

Members present: Tina Altenhofen, Tom Barnett, David Bauer, Chris Bowling, Jeff Chesnut, Sara Conwell, John Gaffin, Nick Gamble, Whitney Kessinger, Katie Lovold, Katy McBryan, AJ Miller, Sue Murphy-Angel, Donna Neace, Josh Neumeyer, Kimberly Sanders, Steve Slone, Walter Smith, Marilyn Taylor, Lori Thaxton, Collette Thompson, Pam Wagar, Mary Beth Ward, Chris Witt, Robert Yelton, Carole Ziegler

Members absent: Cindy Ash, Tracy Brate, Tiffany Budd, Angela Calhoun, Andi Clemons, Tiffany Freytag, Debbie Kelly, Dennis Sickinger, Mary Ann Trumble

Guests: Janel Bloch, Grace Hiles, Sue Hodges Moore, Rae Loftis, Bonnie Meyer, Lori Southwood

- I. Call to Order – 1:04pm
- II. Approval of June 3, 2016 minutes – motion to accept as submitted by Jeff Chesnut; motion seconded by Lori Thaxton; motion passed by voice vote with no opposition or abstention.
- III. New Business
 - A. Appointment of SC Parliamentarian: Eileen Baker
 - B. Voting Item: New member – Debbie Kelly (filling vacancy left by Charita Brewer); motion to approve membership by Chris Bowling; motion seconded by Lori Thaxton; motion passed by voice vote with no opposition or abstention.
 - C. Voting Item: Continuation of President Bauer – motion to approve a second term as President for Dave Bauer by Pam Wagar; motion seconded by Lori Thaxton; motion passed by voice vote with no opposition or abstention.
 - D. Voting Item: Nomination & Election of SC Secretary – Carole Ziegler nominated Josh Neumeyer to continue as Secretary, and he accepted; with no other nominations put forward, motion to elect Josh Neumeyer as Secretary by Carole Ziegler; seconded by Tom Barnett; motion passed by voice vote with no opposition or abstention.
- IV. Guests - Bonnie Meyer and Rae Loftis from the [Office of LGBTQ Programs & Services](#)
 - A. See the accompanying slide presentation below.
 - B. Founded in 2013, 2016-17 marks the 4th year the office has existed as part of the Division of Student Affairs, in the Center for Student Inclusiveness on the 3rd floor of the Student Union; the CSI also includes African American, Latino, and Disability Programs & Services, and the Norse Violence Prevention Center; the office has a strong connection to Academic Affairs as well, including a recent study abroad class and potential development of a UNV 101 section for LGBTQ students.
 - C. The mission of the office is a combination of education, advocacy, and support for students, faculty, staff, and the greater community.
 - D. Bonnie presented some statistics related to self-identification of the NKU community, and discussed the challenges of collecting data when folks are asked to self-identify but may not feel comfortable doing so for a variety of reasons; initiatives are underway to allow student applicants to self-identify on the admission application.
 - E. Programming initiatives of the office include the Come Together Kentucky Conference, hosting LGBTQ college students from across the state; student mentor and ambassador programs; diversity dialogues on relevant topics; Allied Zone and Trans Ally trainings to help members of the community know how to understand and support students; study abroad opportunities, the first of which was a course on LGBTQ experiences of exile, resistance, and inclusion in Amsterdam, Brussels, and

