

Members present: Tina Altenhofen, Eileen Baker, Tom Barnett, David Bauer, Jeff Chesnut, Sara Conwell, John Gaffin, Nick Gamble, Whitney Kessinger, Larry McNickle, Katie Lovold, Gail Messmer, Sue Murphy-Angel, Josh Neumeyer, Kim Sanders, Denny Sickinger, Lori Thaxton, Collette Thompson, Maryann Trumble, Pam Wagar, Mary Beth Ward, Kimberly Wiley, Chris Witt, Carole Ziegler

Members absent: Cindy Ash, Chris Bowling, Tracy Brate, Tiffany Budd, Angela Calhoun, Matt Elrod, Amberly Nutini, Ron Schulz, Marilyn Taylor, Rob Yelton

Guests: Jane Bratton, Mike Hales, Grace Hiles, Sue Hodges Moore, Kyle Jacobson, Geoffrey Mearns, Erin Mulligan, Vickie Natale, Arnie Slaughter, Lori Southwood

- I. Call to Order – 1:02pm
- II. Approval of February 11, 2016 minutes: motion – Sue Murphy-Angel; second – Lori Thaxton; approved by voice vote
- III. Guests
 - A. **Office of Institutional Research:** Erin Mulligan and Whitney Kessinger presented the results of the national surveys of student engagement (see presentation slides following committee minutes)
 1. Beginning College Survey of Student Engagement (BCSSE) – Assesses high school experience and college expectations; administered to incoming students during the summer prior to enrollment
 2. National Survey of Student Engagement (NSSE) – assesses first-year and overall college experiences; administered during the spring semester of the first year and again during the spring semester of the senior year
 3. Recommended six high-impact practices to enhance student engagement, and described how NKU students compare with those in our benchmark categories (KY public institutions, NKU-determined benchmark institutions, and Carnegie classification peers); generally, our scores indicate less participation than recommended and less than our benchmarks, but we have made progress when considering the trend numbers at NKU over the past 6 years (2009-2015).
 4. More in-depth analyses are planned by subpopulations, including first generation, gender, underrepresented groups, and college.
 - B. **President Mearns & Sue Hodges Moore:** Budget Update
 1. The House budget has not yet been passed due to special elections, but could come as early as next week. There is concern that this may leave little time for the Senate to take up the budget, and while the house is expected to agree with the governor's budget in most respects, educational funding is one area where there is likely to be a sharp divide between the two.
 2. Morehead is invoking a 1-week furlough for the current academic year for all faculty and staff over the school's spring break to cover the current fiscal year cuts. Similar action is not being considered at NKU at this point, as NKU has a higher amount of board-mandated contingency dollars than some other universities, which allows us to absorb some of the ups and downs like the lower enrollment Morehead is experiencing. If considered in the future, such a furlough will be with sufficient notice to allow employees to plan. Sue Murphy-Angel noted it might be appropriate to consider a salary threshold below which the furlough would not be mandatory.

3. A request has been submitted to spread the FY16 cut over the next several months or fiscal years, rather than reduce our 4th quarter state appropriation disbursement.
4. A suggestion was made to consider shortening contracts for staff from 12 months to 10 months for positions where it could prove effective.
5. President Mearns noted that WNKU and the associated liabilities are being reviewed
6. A question was asked about the situation which can occur when a position is vacated, and a replacement is hired at a higher rate than the person who left, when the person who left might have stayed for a rate somewhere in between if a counter offer was made. Lori S. addressed this in terms of salary compression and equity adjustment, and the question of how to spend funding in that way vs. full university pay increases. The cost of turnover (advertising, staff time in hiring, training, etc.) also needs to be considered.
7. Cost-cutting suggestions
 - a) ½ day per week closure for utility savings (Friday afternoons)
 - b) Reduction in travel expenses with appropriately related regulations
 - c) New/different ways to deliver service to our students – for example, partnership with a sports medicine provider to cover athletic training needs, and transfer of the associated personnel costs to the provider; existing examples of these types of partnerships include Chartwells and Barnes & Noble.
 - d) Division I athletics is a longer term investment, and there are many ancillary costs/revenues that happen over time, such as the newly negotiated apparel contract, the consideration of partnering on athletic training, etc.
8. A question was asked as to whether staff positions are the only ones available for cuts; it was explained that vacant faculty lines and non-tenured faculty positions can also be considered.
9. Another area to be considered by divisional managers as they prepare the cuts that would meet their expected targets is reduction at the managerial level vs. front-line staff members
10. Simplification of the summer course schedule is also being studied for potential efficiency.

IV. Staff Regent Report – Arnie Slaughter

- A. The next Board of Regents meeting is Wed 3/16.

V. Liaison Reports – Sue Hodges Moore & Lori Southwood

A. Sue Hodges Moore

1. IT Update: Microsoft Office 2016 is now available to campus via service request or [self-service install](#); also, chat contact is available for [help desk support](#)

B. Lori Southwood

1. Employee Appreciation Week is next week, with breakfast on Thu 3/24 at 8:30am, when the recognition for perfect attendance, years of service, and Regents Distinguished Service Awards will be presented; for second shift employees, dinner will be held at 6:30pm
2. Performance Evaluations are in progress, due to HR by April 1
3. Lori offered an apology for perceived poor employee relations with HR, and encouraged employees to talk to her and/or Rachel Green, indicating confidentiality can be assured unless there is a legal reason, which would be disclosed.

4. An issue was raised regarding custodial employees being unable to have beverages on their carts while working or personal items in their closets. Concern was expressed due to the fact they have physically active jobs, and hydration is important. Lori S. will follow up on this with facilities management.

VI. President's Report – Dave Bauer: deferred to the Voting Item

VII. Standing Committees

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

X. Old Business

- A. Voting Item: NKU Values & Ethical Responsibilities Document, with changes approved by Faculty Senate on 2/29. President Bauer emphasized that our vote would confirm approval of the content in the document, but acknowledged that Staff Congress would stand by the recommendation that the official policy process be followed. The voting item passed by voice vote.
- B. Staff Congress Photo will take place before the April 14 meeting, beginning at 1:00pm in the main lobby of Griffin Hall. We will then proceed to SU 104 for the meeting; regular guests can plan to join us at approximately 1:15pm.

XI. New Business

XII. Announcements

- A. With Doug Wells leaving the university, Jeff Chesnut will be the sole chair of the Technology Committee until new committee appointments are made in the summer
- B. April 14th guest: Andy Meeks, Director of Business Operations & Auxiliary Services, will join us to take questions regarding the areas under his supervision (ALLCard Services, the NKU campus bookstore, dining services, mail distribution and printing services, parking services, and BB&T Arena). Please submit questions via the [SC question website](#) if you wish them to be anonymous.

XIV. Adjournment – 2:58pm

**Credentials & Elections Committee
Meeting Minutes**

Date: 2/17/2016 at 3pm in AC 105

Present: Tina Altenhofen, Sue Murphy-Angel, Amberly Nutini, Kimberly Wiley

Discussion:

- Nominations will be online 4/14 to 4/25/16. The link to nominate yourself has been tested and is posted on the Staff Congress website.
- Advertising is completed and ready to go, and will be posted in *This Week*, on digital signage, and flyers posted in buildings. Extra flyers are available if anyone would like to post them in your areas.
- Grace has sent out email notifications to all those on Staff Congress whose terms expire in June 2016 so they may nominate themselves if they wish to run again.
- Elections will be open 4/11 to 4/22.
- Voting will take place via Qualtrics again this year.

Next Meeting: 3/16/2016 at 3:00pm in AC 105

**Benevolent Association
Meeting Minutes**

Date: 3/9/2016 in MP 267

Present: Kimberly, Sheila, Carole, Millie, Margo, Erin, Emily, Lisa, Jim, Debbie, Jeanne, Mary Beth, Katy, Rebecca, Suzanne, and Emily

Discussion:

- Benevolent Association Chili Cook-off set and ready to go on WEDNESDAY, MARCH 16, 2016 in the UC BALLROOM – Come eat lunch, share some time w/colleagues, and help us raise money to "Take care of our NKU People"
- Still need crockpots of CHILI donated! A sign-up sheet will be passed around if anyone feels inclined to donate chili for a great cause!
- 3 categories to enter: Tex-Mex, Home Style and Specialty
- FOUR AWARDS: First place in each category and one OVERALL CHILI CHAMPION
- Two goodies bags will be drawn for CHILI entries
- Valet Service: Steely Library w/Erin & Millie or UC/AC w/Carole & Beth from 7:45-8:30am
- Thank you for your continued support!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

**Wellness Committee
Meeting Minutes**

Date: March 2016

Discussion:

- March Lunch and Learn: “Farmacy, the Healing Power of Food” on March 23 from 12pm-1pm in Student Union 302. Register at https://nku.co1.qualtrics.com/jfe/form/SV_0lb9NwKt5gbklwB
- Maggie Gough, Registered Dietitian and owner of Realize Wellbeing has joined University Wellness to provide one-on-one personal coaching. This is a free support to faculty and staff at NKU. She is available by appointment on Mondays and Thursdays, typically from 10am-4pm. She is also available by request to provide one-hour group presentations for meetings, team building and retreats, etc. To schedule or speak to Maggie, call x7780 or email maggie.gough@nku.edu
- The Monday Mile Group Walk will be starting on March 14. We are meeting at a new time: 11am, in front of the NKU Bookstore
- Employee Appreciation week kicks off on March 21 with a reception at noon in the SU Ballroom where the Wellness@Work winners will be announced—and there will be tasty appetizers and treats to enjoy.
- Get your almonds! The Snack Cart will be make the rounds during employee appreciation week – “Wellness Wednesday,” Thursday and Friday.
- National Walking Day Event
 - April 6, SU plaza in front of NKU Bookstore
 - Follow the boots! Group Walk on new Victor’s Heart Path (one mile path around campus marked by Victor’s boot prints) starts at noon (in the event of rain, outdoor walk is canceled, but event will move inside to the SU lobby)
 - Special Guests:
 - University Wellness
 - Victor Viking – get your pic taken with Victor
 - American Heart Association – “goody” give away
 - Tri-State Running Company (11am-3pm in SU lobby)
 - Free one-on-one gait analysis and shoe consultation
 - Shoes and products available for purchase (cash, check or credit card)
 - Prize drawing for store gift certificate
- Coming in April:
 - Free CPR/AED training classes on the 20th and 21st
 - Maggie Gough will host another lunch and learn on April 13 or 27 – topic TBD.



