

Members present: Tina Altenhofen, Robert Alston, Mary Barry, Brandon Billiter, Christopher Charnegie, Ashley Coates, Sara Conwell, Vicki Cooper, Ali Greer, Dave Groeschen, Mike Irvin, Sherri Jones, Constance Kiskaden, Beth McCubbin, AJ Miller, Sue Murphy-Angel, Amberly Nutini, Krista Rayford, Emily Rudd, Steve Slone, Terri Smith, Anita Southwick, Lori Thaxton, Tori Vogelesang, Diane Wallace, Kimberley Wiley, Christopher Witt, Gina Yoon

Members absent: Cindy Ash, Chris Bowling, Tiffany Budd, Brenda Maldonado, Kimberly Sanders, Ryan Straus, Nick Thompson

Guests: David Bauer, Janel Bloch, Grace Hiles, Lori Southwood, Shelby Stanford

I. Call to Order at 1:00 PM

II. Approval of May 9, 2019 minutes Motion: Steve Slone
 Second: Dave Groeschen
 Approved: Voice Vote

Approval of June 12, 2019 minutes Motion: Krista Rayford
 Second: Vicki Cooper
 Approved: Voice Vote

III. New Business:

A. Approval of Staff Congress President's second term

- Second term approved by voice vote.

B. Appointment of Parliamentarian

- Tina Altenhofen will continue her role as Staff Congress Parliamentarian.

C. Nomination & Election of Secretary

Candidates:

Krista Rayford

Manager, Communications and Events

College of Informatics

Steve Slone

Specialist II

Mail/Distribution Services

Steve Slone was elected Secretary via secret ballot vote.

IV. Liaison Reports

A. Board of Regents – Staff Regent David Bauer - [report](#)

B. Human Resources Senior Director / Administration & Finance VP Lori Southwood - [report](#)

C. Faculty Senate – Dr. Janel Bloch - [report](#)

D. Student Government Association – Shelby Sanford - [report](#)

V. President's Report – Sue Murphy Angel - [report](#)

VI. Standing Committee Formations: Assignments of Chairs pro-tempore and setting of first meeting dates: - [report](#)

A. Benefits

- B. Constitution & Bylaws
 - C. Credentials & Elections
 - D. Outreach
 - E. Policies
 - F. Scholarship
- VII. University Committees: Assignment of SC Representatives
- A. Benevolent Association
 - B. Food Service Advisory
 - C. IT Advisory Committee
 - D. Regent's Distinguished Service Award
 - E. Sustainability
 - F. Transportation
 - G. Wellness
- VIII. Ad-Hoc Committee
- A. Roundtable Discussion - **report**
- IX. Old Business : Outreach Committee Restructuring
- The conversation of restructuring the Outreach Committee is ongoing. While these conversations continue, the Outreach Committee will continue to function as normal.
- Wellness Committee Naming
- The Wellness committee has been renamed to *Employee Engagement and Wellbeing*. Future agendas will reflect the name change.
- X. Other New Business
- A. Announcements: Council of Chairs meeting invitations will be sent to the Executive Team, Standing Committee Charis, and University Committee Representatives shortly. The first C of C meeting will take place August 1st at 10 am in SU 106.
- XI. Adjournment
- | | |
|-----------|---------------|
| Motion: | AJ Miller |
| Second: | Robert Alston |
| Approved: | Voice Vote |

Adjourned 2:50 PM

Staff Regent-David Bauer

Picnic August 9th 3:00 PM to 9:00 PM at the Highland Heights city park. Food this year will feature fried chicken, brats, mets, and burgers. Volunteers still needed to help with grilling and supervision of the inflatables. Watch for further communication. Please contact Dave if you are able to help with the event. Event this year will also feature axe throwing. Axe throwing will occur in spite of any KRS update we may receive.

Question: When will the Kona Ice Truck be there?
4:00 PM to 6:00 PM.

There will be announcements from the registration table letting everyone know when things will be happening.

Human Resources Senior Director/Admin and Finance VP-Lori Southwood

Business Operations and Auxiliary Services:

- Renovations of Kenton Drive Garage are on schedule. The garage is set to open before the first day of classes.

Chief Financial Officer:

- Finalizing financial services RFP – expect to issue by end of July
- Continue negotiations with Fairmount for phase 2 of the US27 development
- Continuing negotiations with Chartwells on new dining contract to take effect July 1, 2020
- Due to delays in construction, Sbarro's opening now expected to be beginning of Spring '20 semester

Facilities Management:

- Nothing to Report

Human Resources:

- Staff Congress representative supervisor letters were sent out last week via campus mail. You should also receive a copy of the letter via campus mail.
- We have completed our RFP process and selected a new Pharmacy Benefit Manager (PBM) for Jan 2020. The decision will save approximately, \$1M in spend. We will provide more details as we come before the Staff Congress with 2020 benefits plan decisions, rates, and open enrollment information
- We are currently reviewing RFP responses for the Life & Disability plans to ascertain any potential savings or administrative efficiencies.
- Continuing to wait on the legislature to make a decision on KERS in order to develop a communication program.

