

Members present: Peg Adams, Tina Altenhofen, Keysha Alston, Robert Alston, Cindy Ash, Brandon Billiter, Chris Bowling, Tiffany Budd, Christopher Charnegie, Shawn Clark, Thomas Crabtree, Gina Combs, Sara Conwell, Ali Greer, Dave Groeschen, Mike Irvin, Daniel Jones, Sherri Jones, Constance Kiskaden, Brenda Maldonado, AJ Miller, Krista Rayford, Frank Robinson, Rochelle Shields, Steve Slone, Terri Smith, Ryan Straus, Diana Wallace, Terkerah Washington, Kimberly Wiley, Christopher Witt

Members absent: Ashley Coates, Hanna Ferrenberg, Rae Loftis, Sue Murphy-Angel

Guests: David Bauer, Janel Bloch, Lori Southwood, Mia Dirks, Grace Hiles, Darryl Peal, Sara Kelly, Angela Zippin, Felicia Share, Andrea Brooks, Robert Zai, Emily Cobbs, Cristy Wolfram, Marquita Barron, Jenn Brown, Pam Reichelderfer, Randall Cutler, Stephanie Songer, Vicki Cooper, Inna Pylyayeva, Lou Stuntz, Monica Gray, Jane Bratton, Janice Ison, Ross Brown, Beck Lackey, Madeline, Jim's Tablet

I. Call to Order at 1:04 PM

II. Presentation: Title IX Changes – Darryl Peal, Sara Kelly & Angela Zippin

III. Presentation: NKU Votes Announcement – Felicia Share, Andrea Brooks & Robert Zai

IV. Approval of August 13, 2020 Minutes

Motion:	Frank Robinson
Second:	Ali Greer
Approved:	Voice Vote

V. Liaison Reports

- A. Board of Regents – Staff Regent David Bauer - [report](#)
- B. Administrative Liaison – Chief Human Resources Office Lori Southwood - [report](#)
- C. Faculty Senate – Budget Committee Chair Dr. Janel Bloch - [report](#)
- D. Student Government Association – Mia Dirks - [report](#)
- E. President's Report – Sara Conwell - [report](#)

VI. Standing Committees:

- A. Benefits –
- B. Constitution & Bylaws –
- C. Credentials & Elections –
- D. Outreach –
- E. Policies –
- F. Scholarship -

VII. University Committees:

- A. Benevolent Association –
- B. Food Service Advisory –
- C. IT Advisory Committee –
- D. Regent's Distinguished Service Award –
- E. Sustainability – [report](#)
- F. Transportation –
- G. Employee Engagement and Wellbeing –

- H. Residency Review -
- VIII. Ad-Hoc Committee
 - A. Roundtable – report
 - B. Pension - report

IX. Old Business

X. New Business

XI. Announcements - report

XII. Adjournment at 2:07 PM

Motion: Diana Wallace
Second: Dan Jones
Approved: Voice Vote

Presentations

Title IX – Darryl Peal, Sara Kelly, Angela Zippin

Darryl Peal, Sara Kelly, Angela Zippin shared the updates to the Title IX policies and procedures NKU received on May 6, 2020. NKU had 90 days to implement the final regulations that were released by the Office of Civil Rights which are part of the United States Code. Over 200 hours of training were invested to implement the new policies. Mandatory training for students, faculty, staff and administrators will begin in the coming months.

NKU Votes Announcement – Felicia Share, Andrea Brooks & Robert Zai

Felicia Share, Andrea Brooks and Robert Zai shared information about # NKU Votes and how NKU is participating in the project. Facts from the National Study of Learning, Voting and Engagement (NSLVE) Report from Tufts University:

- 1,100 Campuses nation-wide
- 10 million student records
- All 50 states represented

Key 2020 Election Cycle Dates

- September 22 – National Voter Registration Day
- October 5 – Last day to register to vote in KY, OH, & IN
- October 24 – Vote Early Day
- October 27 – Absentee Ballot Request Deadline
- November 3 – Election Day!

WHY DO YOU VOTE NKU?