BCSSE and NSSE Reports for 2015

Presented to President
December 10, 2015
By Data Team

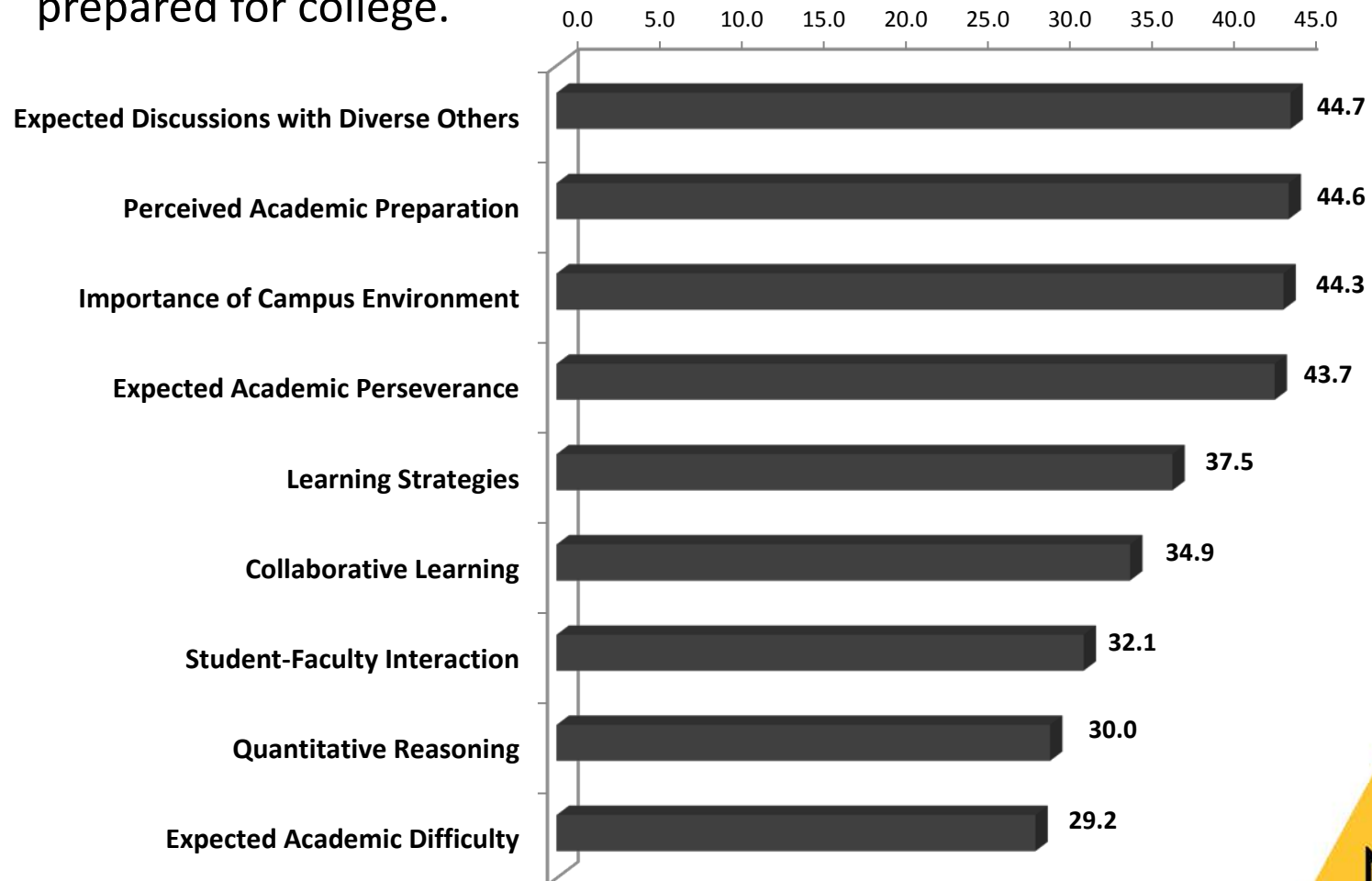
ignite
your
Spark

Assessing Student Engagement

- Student Engagement
 - **Student Component:** Time and effort students put forth in their studies and other educational activities.
 - **Institutional Component:** Resources and activities institutions deploy to get students engaged in positive student learning.
- Beginning College Survey of Student Engagement (BCSSE)
 - Assesses high school experiences and college expectations
 - N= 1,583 about 78% of FTF
- National Survey of Student Engagement (NSSE)
 - Assesses first-year experiences
 - N= 551 about 18% of FTF

Summary of BCSSE 2014

- First-year students held high expectations to engage in discussions with diverse others. They also perceived themselves to be academically prepared for college.



BCSSE-NSSE Comparisons

- Over half of first-year students expected to study more than 10 hours a week. Yet 43% studied 10 hours or less in their first year.

Hours Preparing for Class per Week

	1-10 hours	11-20 hours	More than 30
High School	80%	15%	3%
Expected First-Year	25%	54%	21%
First-Year	43%	36%	16%

- 92% of first-year students expected to participate in some form of co-curricular activities. However, 42% did not participate in their first year of college.

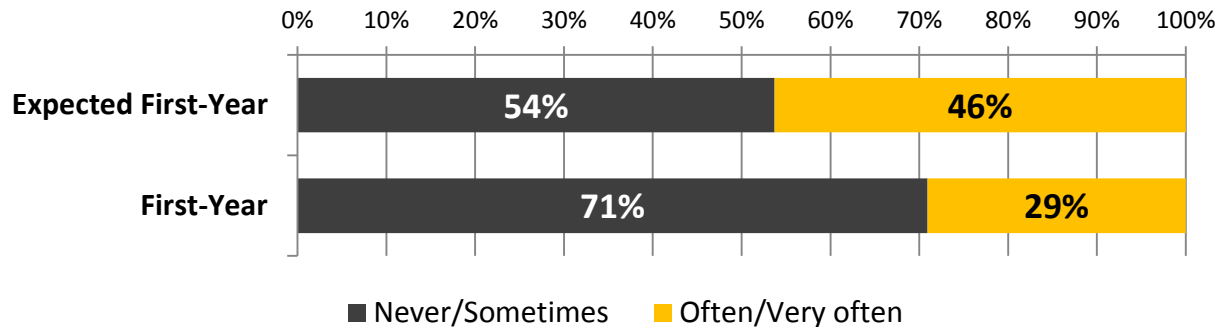
Hours Participating in Co-curricular Activities per Week

	None	1-10 hours	11-20 hours	More than 20
High School	15%	46%	27%	12%
Expected First-Year	8%	58%	27%	7%
First-Year	42%	42%	13%	3%

BCSSE-NSSE Comparisons

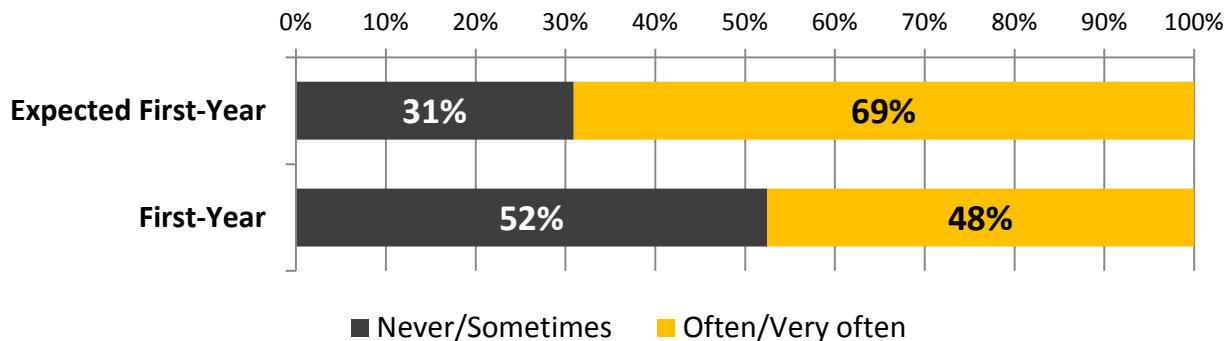
- 46% of freshmen expected to have discussions with faculty outside of class about course topics and ideas. Yet 71% did not have these discussions in their first year.

Discuss course topics, ideas etc. with a faculty member outside of class



- Over half of freshmen did not work with other students on course projects and assignments.

Work with other students on course projects/assignments



NSSE Institutional Comparisons:

First-Year Students Engagement Indicators

Theme	Engagement Indicator	Kentucky System	NKU Benchmarks	Enrolled / Masters / Pub
Academic Challenge	Higher-Order Learning	--	--	--
	Reflective & Integrative Learning	--	--	--
	Learning Strategies	--	△	△
	Quantitative Reasoning	--	△	△
Learning with Peers	Collaborative Learning	▽	▽	▽
	Discussions with Diverse Others	--	--	--
Experiences with Faculty	Student-Faculty Interaction	--	△	△
	Effective Teaching Practices	△	△	△
Campus Environment	Quality of Interactions	--	△	△
	Supportive Environment	--	--	--

Key

△ NKU students' average was significantly higher ($p < .05$)

-- No significant difference.

