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- 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

- Interim Staff Regent
 - a) Open Forum: 11/12/20 from 2:30-4:30
 - b) Support fellow staff members
- [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](#)
 - [Open Enrollment](#)
 - [Benefits question: increasing vacation hours/days due to COVID?](#)
 - a) [Last review in SP 20 was no](#)
- Constitution & Bylaws –
- Credentials & Elections – [Report](#)
 - [11 candidates for Interim Staff Regent](#)
 - [First forum recorded, second forum at 2:30pm](#)
 - [Voting: 11/13 at 8am—will receive employee-specific email-11/20 at 12pm](#)
 - [Results—candidates will be informed on 11/20](#)
- Outreach –
- Policies – [Report](#)
 - [Meeting with Janel and SGA](#)
 - [Consensual Relationship/Dress Code](#)
 - [Encourage everyone to review policies for further review \(language/inclusiveness\)](#)
- Scholarship –

VII. University Committees:

- Benevolent Association – [Report](#)
 - [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