I. Call to Order

II. Guests: Darryl Peal, Chief Diversity Officer & Title IX Coordinator - Bias Incident Response Protocol
   - Just a protocol
   - Already been reviewed by LGBTQ/Latino/Legal
   - Accessibility to report incidents, structure to respond
   - BIRT—provide support/outreach/education/resources
   - Information/Action reports
   - Website is live

Dr. Christopher Lawrence, Associate Professor, Counseling; Dr. Amy Clark, Director of Student Counseling Services; Dr. Christine Curran, Biological Sciences; and Nita Vaidya - Mental Health Advisory Group
   - Faculty Senate formed the group last year
   - Part of Presidential initiative
   - Improve student mental health/wellness across campus
   - Expanded scope to include faculty/staff
   - Survey—3 parts: Awareness of resources/How are we handling things?/Demographic questions
   - 3-year plan of action
   - Creating a page on Prez website

III. Voting Item: New SC Representative – Beth Lackey
   - Turn floor over to Credentials and Elections

IV. Approval of October 8, 2020 Minutes

V. Liaison Reports
   - Board of Regents – Staff Regent (vacant)
   - Administrative Liaison – Chief Human Resources Office Lori Southwood
     - Sbarro reconstruction—resume after thanksgiving
     - PNC Virtual Banking Center—will be located in SU
     - Residential dining offered during break for students living in housing
     - Qdoba construction
     - Budget—Fairmont properties; construction late 2021/occupancy 2023
     - Master Plan submitted at BOR meeting yesterday
     - Pension—December 2nd meeting
     - Procurement—vendor onboarding system (Payment Works) done virtually
     - Bond Issuance—10M interest cost 1.3%
     - Vacancy Tracking Report—2nd week each month
     - IT—webex no longer available as of January 31st; do not download dropbox
     - Athletics—November 25th bball; no fans in attendance through 12/31
     - Advancement—Carmen Hickerson—AVP for Government Relations
     - Pension—Benefits statement
   - Faculty Senate – Budget Committee Chair Dr. Janel Bloch
   - Sexual Harassment policy
   - Student Government Association – Mia Dirks
   - President’s Report – Sara Conwell
     - Recognition Website
       a) Working on finalizing everything
(1) Having issues with receiving notifications of completion—IT is looking into this
   o Interim Staff Regent
     a) Open Forum: 11/12/20 from 2:30-4:30
     b) Support fellow staff members
   o Campus Climate Survey
     a) What can Staff Congress do in response to this?
     b) Submit recommendations on how to improve the campus climate here: https://inside.nku.edu/inclusive/initiatives/campus-climate/feedback.html

VI. Standing Committee Formations:
   • Benefits – Report
     o Open Enrollment
     o Benefits question: increasing vacation hours/days due to COVID?
       a) Last review in SP 20 was no
   • Constitution & Bylaws –
   • Credentials & Elections – Report
     o 11 candidates for Interim Staff Regent
     o First forum recorded, second forum at 2:30pm
     o Voting: 11/13 at 8am—will receive employee-specific email-11/20 at 12pm
     o Results—candidates will be informed on 11/20
   • Outreach –
   • Policies – Report
     o Meeting with Janel and SGA
     o Consensual Relationship/Dress Code
     o Encourage everyone to review policies for further review (language/inclusiveness)
   • Scholarship –

VII. University Committees:
   • Benevolent Association – Report
     o Cookbook
   • Food Service Advisory –
   • IT Advisory Committee – Report
   • Regent’s Distinguished Service Award –
   • Sustainability – Report
   • Transportation – Report
   • Employee Engagement and Wellbeing – Report
   • Residency Review –

VIII. Ad-Hoc Committee
   • Roundtable – Report
   • Pension – Report

IX. Old Business – Robert Alston – BLM Staff Congress Resolution Draft

X. New Business –

XI. Non-Member Discussion Period
   • Staff Congress Bylaws: Section 7 - Open Meetings of the Staff Congress shall be open to non-members. Visitors shall be seated separately from the representatives and will be recognized by the president only when prior arrangements have been made with the president.
XII. Announcements
XI. Adjournment