▽ NKU students' average was significantly lower ($p < .05$)

NSSE Trend Data: **First-Year Students**

- In 2009, only 43% of first-year students participated in co-curricular activities. By 2015, 57% of first-year students are involved in co-curricular activities.

Participation in Co-curricular Activities

	2009	2012	2015
Participating	43%	46%	57%
Not participating	57%	54%	43%

- Institutional emphasis on conversations with diverse others has increased by six percentage points from 2009 to 2015.

Encouraging Conversations with Diverse Others

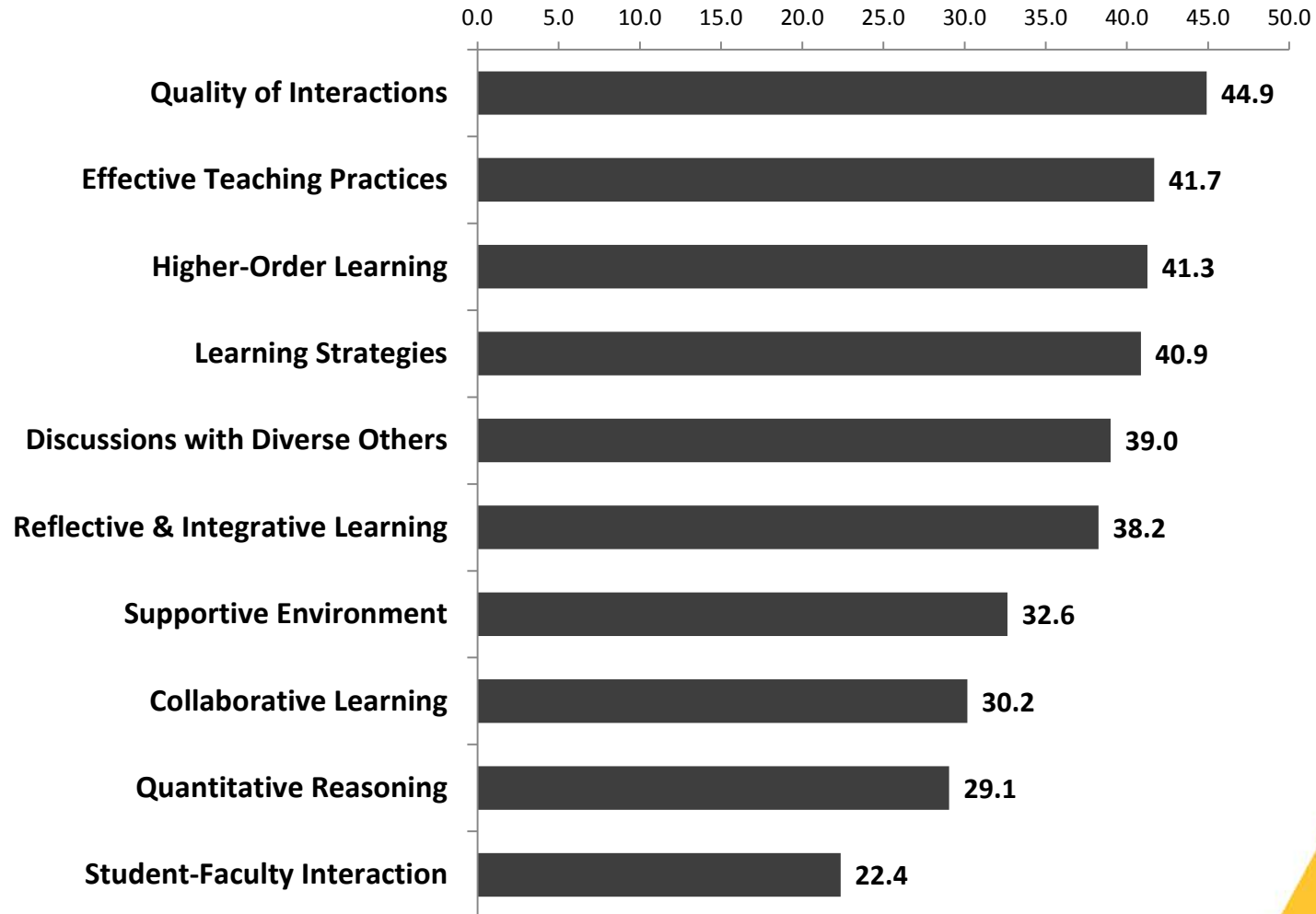
	2009	2012	2015
Very Little/Some	41%	39%	35%
Quite a bit/Very Much	59%	61%	65%

NSSE 2015: Senior Students

- Assesses senior experiences at NKU
- Ten engagement indicators (EI)
- EIs measured on a 0-60 scale
- Administered to 2,779 seniors
- N= 772 about 28% response rate

Summary of NSSE 2015: Senior Students

- Senior students valued the quality of interactions and effective teaching practices at NKU.



NSSE Institutional Comparisons:

Senior Students Engagement Indicators

<i>Theme</i>	<i>Engagement Indicator</i>	Kentucky System	NKU Benchmarks	Enrolled / Masters / Pub
Academic Challenge	Higher-Order Learning	--	--	--
	Reflective & Integrative Learning	--	--	--
	Learning Strategies	--	--	--
	Quantitative Reasoning	▽	--	--
Learning with Peers	Collaborative Learning	▽	▽	▽
	Discussions with Diverse Others	▽	▽	▽
Experiences with Faculty	Student-Faculty Interaction	▽	--	▽
	Effective Teaching Practices	--	△	△
Campus Environment	Quality of Interactions	△	△	△
	Supportive Environment	▽	--	--

Key

△ NKU students' average was significantly higher ($p < .05$)

-- No significant difference.

▽ NKU students' average was significantly lower ($p < .05$)

NSSE Trend Data: Senior Students

- Participation in co-curricular activities increased by seven percentage points from 2009 to 2015.

Participation in Co-curricular Activities

	2009	2012	2015
Participating	30%	36%	37%
Not participating	70%	64%	63%

- Institutional emphasis on conversations with diverse others has increased by four percentage points from 2009 to 2015 for seniors.

Encouraging Discussion with Diverse Others

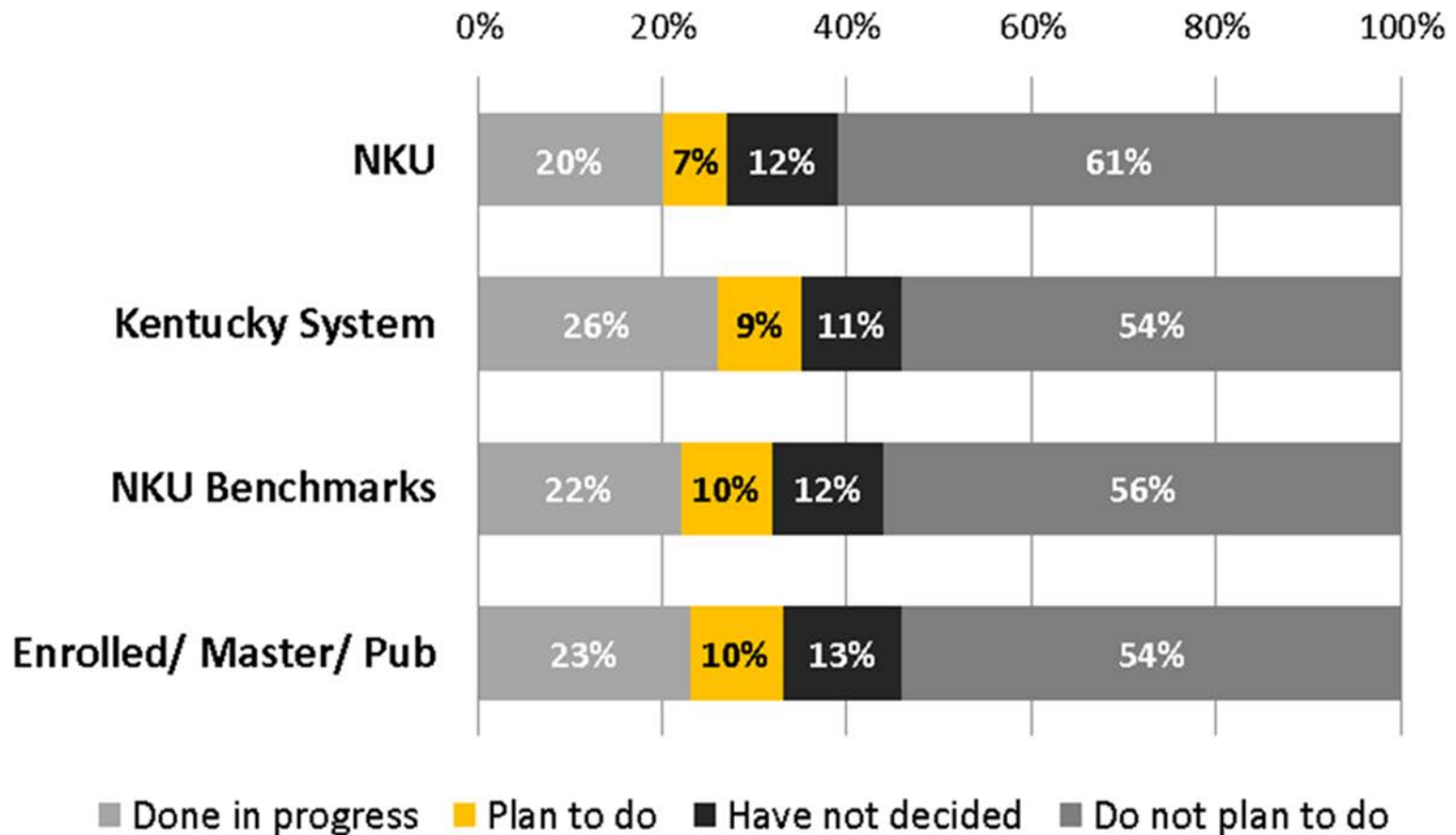
	2009	2012	2015
Very Little/Some	52%	48%	48%
Quite a bit/Very Much	48%	52%	52%

