational, and strategic postsecondary education funding model based on student outcomes and institutional accountability



**OUTCOMES-BASED FUNDING
FOR KENTUCKY**



Students Deserve It. Taxpayers Demand It.

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**Benefits Committee
Meeting Minutes**

December 7, 2015

Present: Pam Wagar, Chris Bowling, Kimberly Sanders, Collette Thompson

Absent: Mary Beth Ward

Next meeting: TBD

1. After hearing from a constituent who was interested in events on campus that featured employee speakers, Collette Thompson proposed an Employee Speaker Series. After discussion, we decided to explore the possibility of a series where an employee would share what was going on in his/her department to provide more in-depth information on interesting things happening on campus. Collette is putting together some survey questions to determine areas of possible interest. We felt that two speakers per semester would help us gauge interest in the program. If it is successful, we could revisit the frequency of events. Suggestions or feedback from Staff Congress is welcome.

**Policy Committee
Meeting Minutes**

December 7, 2015

Members Present: Angela Calhoun, Whitney Kessinger, Josh Neumeier, Marilyn Taylor, Carole Ziegler

Guests Present: Dawn Bell-Gardiner

Next meeting: December 16, 2015, 2:00-3:00 p.m., MP 216

1. Announcements of Committee activities

None.

2. Discussion

Values & Ethical Principles document

- Comparison of early draft approved by Staff Congress and the version approved by the Faculty Senate Professional Concerns Committee will be reviewed and an attempt to reconcile them made by the Staff Congress Executive Council plus Carole Ziegler, along with Michael Baranowski, Faculty Senate President, and Ken Katkin, chair of the Faculty Senate PCC on Monday 11/23.
- A report will be made to Staff Congress in December as to the outcome of that meeting.

Faculty/Staff Ombuds proposal

- Josh & Carole will bring up the desire to work with the Faculty Senate PCC on Monday morning, to present a united front to the administration regarding this proposal.
- We discussed options for training around bullying, which Dawn indicated is available to us via the online training modules the university is using, and could potentially be facilitated in-person by the Office of Inclusive Excellence.
- We also discussed ideas about where an ombuds position might reside within (or outside) the university hierarchy to ensure impartiality; this might be a potential question on a staff survey to see how staff feel.

Staff Emeritus proposal

- We agreed to proceed with presentation of draft proposal to Staff Congress in December; if accepted, we will request that Dave Bauer deliver it to President Mearns at his next monthly meeting for his consideration.

Dave showed the proposal to President Mearns on Friday and said the President was in favor; other universities (EKU and Cleveland State) have this and it would cost NKU nothing extra.

**Scholarship Committee
Meeting Minutes**

December 7, 2015

Present: Katie Lovold, Tommy Barnett, Gail Messmer, Cynthia Ash, Matt Elrod

Next meeting: TBD

We had 26 applications this semester – the most ever. Made our decision that much tougher. We decided to go with one undergrad and one graduate student. The winners were

Audra Points – Biological Sciences, employed with NKU for 6 years, pursuing a Master's degree in Adult and Higher Education

Wendy Seifert – Transfer Services, employed with NKU for 4 years, pursuing a B.S. in Media Informatics

**Technology Committee
Meeting Minutes**

December 7, 2015

Present: Douglas Wells; Tiffany Budd; John Gaffin; Jeffrey Chesnut; Denny Sickinger

Next meeting: January 5, 2015, 2:00pm

1. Announcements of Committee activities

Information Technology completed the migration of email to Office 365

Pending Outages:

SAP upgrades – December 5th weekend

Blackboard Upgrade – December 19th @ 12:01am

Network Upgrade – December 21st @ 9pm

Wireless Upgrade for December 19th canceled.

2. Discussion

--- Staff Congress Bylaws addition. We will be sending the following statement to the Staff congress president to propose a change to the bylaws to add the technology committee as an official Staff Congress Committee, as follows:

Technology Committee

The Technology Committee shall serve as a liaison between the Information Technology Department and staff congress, making recommendations for improvements, additions and refinements in available campus technology. A member of the Technology committee should also serve on the NKU Information Technology Advisory Committee (ITAC) as a representative of Staff Congress

--- Talked to IT about making improvements to the FindIT / directory system to enhance searching.

Benevolent Association Committee

- The Annual Soup & Dessert Luncheon was held on Tuesday, November 17, 2015 in the UC Ballroom.
- Over 300 individuals attended the luncheon
- Donations: 945 hours donated; \$1,063.00 CASH

Soup Winners:

- Shari Rieselman-2015 SOUP Champion-Tortilla Soup
- Jeff Chesnut-SOUPER CLOSE-Buffalo Chicken Mac-n-cheese
- Collette Thompson-SOUPER CLOSE-Tortilla Soup w/Black Beans
- Dave Bauer-SOUPER CLOSE-Philippine Soup
- Curtis Keller-SOUPER CLOSE-Broccoli Cheddar

HOLIDAY MARKET-success-each vendor donated 10% of their profits to the Benevolent Fund
Business cards-printed out w/Benevolent Fund info. number-mobile device-for donations

SAVE THE DATE-WEDNESDAY, MARCH 16, 2016-CHILI COOK-OFF-St. Patrick's Day theme-held
in conjunction w/HR for Employee Appreciation Week.

Wellness Committee Meeting Minutes

1. Selected data for the Fall 2015 30 for 30 Challenge: 243 participants, 177 of which (72.84%) were staff. Of the respondents, ~20% got physical activity 20 of the 30 days and ~25% 30 out of 30 days. The most preferred activity reported was walking, and the top reasons to participate were to increase daily physical activity, to improve health, and improve overall fitness.
2. The annual Health Assessment registration period for 2016 is January 1-February 19. The assessments will be Feb. 23-26 from 8am to 10:45am. There is a new web portal, and each individual will need to create a personal account, using your NKU personnel ID number. Paper assessments will be available through the Wellness office only (they will not be mailed to the individuals). Results available online 2 weeks after the event.
3. Spring 2016 classes will begin Jan. 26 and run to May 5. As You Are classes will be 12-12:30 and 12:30-1:00 on Tuesdays and Thursdays. Yoga will be offered on Thursdays. Location TBD. Mindful Meditation will be held on Mondays from noon to 1:00pm beginning Jan. 25 and running through May 3, in UC135. Monday Mile starts March 14 and will run through May 3. Wellness is also working with the American Heart Association to get a one mile Victor's Heart Path marked out so individuals can follow the path on their own.
4. It's time for departments to start considering applying for the 2016 Wellness@Work Award. Applications can be submitted from January 4 through February 12. For more information, visit the website: <http://wellness.nku.edu/employee/awards.html>. ANY department is eligible to apply and be recognized for their wellness efforts. Awards will be distributed at the Employee Appreciation Week kick-off reception.
5. Spring Healthy Monday Quit Clinics will be held in the SU Lobby 1/25, 2/22, and 3/28.
6. February is Heart Health Month, so BP screenings are set for faculty, staff and students from 11am-2pm: 2/1: Nunn lobby; 2/2: Lucas lobby; 2/3: SU lobby; 2/4: CRC lobby. There will also be two Lunch and Learns in SU 302: 2/10 about BP and Cholesterol Control and 2/17 about the heart benefits of massage therapy.
7. Additional Lunch and Learns are being scheduled for March and April. CPR/AED certification classes will be held April 20-21. More information on these to come.