IT:

- External email messages are now receiving the prefix text [EXT] before the subject text. In the body, the NKU email system will insert a prefix with [CAUTION: EXTERNAL EMAIL] before the contents of the email. You may use these indicators to identify potential phishing attempts.
- MicroSoft Teams is now active on campus, in place of Skype for Business. Watch for training notifications coming soon. This product is an excellent team collaboration tool.

- The NKU Directory, for both students and employees, now requires you to log in with your NKU credentials.

Question: Where is our KRS contribution rate currently?

84% as of July 1. July's bill is not due until August 10th. Internal questions of do we need to pay monthly or annually. Still under consideration. The special session should provide a freeze at 49% to the contribution rates while any changes to the system take effect. Legal challenges are also expected to any changes made to the system.

Question: Do we have contingency plans?

Planning is ongoing when we know what is going to come from Frankfort action will be taken.

Question: Are the rates we pay for prescriptions part of the pharmacy RFP considerations?

Yes that is taken into account.

Possible Special Session June 19th through the 24th. Confirmed special session called Friday June 19th.

Faculty Senate-Dr. Janel Bloch

The first Faculty Senate meeting is in August.

SGA –Shelby Sanford

The first SGA meeting is the first week of school.

SGA is making it a goal to increase their involvement and presence at our meetings.

President's Report-Sue Murphy Angel

Sue highlighted the importance of attendance at staff congress meetings. Reading from Article 1 Section 5 c of the staff congress bylaws. A vacancy occurs when a staff congress representative has an unexcused absence from 5 staff congress meetings or 3 concurrent staff congress meetings. To inform new and returning members of the various duties of Staff Congress officers, Sue took time to read them aloud to the entire group. This information is recorded in the staff congress bylaws Article 5 Sections 5 through 8. Do not be afraid to ask questions in staff congress meetings. This is an open forum and many times questions will lead to further conversation and more information for you to take back to your constituents. Take the time to introduce yourself to your constituents. Let them know who you are, and that you are their voice in staff congress. Special thank you to Grace for getting the web information online so that any employee can ask any question at any time. Hopefully this will cut down on the number of questions at the roundtable event as we can bring questions to staff congress meetings as they are brought up. Staff Regent Dave Bauer highlighted that as for KRS what you have earned (dates, milestone) already in KRS cannot be taken away from you if we are removed from KRS.

Question: Is there a period before an employee is vested in the new defined contribution plan?

There is no vesting with the defined contribution plan.

Question: Will it still be there when we reach retirement?

If staff are removed from KRS, part of NKU's process will be calculate and pay off our entire liability to the system. So while it is still up in the air, paying off that liability should be some reassurance that the system will still be there.

Committee Breakout Sessions

Committee	Chair(s)	Meeting Time and Location
Benefits	Krista Rayford	Last week
Elections	Tina Altenhofen Beth McCubbin	3 rd Wed at 2:00 AC 105
Outreach	Lori Thaxton Kim Wiley	Last Wed Time and Place TBD
Policies	Gina Yoon Sherri Jones	Last Wed 2:00 Place TBD
Constitution	Tiffany Budd Anita Southwick	3 rd Mon 9:00 Place TBD
Scholarship	Robert Alston AJ Miller	TBD

University Committees

Benevolent
 Food Service
 IT Advisory
 Regents
 Sustainability
 Transportation
 Employee Engagement
 and Wellbeing

Staff Congress Representative

Kim Wiley
 Ashley Coates
 Vikki Cooper, Chris Bowling
 Tina Altenhofen
 Tiffany Budd, Chris Bowling
 Chris Bowling

 Tori Vogelgesang

Roundtable Discussion

There is no date set for the roundtable.

Discussions are ongoing with Dr. Vaidya as to what the event will look like. Any staff congress members with thoughts please contact Sara Conwell or a member of the executive team and we will include that information in discussions. Anyone interested in joining the roundtable committee also contact Sara Conwell. A few of the concerns that have been highlighted include too many questions, wasting time on some questions, switch up the arrangement of the room, make it more of an open forum discussion with several defined topics instead of a roundtable. The roundtable event, whenever it may, WILL be considered the regular staff congress meeting for that month. Absence from

the event will count towards your attendance record. We will continue to stress to all involved the importance of this event whatever format it takes this year.