High Impact Practices

	<u>First-Year</u>	<u>Senior</u>
• Learning community	✓	✓
• Service-learning	✓	✓
• Research with faculty	✓	✓
• Internship or field experience		✓
• Study abroad		✓
• Culminating senior experience		✓

NSSE Institutional Comparisons: High-Impact Practices

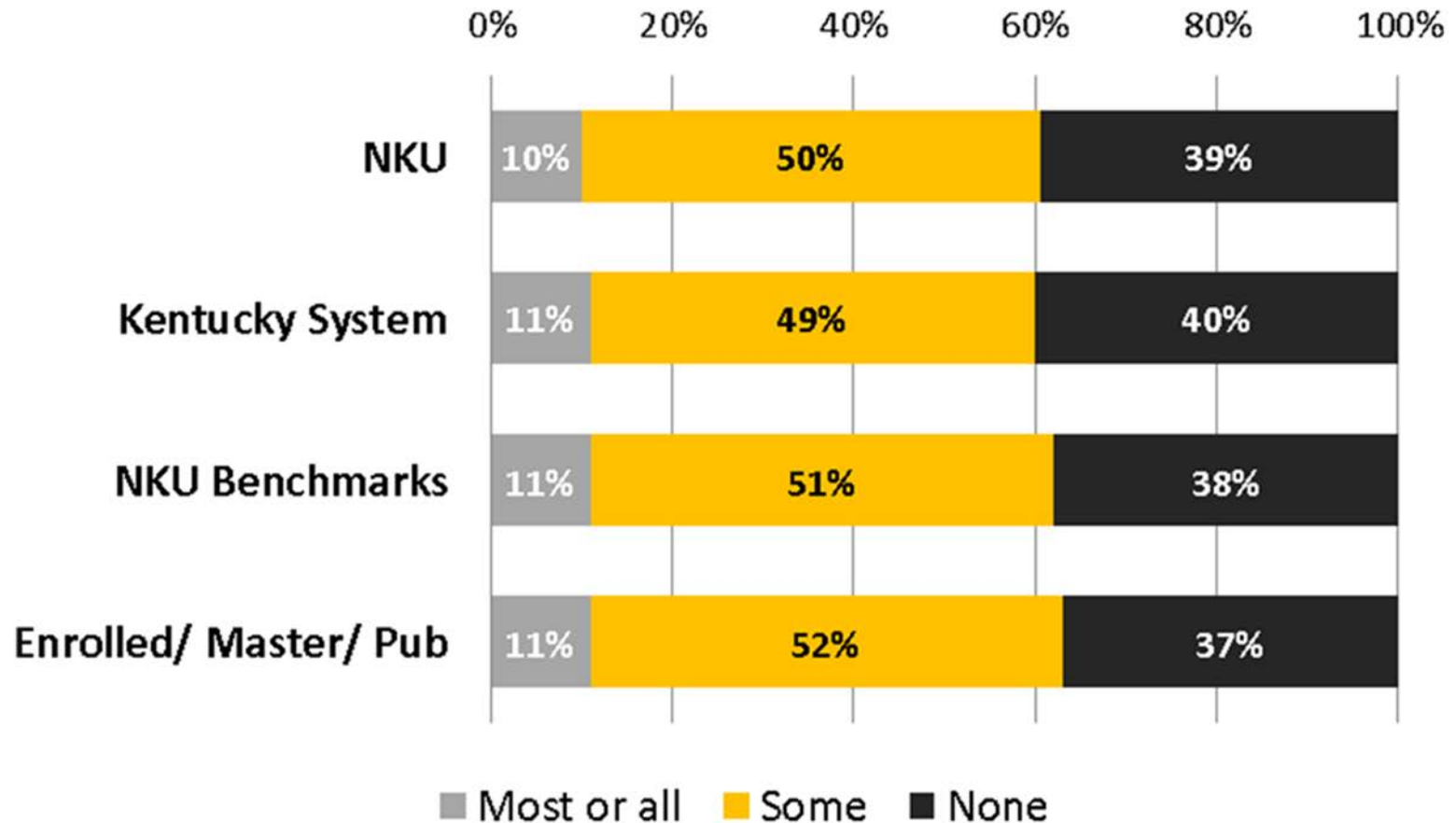
Learning Community



NSSE Institutional Comparisons:

High-Impact Practices

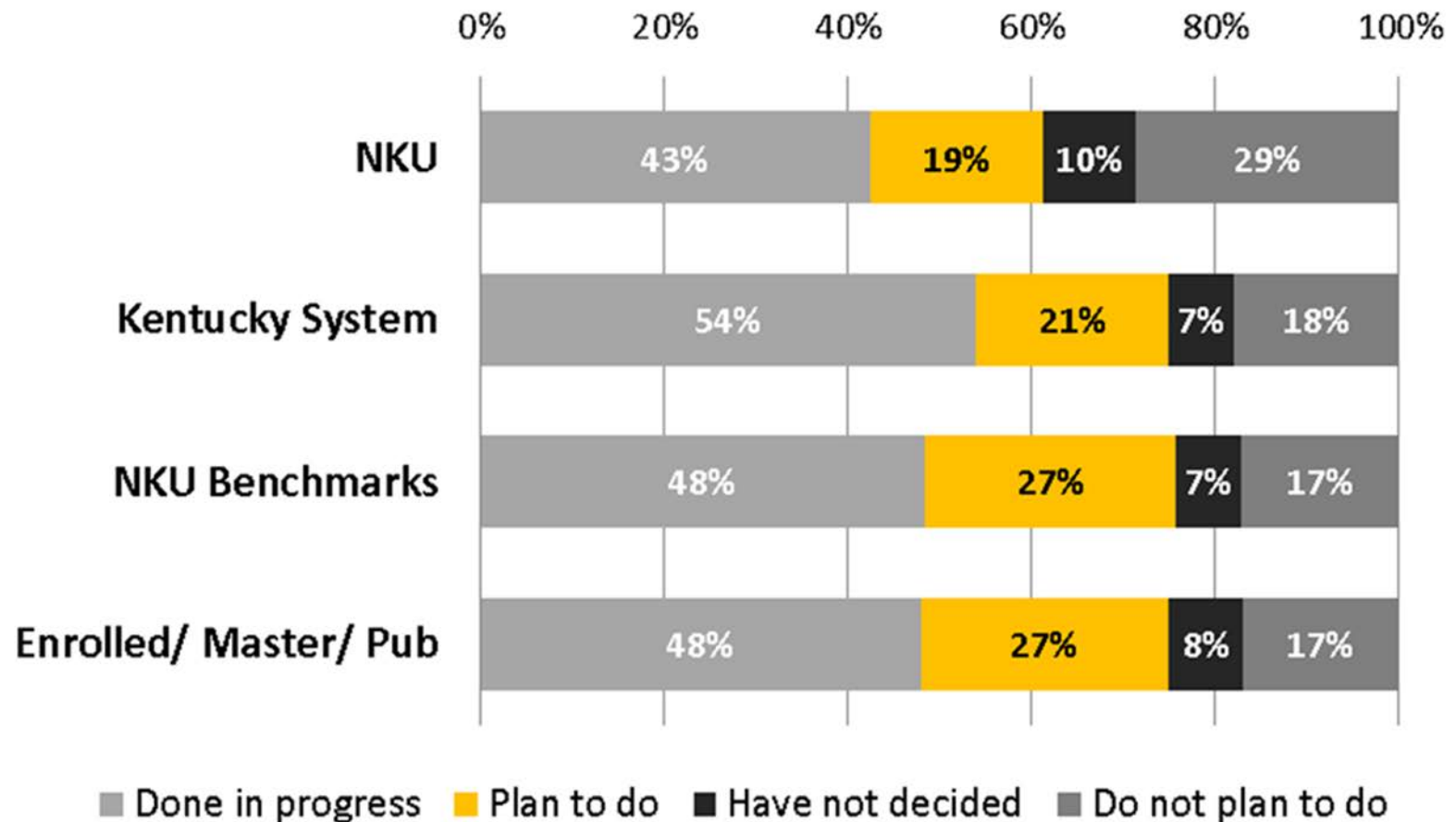
Service Learning



NSSE Institutional Comparisons:

High-Impact Practices

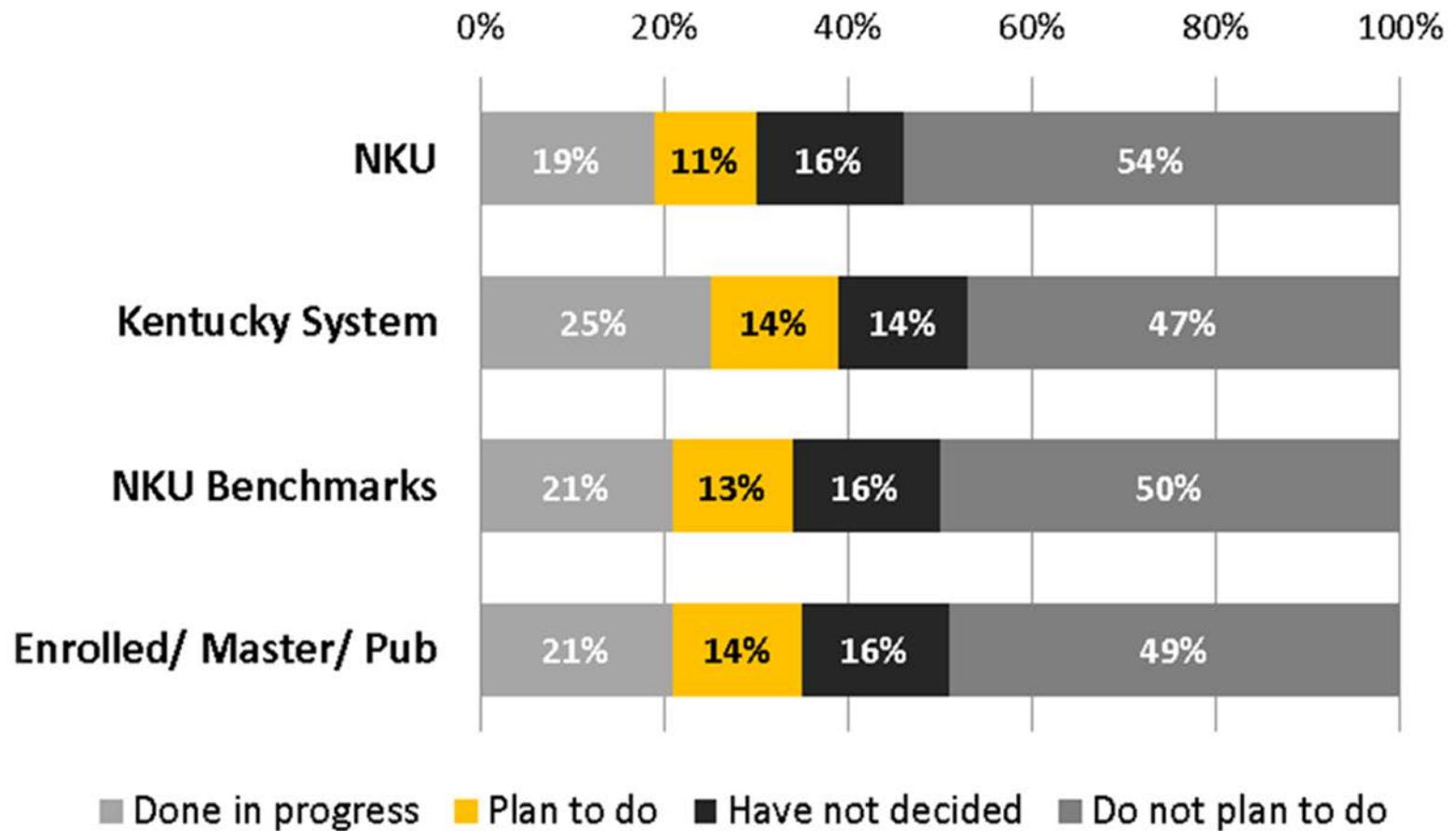
Internship or Field Experience



NSSE Institutional Comparisons:

High-Impact Practices

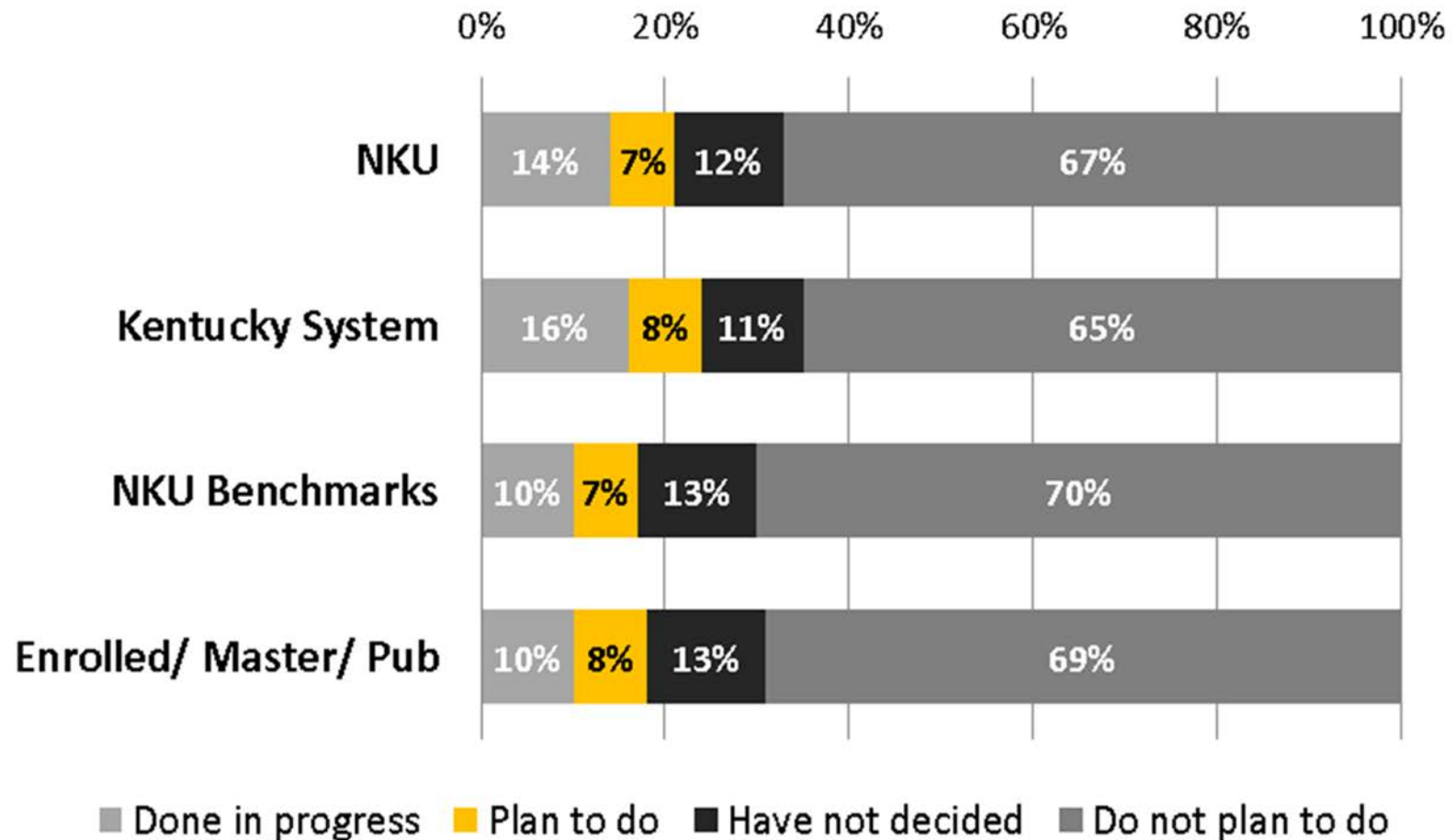
Research with a Faculty Member



NSSE Institutional Comparisons:

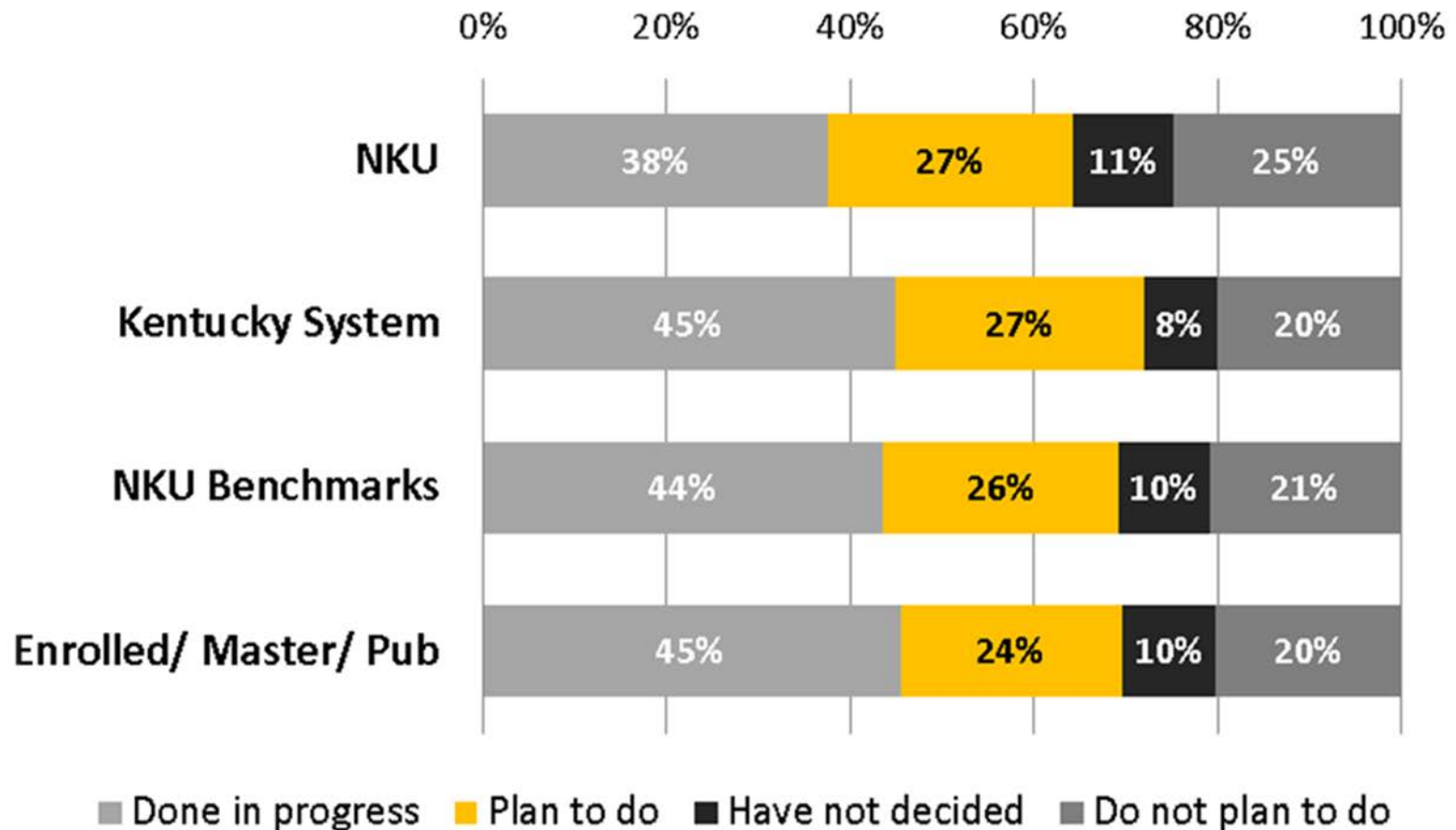
High-Impact Practices

Study Abroad



NSSE Institutional Comparisons: High-Impact Practices

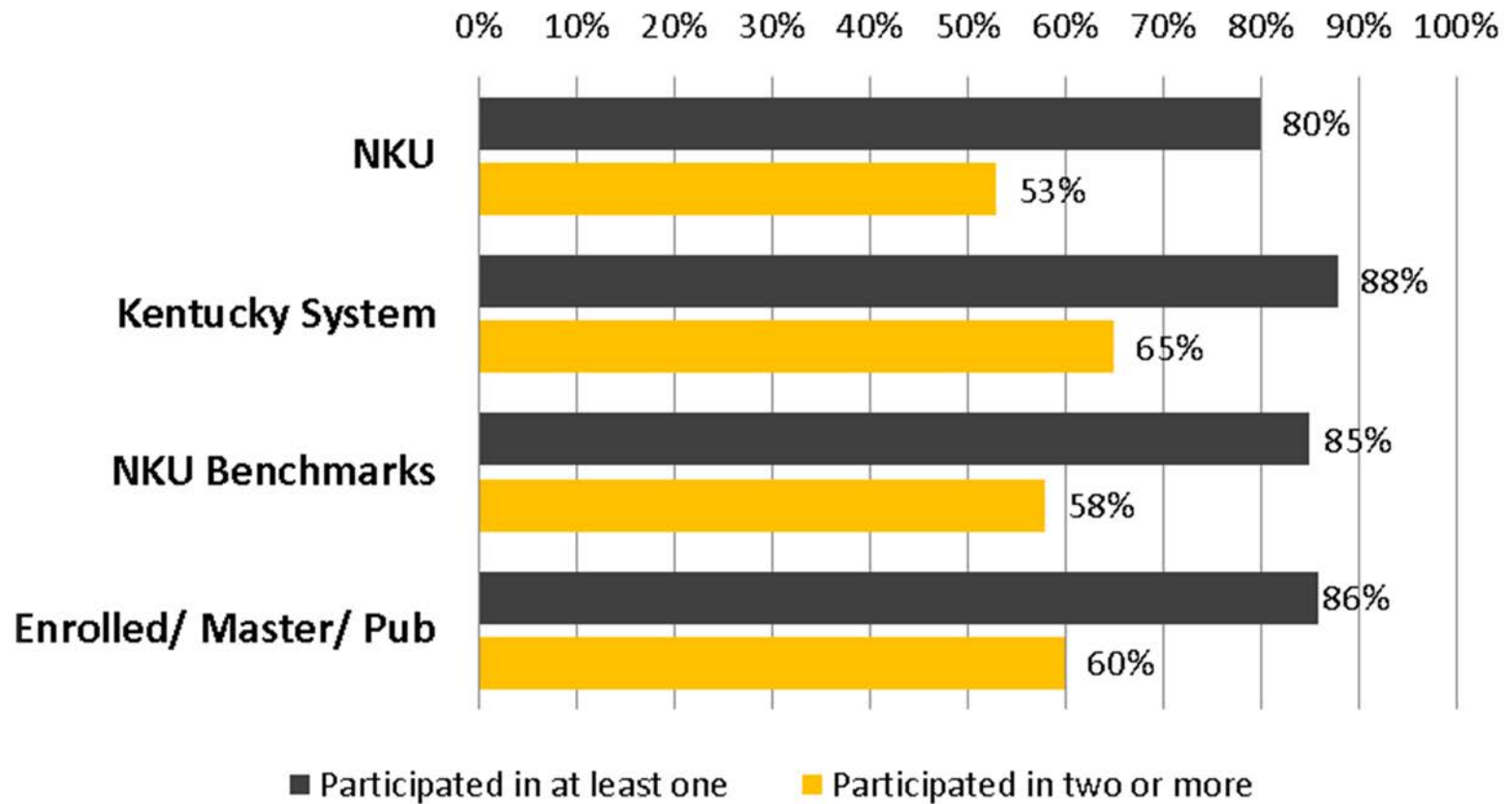
Culminating Senior Experience



NSSE Institutional Comparisons:

High-Impact Practices

High-Impact Practices: Overall



TREND DATA

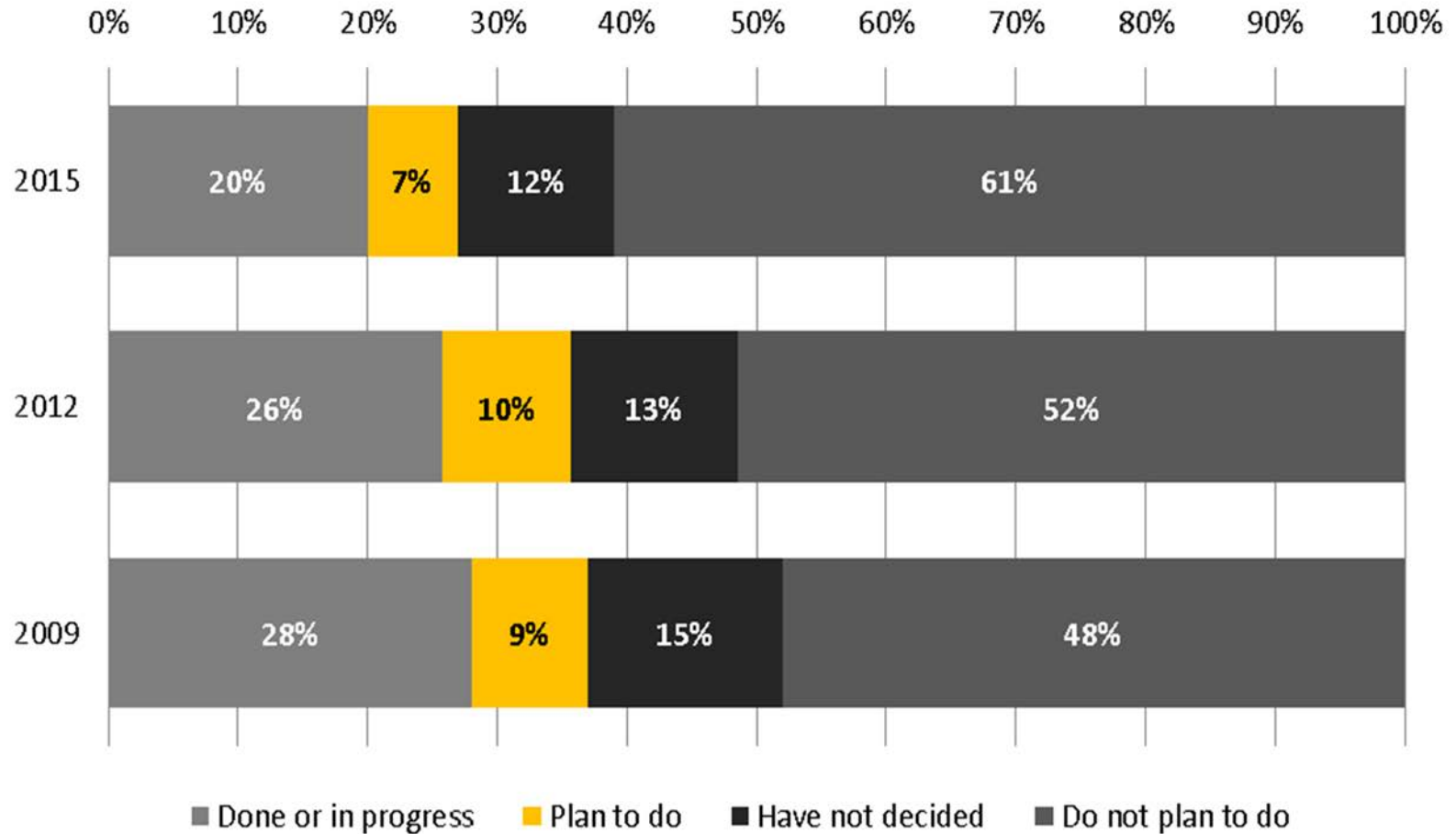
Comparison on Senior Student responses from the 2009, 2012, and 2015 NSSE.