-
- Paris, including government and agency meetings; LGBTQ 101 and Policy workshops; LGBTQ issues in curriculum; Staff, Administrators, and Faculty for Equity (SAFE) employee group; Speak Out Panels; student organizations; LGBTQ history month in October; National Coming Out Day; Spirit Day; Trans Awareness Week and Trans Day of Remembrance; World AIDS Day 12/1; Norse Pride Week; guest speakers such as Laverne Cox and Patrice Colours – possibly Michael Sam this year
- F. Sue M asked about the Campus Safety rating on the Campus Pride Index, which is among the lower scores, and Bonnie explained that we're in the process of working with Campus Police to have Allied Zone & Trans Ally training, and Name Change policy and procedure on campus. Both of these accomplishments will increase the score. Tina and Whitney asked more about the name change process, and Bonnie gave a few more details about the differences between the states – Kentucky is relatively easy compared to Ohio, but there are sometimes other complications depending upon the office. Resources are available on the LGBTQ
- V. Staff Regent Report – Arnie Slaughter was absent, and the Board of Regents summer retreat will take place July 23, 2016, so he will have a report at the August meeting.
- VI. Liaison Reports
- A. Executive Team / Administration & Finance – Sue Hodges Moore
1. Andy Meeks will be having a catering showcase in August, to offer departments a variety of options/possibilities and ideas for ways of saving money on orders
 2. Steak n Shake is on schedule to be in place for the spring 2017 semester
 3. Performance and outcomes-based funding (Frankfort): a task force comprising university presidents, CPE president, legislators, and governor's reps will begin meeting soon, with a report due in December with its recommendations
 4. HIC is proceeding on time and on budget, with the first steel beam installed this week
- B. Human Resources – Lori Southwood
1. Benefits: annual fair will be Thu 9/22 from 11-3 in the SU Ballroom
 2. Annual Enrollment will take place Tue 10/25 at 12pm through Wed 11/9 at 4:30pm; help centers in SL 235 will again be available Nov 1-4, 7 and 9 – Rob Yelton asked about help for second/third shift folks, and Lori will follow up with Emily
 3. Medical Coverage RFP: still in progress
 4. Compliance Training: Workplace Answers will be providing FERPA and Unlawful Harassment Prevention training in coming months (see below for the campus email from Lori introducing the FERPA training)
 5. Reduction in Force: still in progress, still working with departments to attempt to retain employees in other vacant positions – managers have been very receptive, engaged, and helpful in this process to try to keep people at NKU, even if not in the same role; Lori will provide a report including placement statistics when the process is complete. Jeff C. and Carole Z. asked if there are still people who have not been notified, and when the process may be finished; Lori explained that, in some cases, positions have been saved due to other vacancies/turnover which arise, and as long as people can be continued, the hope is they will benefit from continued pay and potential placement in one of those vacancies which may happen over that time. Lori T. asked about the potential for furloughs in the

-
- coming year, and notification well in advance for budget planning; Lori S. and Sue M. indicated that no plan for furloughs is currently in the works, and Staff Congress and other campus stakeholders would be consulted first.
- C. Faculty Senate – No liaison from faculty senate was present today
 - D. Student Government Association – No liaison from SGA was present today
- VII. President's Report – Dave Bauer
- A. Welcome new members: Walter Smith from O&M, Donna Neace from O&M, AJ Miller from Computer Science, Steven Slone from Mail Services; Katy McBryan from Steely Library
 - B. Attendance – remember to initial the sign in sheet each month so your attendance is recorded correctly
 - C. Summer Picnic – Friday July 29 from 3-7pm at the park/playground behind the Highland Heights Civic Building; changes this year include the ability to save money in various ways, and still provide a nice opportunity for folks to get together and have fun; Pam noted that leftover beverages from the summer recess event can be provided as well
- VIII. Standing Committee Formations: Assignments of Chairs pro-tempore and setting of first meeting dates
- A. Benefits – chair: Pam Wagar
 - B. Constitution & Bylaws – chair: TBD
 - C. Credentials & Elections – chairs: Tina Altenhofen & Sue Murphy Angel
 - D. Outreach – chair: TBD
 - E. Policies – chair: Carole Ziegler
 - F. Scholarship – chair: Tom Barnett & Denny Sickinger
- IX. University Committees: Assignment of SC Representatives
- A. Benevolent Association – Mary Beth Ward
 - B. Food Service Advisory – Lori Thaxton
 - C. Regent's Distinguished Service Award – Tina Altenhofen
 - D. President's Climate Committee – appointed if needed
 - E. Transportation – Chris Bowling
 - F. Wellness – Pam Wagar
- X. Ad-Hoc Committee
- A. Roundtable Discussion – chaired by Katie Lovold; other members – Denny Sickinger, Nick Gamble, Tiffany Budd, and AJ Miller
- XI. Old Business
- XII. Announcements
- A. Pam – thanked all who helped with the summer recess event; reminded us about resources available through the Employee Assistance Program (see the link to more information on the [Health Care Coverage web page](#))
 - B. Meeting of Standing Committee Chairs and University Committee Representatives – schedule of meetings to be determined; the first meeting will take place approximately one week prior to the August Staff Congress meeting.
- XIII. Adjournment – motion to adjourn made by Chris Bowling; seconded by Sara Conwell; motion passed by voice vote with no objection or abstention; meeting adjourned at 2:08pm.