1. Take a selfie.
2. Tell us Why do you Vote? "I vote because..."
3. Email your photo and answer to engage@nku.edu
4. Share on your social media accounts #NKUVotes

To find out more info on about registering to vote and links to voter education info, visit: www.nku.edu/ivote

Staff Regent Report – Dave Bauer

Dave shared the BOR meeting notes. Kevin Peterson presented information regarding the Master Plan. He discussed three things: 1. Future goals to support a more engaged University, 2. Create a place for Academic Excellence and Innovation to support a diversity of learning and 3. To design a more welcoming University. They also had a presentation from the College of Arts and Sciences regarding better access for students, better completion rates for students and career and community engagement with students. They shared the most recent Covid report as well as the latest information on the pension situation. The BOR also welcomed a new regent, Ken Perry, who replaces Terry Mann.

Administrative Liaison – Lori Southwood

September 2020 Staff Congress Report Outs

Business Operations and Auxiliary Services:

- Nothing to Report

VP A&F / Chief Financial Officer:

- Finalizing negotiations with Fairmount on US27 phase 2 development
- Preparing for division 6 month assessment process, likely mid-October
- PNC contracts for treasury management and banking services finalized
- Continue to work with Segal and Commonwealth Economics on the employee options and financing options

Budget Office:

- Loading the FY21 Budget
- Prepping various priorities that are related to the Budget Load (Annual Budget Book completion, Budget Model load, etc.)
- Closing out FY20 WEAVE goals and striving towards our FY21 WEAVE goals

Facilities Management:

- Nothing to Report

Human Resources:

- The benefits team is planning for 2021 annual enrollment. This year the annual enrollment period will be October 30 through November 13. More information will be forthcoming.
- Reminder to get tuition waivers in as soon as possible. It is important for individuals to get their waivers in before the semester begins. (We had many people this year wait until the first week of class or the Friday before to submit their waiver, then were upset when the bill was not adjusted right away.)
- September Wellness and Employee Engagement and Wellbeing Webinars and Workshops Begin September 8. See the list and register on the wellness website: nku.edu/wellness
- Resources to find child care, assistance with virtual learners k-5 and online tutoring options on our Parent Resource Page:
<https://inside.nku.edu/hr/wellness/services/childcare.html>

IT:

- Join more than 10,000 faculty, staff, and students who are using the NKU mobile app! App store links are available on the NKU.edu/it webpage.
- We need to make sure all campus communications are accessible to screen readers. The Office of Student Accessibility has over 600 students registered this semester who need accommodations. Please contact the IT Help Desk if you need assistance to ensure your newsletters and email messages are accessible.
- Remember if you need to email Personally Identifiable Information (PII) you need to ensure you send it encrypted. For encryption directions search "encrypt" on the NKU IT home page (nku.edu/it)

University Advancement:

- CivicPoint Kentucky, a public affairs firm dedicated to build clients' political capital and leverage it to drive results, is a bipartisan team of four individuals (Trey Grayson, Jonathan Miller, Brooke Parker Robertson, and Steve Robertson) who have been retained by the NKU Foundation to consult and advise on government relations matters. They have been engaged to provide
 - lobbying activities and represent at relevant meetings
 - review and consult on government pension, funding-related matters, and bills outstanding from prior sessions
 - strengthen relationships in Frankfort and with other universities.
- Trey Grayson is the former Secretary of State of Kentucky, former President of the Northern Kentucky Chamber of Commerce, and former director of the Institute of Politics at Harvard.
- Jonathan Miller is the former Kentucky State Treasurer and Secretary of the Finance and Administration Cabinet under Gov. Steve Beshear.

- Steve Robertson is the former chair of the Kentucky Republican Party.

Faculty Senate – Janel Bloch

Faculty Senate had their first meeting of the new school year. The new president, John Farrow, mentioned that anti-racism and black lives matter are issues that we should work on together. He is forming an ad hoc committee. The PCC will restart work on the paid parental leave policy that they discussed last Spring.