- High-Impact Practices

NSSE Trend Data:

High-Impact Practices

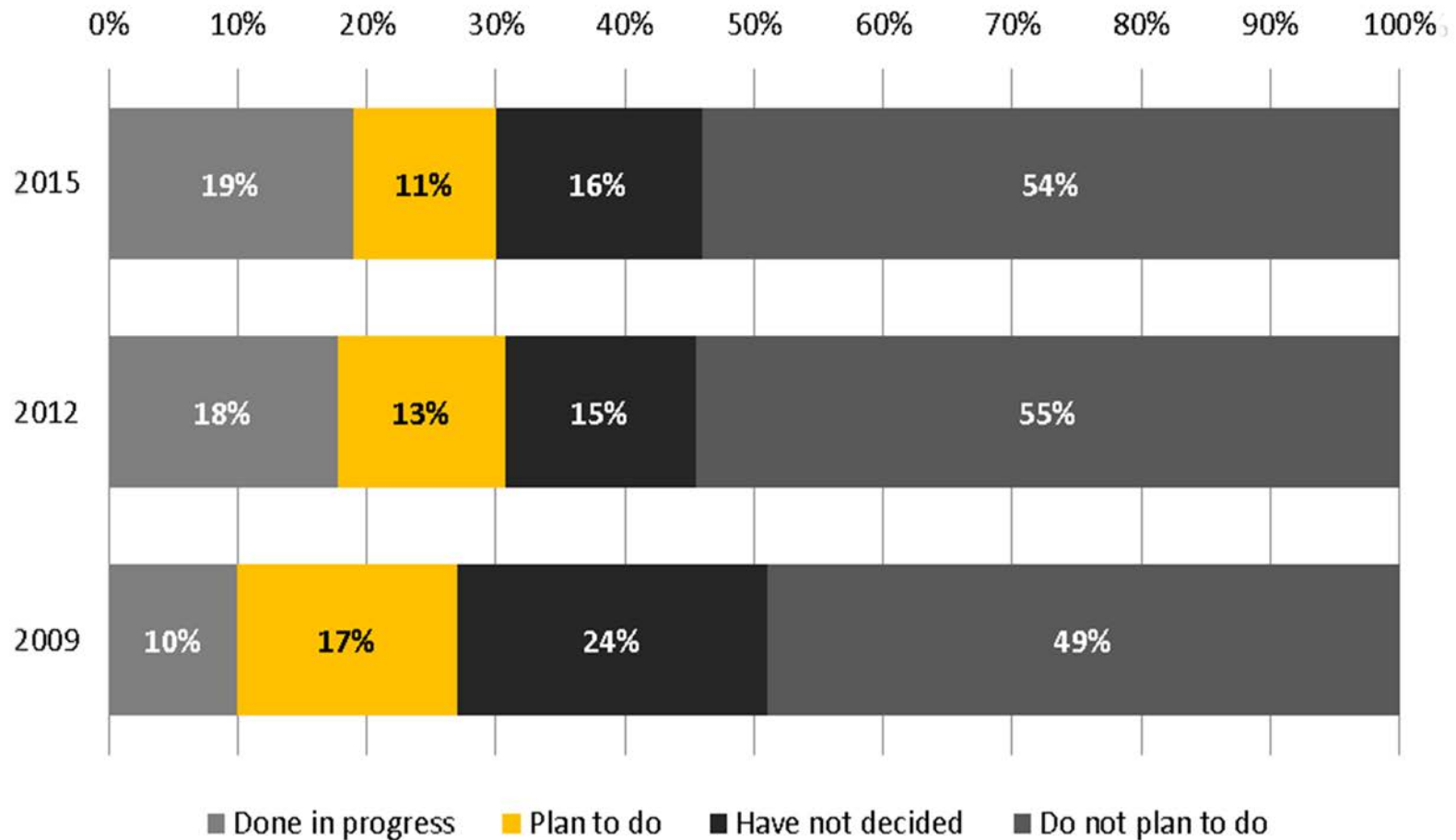
Learning Community



NSSE Trend Data:

High-Impact Practices

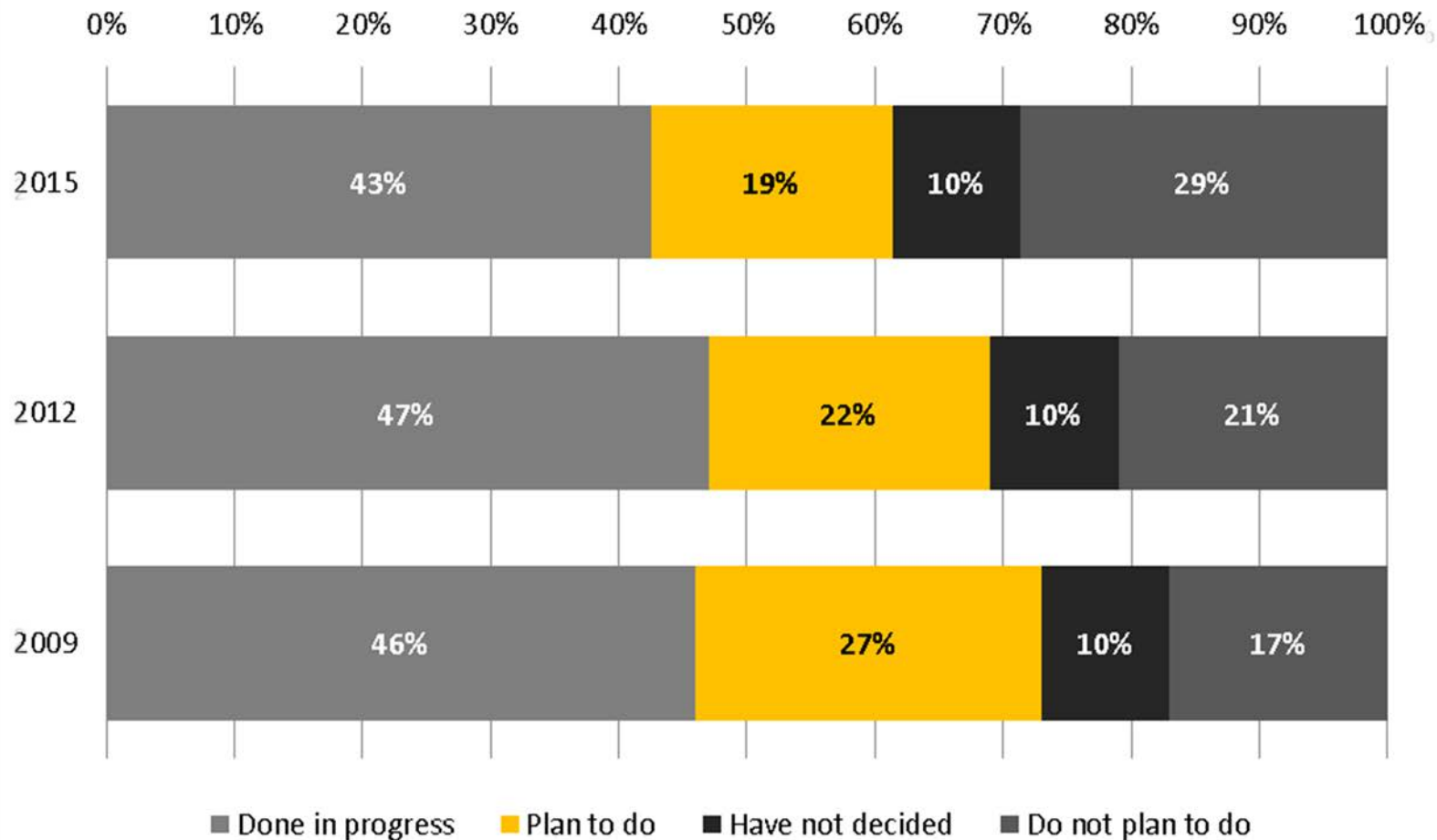
Research with a Faculty Member



NSSE Trend Data:

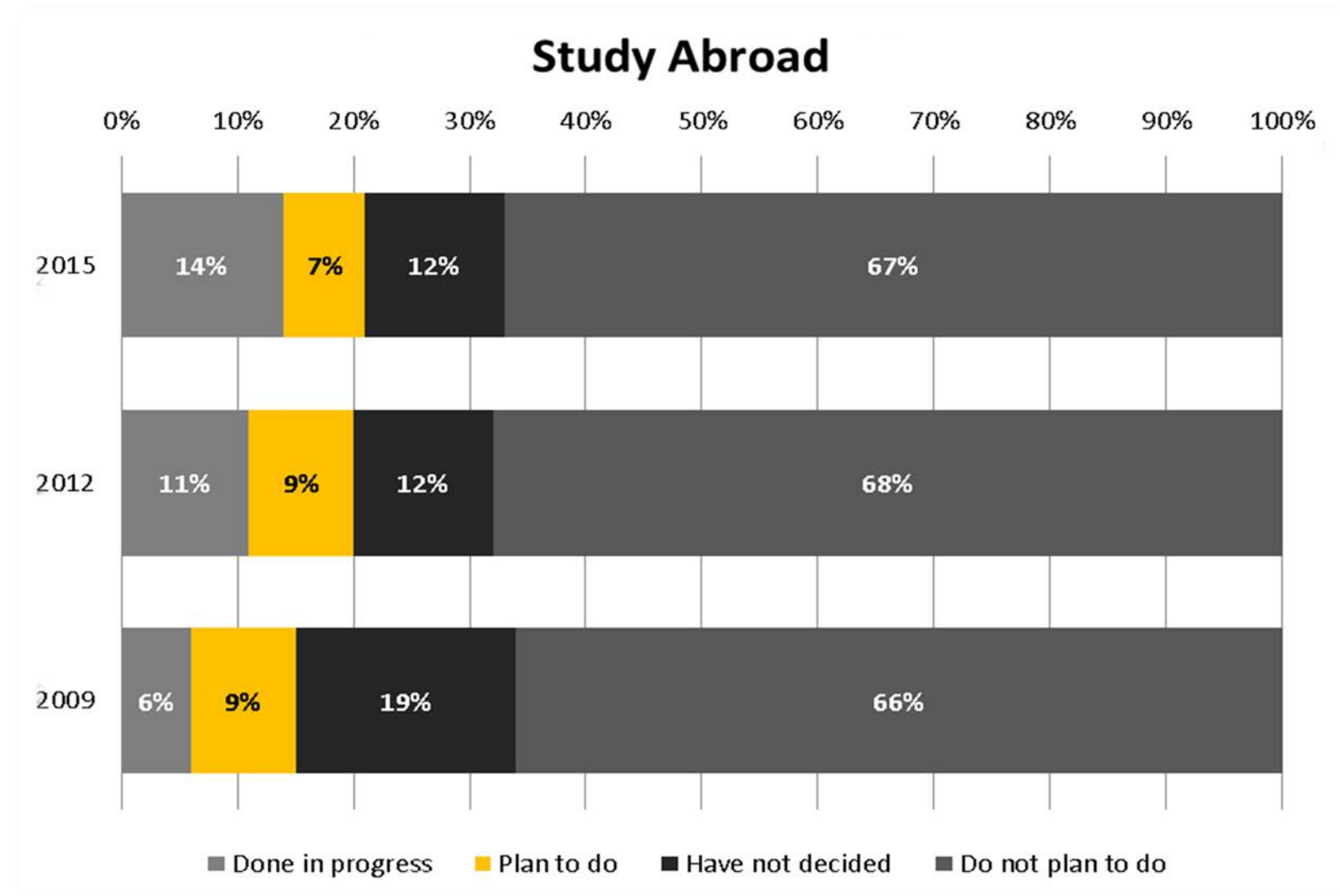
High-Impact Practices

Internship or Field Experience



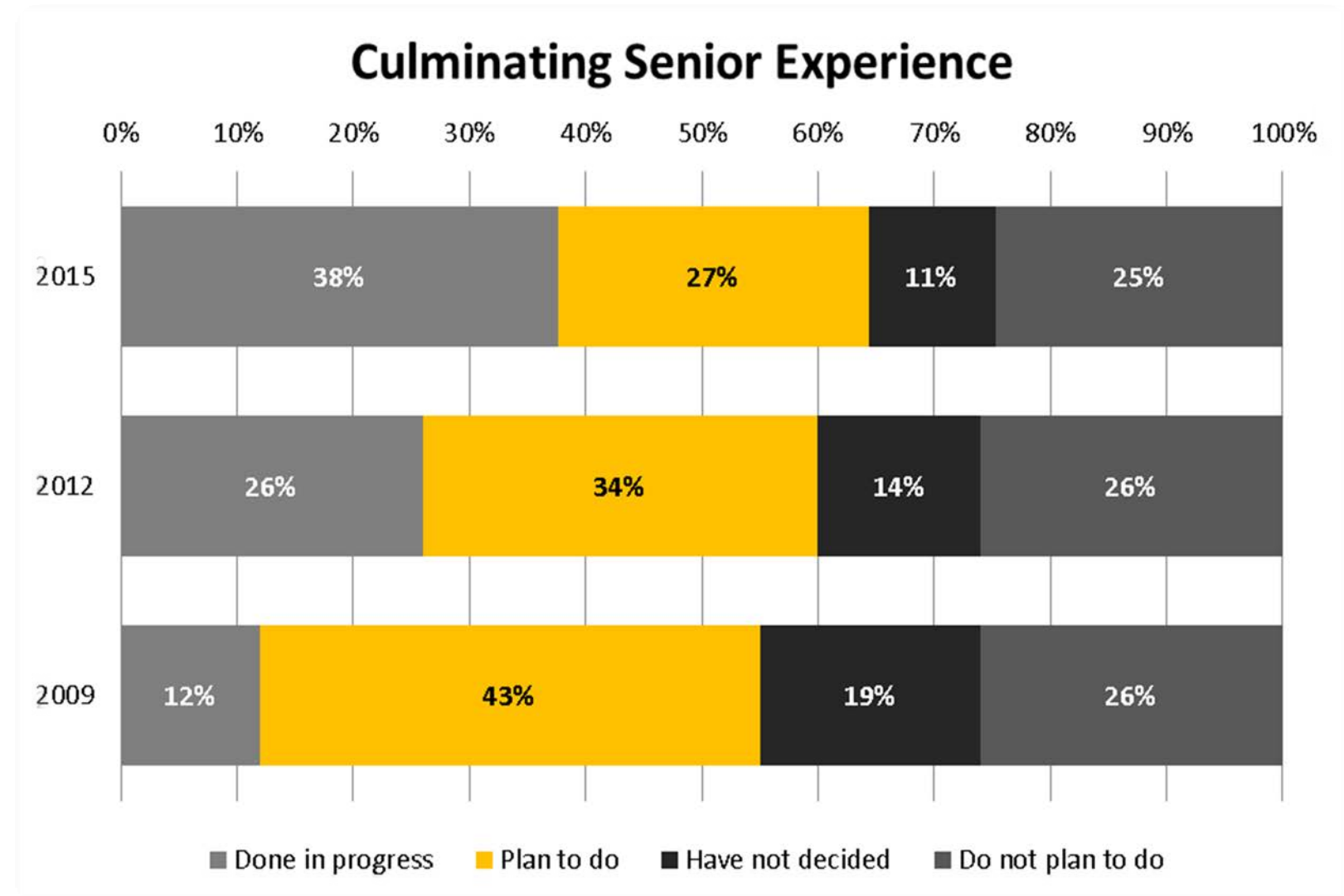
NSSE Trend Data:

High-Impact Practices



NSSE Trend Data:

High-Impact Practices



Next Steps

- Provide more in-depth analyses on subpopulations
 - First Generation
 - Gender
 - Underrepresented Groups
 - Colleges
- Share data with campus constituents, especially trends and comparisons concerning High Impact Practices and the connection to CPE metrics
 - Chairs Council
 - AAC
 - Faculty Senate
 - Staff Congress
 - Student Affairs Leadership
 - Student Government Association
 - Advisory Council

NSSE 2015 High-Impact Practices

Participation by Student Characteristics

Northern Kentucky University

Participation in High-Impact Practices by Student Characteristics

The table below displays the percentage of your students who participated in each HIP by selected student characteristics. Examining participation rates for different groups offers insight into how engagement varies within your student population.

	First-year			Senior					
	Learning Community	Service-Learning	Research with Faculty	Learning Community	Service-Learning	Research with Faculty	Internship or Field Experience	Study Abroad	Culminating Senior Experience
Sex^a	%	%	%	%	%	%	%	%	%
Female	13	49	6	23	62	19	47	17	36
Male	10	51	13	18	63	21	42	13	41
Race/ethnicity or international^a									
American Indian or Alaska Native	—	—	—	—	—	—	—	—	—
Asian	20	60	20	33	92	8	25	8	17
Black or African American	22	50	6	24	73	10	43	10	23
Hispanic or Latino	10	47	5	27	73	27	73	18	64
Native Hawaiian/Other Pac. Islander	—	—	—	—	—	—	—	—	—
White	12	50	8	21	60	20	45	15	39
Other	—	—	—	—	—	—	—	—	—
Foreign or nonresident alien	—	—	—	17	83	13	38	33	27
Two or more races/ethnicities	8	38	8	—	—	—	—	—	—
Age									
Traditional (FY < 21, Seniors < 25):	13	49	7	25	71	27	60	23	48
Nontraditional (FY 21+, Seniors 25+)	6	54	8	19	55	13	31	9	29
First-generation^b									
Not first-generation	15	46	10	25	64	27	54	22	44
First-generation	10	54	6	20	61	16	40	12	36
Enrollment status^a									
Not full-time	16	53	5	10	48	7	23	4	23
Full-time	12	49	8	25	67	24	53	20	44
Residence									
Living off campus	9	49	6	20	62	18	44	14	37
Living on campus	19	51	11	54	74	57	63	46	60
Major category^c									
Arts & humanities	4	48	11	25	52	29	37	34	40
Biological sciences, agriculture, natural res.	15	45	15	24	41	59	35	41	41
Physical sciences, math, computer science	11	32	11	18	53	50	47	15	53
Social sciences	6	39	6	19	62	28	55	30	30
Business	11	61	10	11	52	8	36	14	49
Communications, media, public relations	23	52	13	18	80	9	60	13	22
Education	13	55	4	40	84	21	82	11	51
Engineering	—	—	—	40	60	33	60	27	53
Health professions	16	48	0	22	64	26	46	5	31
Social service professions	14	75	0	43	96	15	43	9	17
Undecided/undeclared	17	35	13	—	—	—	—	—	—
Overall	12	50	9	20	61	19	43	14	38

Notes: Percentage of students who responded "Done or in progress" except for service-learning which is the percentage who responded that at least "Some" courses included a community-based project. Percentages are not reported (—) for row categories containing fewer than 10 students. Results are unweighted, except for overall percentages which are weighted by sex and enrollment status.

a. Institution-reported variable.

b. Neither parent holds a bachelor's degree.

c. These are NSSE's default related-major categories, based on first major if more than one was reported. Institution-customized major categories will be included on the *Major Field Report*, to be released in the fall. Excludes majors categorized as "all other."