Office of LGBTQ Programs & Services 309 Student Union

Bonnie Meyer, Director

meyerb5@nku.edu

Rachel Loftis, Coordinator

loftisr1@nku.edu



LGBTQ Programs & Services

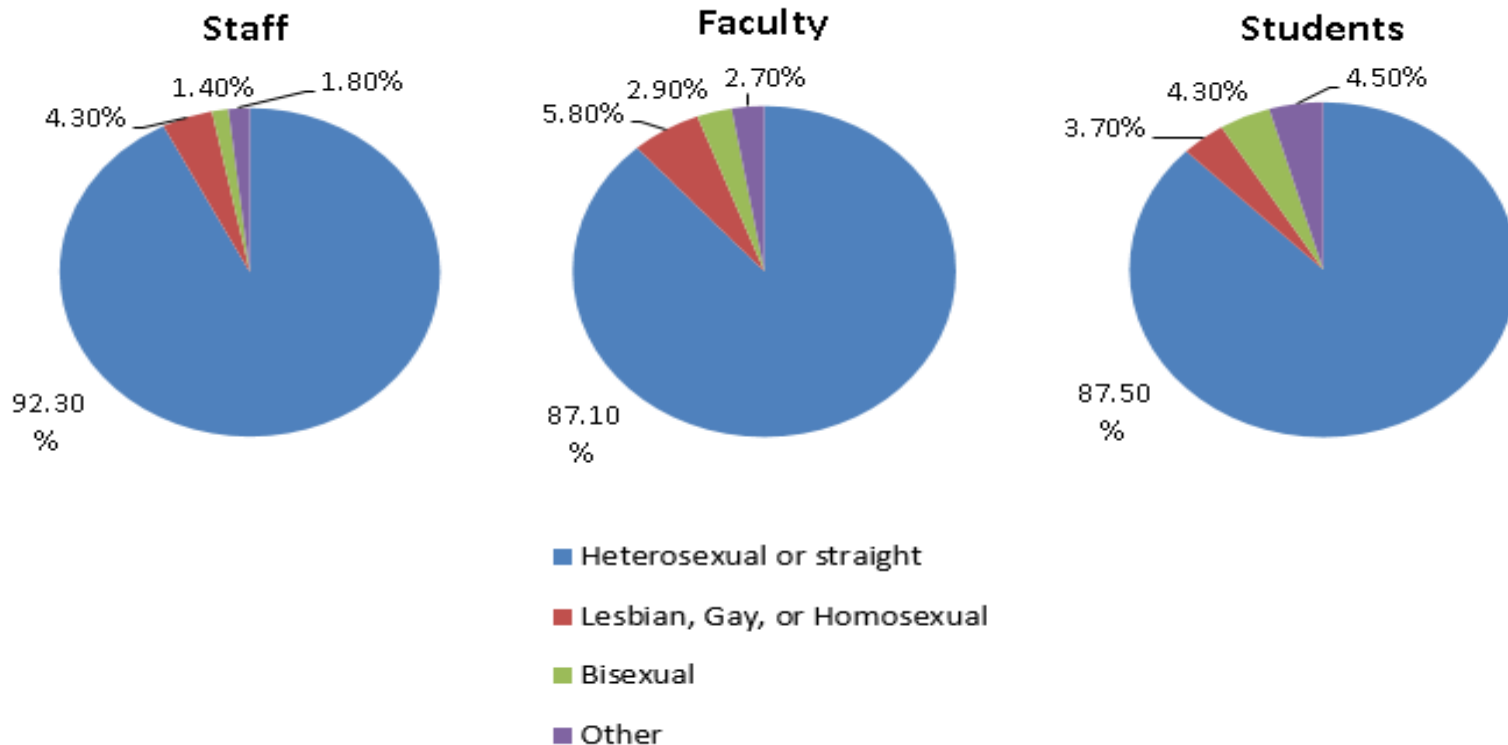
- **Office created in Fall 2013**
- **Full time Director position and Coordinator position (2015)**
- **Located within the Center for Student Inclusiveness (CSI); Suite hosts African American, Latino, Disability, and LGBTQ Programs & Services, as well as Norse Violence Prevention**
- **Relationship between Student Affairs and Academic Affairs**