Student Government Association – Mia Dirks

In October, SGA will hold a town hall on racial equity as well as an electoral literacy Victor's talk. The goal is to share information about electoral literacy background, voting and the election process, as well as electoral literacy information. They plan to work with other groups on campus to create an open forum for students to ask questions about racial equity on campus.

President – Sara Conwell

Staff Congress Goals for 2020-21

- a) Employee Recognition
 - (1) HR will help market and support
 - (2) Connected with Tim Ferguson
 - (a) Can create a website similar to MIT:
<https://hr.mit.edu/recognition/thank-community-member> (screen share with group)
 - (b) Need ideas/requirements for the page if we want to go in that direction
 - (3) Shawn Clark created a Qualtrics form for Kudos and an email that goes out to the employee
 - (a) https://nku.co1.qualtrics.com/jfe/form/SV_9tVroDOJoPyGMhD
- (4) Council of Chairs Discussion:
 - (a) Anonymous option
 - (b) Fields not required
 - (c) Text box to enter in recipient info
 - (i) May not know the individual
 - (ii) May be a location
 - (d) Who is checking for professionalism? IT? Staff Congress? Staff Congress would and then HR would review before being published
 - (e) Who receives the email? Just the recipient? Anyone else?
 - (f) Not only for staff use, but also faculty
Also offer students a chance to recognize someone
 - (i) Can send FS names of faculty each month to report at meeting
 - (j) MIT language
 - (k) Build website with a Qualtrics form embedded
 - (l) Physical form to complete, use drop boxes from roundtable

Sustainability

August 2020

Highlights:

Other Discussion:

- Campus Sustainability Month is coming up in October! Events will be virtual and open to students, faculty, staff, and the community. Visit our website for more information: <https://inside.nku.edu/sustainability/get-involved/campus-sustainability-month-.html> Check back frequently, more events will be added as they're finalized.
- Sustainability tips for working from home: <https://inside.nku.edu/sustainability/get-involved/for-faculty-staff.html>

Employee Engagement and Wellbeing Committee

September 2, 2020 meeting

Carly Rospert of Meyerson Academy discussed how she is working with a team at the WellbeingLab to construct an edited version of the PERMAH survey tailored specifically for NKU. PERMAH stands for: positive emotion, engagement, relationships, meaning, accomplishment, and health.

Programming for the fall workshop series was also reviewed, the series will center heavily around the idea of caring for individuals' well-being. The hope is that these sessions will provide tools and knowledge that we may need, especially as we cope with all that has been occurring in 2020.

September includes the following:

- 9.16.20 from 2-3 pm: Finding your Wellbeing Balance, Carly
- 9.23.20 from 2-3 pm: Wellbeing at Work, Carly & Marquita
- 9.30.20 from 2-3 pm: Wellbeing in Action: Positive Emotion, Carly & Kim

October:

- 10.7.20 from 2-3 pm: Wellbeing in Action: Engagement, Natalie
- 10.21.20 from 2-3 pm: Wellbeing in Action: Relationships, Rachel
- 10.28.20 from 2-3 pm: Wellbeing in Action: Meaning, Sandra

November:

- 11.4.20 from 2-3 pm: Wellbeing in Action: Accomplishment, Phil/Joe
- 11.11.20 from 2-3 pm: Wellbeing in Action: Health (physical), Kim
- 11.18.20 from 2-3 pm: Wellbeing in Action: Health (mental), Diana

Roundtable

The Roundtable event is scheduled for February 11, 2021 at 1:00 pm. This is scheduled during our regular Staff Congress meeting. The President and the cabinet members have been asked to hold this date and time on their calendars.

Pension Committee

The Pension Committee met with Lori Southwood and Mike Hales and received an update on the continuing work the University has performed during the summer months. They continue to work with Commonwealth and Segal to determine how the University will proceed with the Pension decision. More information to be shared next month.

Old Business

Committee goals are due by the October meeting.

Announcements

President Vaidya will be our guest at the October Staff Congress Meeting.

Reminder – the Campus Conversation on Financial Sustainability is Friday, September 18 at 9:00 am.

Meeting adjourned at 2:50 pm.