LGBTQ Programs & Services

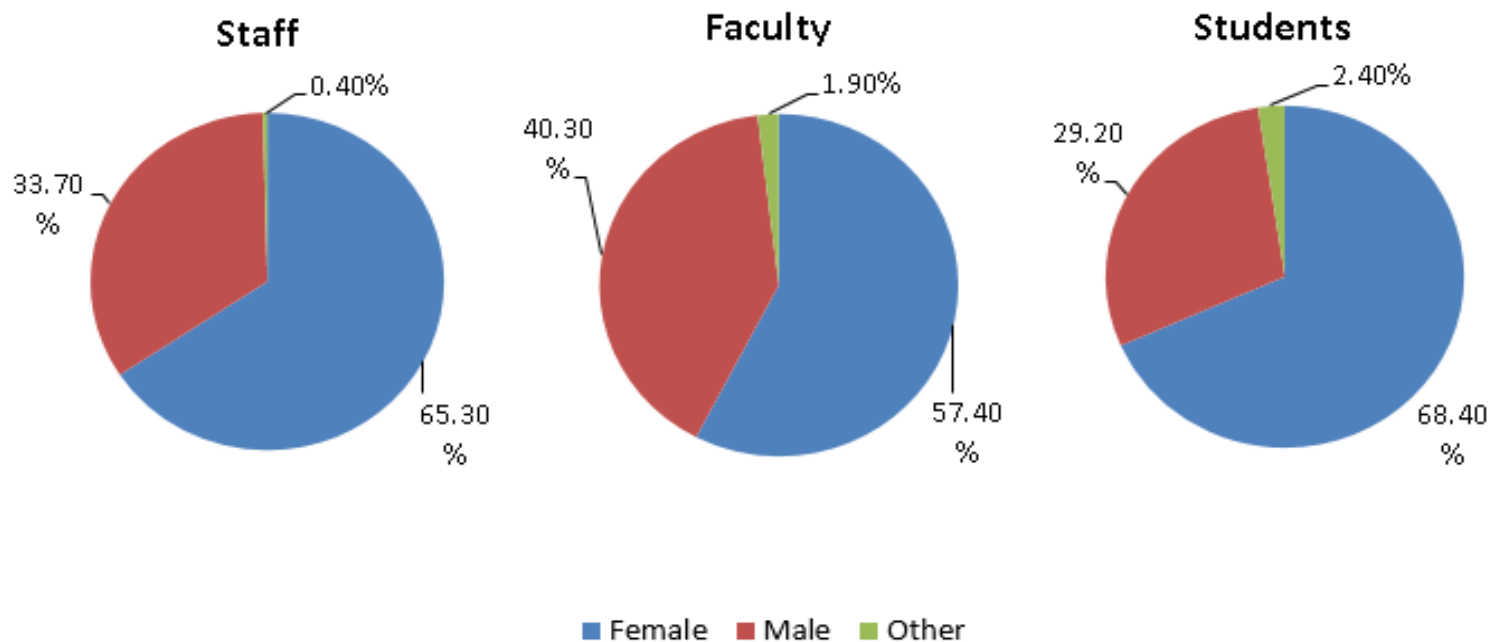
The goal of the LGBTQ Programs and Services office is to provide education, advocacy and support through programs and services at NKU for students, staff, faculty, and the greater community.



Sexual Orientation



Gender Identity/Sex



Preliminary data estimates show student LGBTQ population at 1400+

- 9.3% of incoming freshman self-identified as “not heterosexual at the 2013 orientation
- Based off of preliminary data (2013) 5.7-6.5% of students identify as LGBTQ.
- Data collection challenges

Education Programs & Services

- Come Together Kentucky Conference
- Student ambassador and mentor program
- Diversity Dialogues (with CSI offices and the Office of Inclusive Excellence)
- Allied Zone and Trans Ally trainings
- Study Abroad
 - European LGBTQ Experiences of Exile, Resistance, and Inclusion: Amsterdam, Brussels, and Paris

Education Programs & Services

Trainings and Education



BE AN ALLY, GET TRAINED TODAY!


ALLIED ZONE

A partnership between SAFE (Staff, Administrators & Faculty for Equality) and LGBTQ Programs & Services, the Allied Zone campaign trains students, staff, administrators, and faculty to be allies for members of the LGBTQ community on campus.

Interested? Scheduled trainings will be available several times a month, choose your session and RSVP at lgbtq.nku.edu. To request a training for your organization or department, or for more information contact us at lgbtq@nku.edu.

SCHEDULED TRAINING EVENTS:

- Thursday, March 17 from 8:30 - 11am in SU 108
- Friday, March 25 from 8:30 - 11 am in SU 302
- Monday, March 28 from 2 - 4:30 pm in SU 105
- Wednesday, March 30 from 4 - 6:30 pm in SU 105



SAFE **NKU LGBTQ**



Advocacy Programs & Services Campus Pride Index

Overall Campus Pride Score: 69% equals 3.5 Stars of 5 Stars



Sexual Orientation Score: 76% equals 4 Stars of 5 Stars



Gender Identity/Expression Score: 67% equals 3.5 Stars of 5 Stars



Campus Pride Index

LGBTQ Support & Institutional Commitment Score: 91% equals 5 Stars of 5 Stars ★★★★★

LGBTQ Academic Life Score: 53% equals 3 Stars of 5 Stars ★★★☆☆

LGBTQ Student Life Score: 95% equals 5 Stars of 5 Stars ★★★★★

LGBTQ Housing & Residence Life Score: 46% equals 2.5 Stars of 5 Stars ★★★☆☆

LGBTQ Campus Safety Score: 51% equals 3 Stars of 5 Stars ★★★☆☆

LGBTQ Counseling & Health Score: 74% equals 4 Stars of 5 Stars ★★★★☆

LGBTQ Recruitment & Retention Score: 76% equals 4 Stars of 5 Stars ★★★★☆

Staff Services

- Allied Zone Training
- Trans Ally Training
- LGBTQ 101 Workshop
- LGBTQ Policy Workshop
- Integrating LGBTQ issues into curriculum
- Speak Out Panels
- And more!



Student Services

- Student Allied Zone Training
- Student Trans* Ally Training
- Workshops
- Peer mentor program
- Inside Out
- Speak Out Panels
- Student Organizations:
 - Common Ground
 - Colours of Pride
 - The Gender Initiative (TGI)
 - ACE Supportive Conversations Group



LGBTQ P&S

Campus Programming

- Programs:
 - LGBTQ History Month (October)
 - National Coming Out Day
 - Spirit Day
 - Trans Awareness Week
 - Trans Day of Remembrance
 - World AIDS Day
 - LGBTQ Norse Pride Week
 - Conversations



LGBTQ Campus Programming



Questions? Collaboration!
Conversation



From: nkunews-bounces@listserv.nku.edu on behalf of [Lori Southwood](#)
To: [nkunews Listserv](#)
Subject: [NKUNews] FERPA Compliance Training
Date: Wednesday, July 20, 2016 5:17:51 PM
Attachments: [ATT00001.txt](#)

Dear Faculty, Staff and Student-Employees—

Earlier this week you received an email about FERPA training from Workplace Answers. In the email we requested that you complete the course within 30 days. **For employees on an academic calendar, including faculty, we request that you complete the training within 30 days of your return to campus.**

This course is about the Family Educational Rights and Privacy Act (FERPA). FERPA is a federal law that protects the privacy of student education records.

Maintaining the confidentiality of our students' personal information is of utmost importance to our university, and NKU employees are an integral part of our success in meeting this obligation. For that reason, NKU is offering an interactive training course to provide our employees with the necessary skills, knowledge and information in order to comply with FERPA and protect our students' personal information. NKU employees who work with student information are strongly advised to complete this training course. NKU employees who do not work with student information are encouraged to complete this course as a learning opportunity.

Thank you in advance for taking the time to complete these training courses to enhance your knowledge about these important issues. If you have any questions, please contact [Martha Biederman](#), Director of Training and Development, or [Dawn Bell-Gardiner](#), Compliance Officer.

Lori

Lori A. Southwood

**Senior Director
Office of Human Resources**