

Members present: Robert Alston, Tina Altenhofen, Cindy Ash, Chris Bowling, Tiffany Budd, Christopher Charnegie, Ashley Coates, Gina Combs, Sara Conwell, Vicki Cooper, Brigitte Evans, Ali Hannig, Kristi Horine, Mike Irvin, Daniel Jones, Sherri Jones, Brenda Maldonado, Michelle Melish, James Parker, Brittany Ranz, Krista Rayford, Frank Robinson, Steve Slone, Terri Smith, Diana Wallace, Terkerah Washington, Brandon Weinel, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Peg Adams, Hanna Ferrenberg, Beth Lackey, and Sue Murphy Angel

Guests: Ashish Vaidya, Bonita Brown, Alex Koeninger, Angela Fulkerson, Barb Smith, Cori Henderson, Dionna Scholler Emily Hobbs, Grace Hiles, Heidi Waters, Inna Pylyayeva, Jane Bratton, Janel Bloch, Jennifer Brown, Jennifer Taylor, Karen Medford, Kim Baker, , Lori Southwood, Lori Thaxton, Lou Stuntz, Madeline Rumker, Marissa Goolsby, Marquita Barron, Nanette Freadreacea, Natalie Gabbard, Nikki, Ophelia Marks, Pete Pinto, Renee Brossart, Rita Jones, Ross Brown, Steve Smith, and Tracy Insko

I. Call to Order at 1:00 PM

II. Guest Speakers:

- Dr. Ashish Vaidya, NKU President
- Bonita Brown, Vice President and Chief Strategy Officer – Moonshot for Equity

III. Approval of October 14, 2021 Minutes

Motion: Carolyn Willhoit
Second: Sherri Jones
Approved: Voice Vote

IV. Liaison Reports

- Board of Regents – Staff Regent Cori Henderson
- Administrative Liaison – Chief Human Resources Office - Lori Southwood
- Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
- Student Government Association – Chris Roat (absent)
- President’s Report – Sara Conwell

V. Standing Committees:

- Benefits – Chair Krista Rayford
- Constitution & Bylaws – Chairs Tiffany Budd and Christopher Witt
- Credentials & Elections – Chairs Sue Angel Murphy and Beth Lackey
- Outreach – Chairs James Parker and Gina Combs
- Policies – Chairs Frank Robinson and Robert Alston
- Scholarship – Chair Sherri Jones

VI. University Committees:

- Benevolent Association – Kimberly Wiley
- Food Service Advisory – Ashley Coates
- IT Advisory Committee – Dan Jones
- Regent’s Distinguished Service Award – Ali Hannig
- Sustainability – Tiffany Budd
- Transportation – Chris Bowling
- Employee Engagement and Wellbeing – James Parker

VII. Ad-Hoc Committee

- Roundtable – Steve Slone
- Staff Advocacy Committee (former Pension) – Kimberly Wiley

VIII. Old Business

- Parental Leave Policy

IX. Norse Appreciation

X. Announcements -

XII. Adjournment at 2:50 PM

Motion: James parker
Second: Carolyn Willhoit
Approved: Voice Vote

Guest Presentations

President Ashish Vaidya – Thank you so much, Sarah and good afternoon to everyone. I know this is, this is a challenging time for all of us, but I'm glad we could do this even if it's via zoom it's always a little bit of a challenge when I don't get a chance to interact with each of you personally and so on and let's keep our fingers crossed that we can have done the corner on this sooner than later I know it's one of those tricky times of the year, when things start getting a little bit cold everyone gets indoors.

And, you know, with the flu season and everything else I'm hoping, all of you are keeping safe, and taking care of yourselves, and so on and so thanks for expressing our best wishes to the veterans on campus in the region around the country around the world for their service and it is it is a pity that the weather is taken on this journey. I was looking forward to being outdoors, near the flagpoles to do have that commemoration, but obviously will still do it indoors and really delighted that we could have bought come in and share his poetry with us later on so I'm glad you've given permission to the members of the staff Congress to zip up zoom in and go join that that join that poetry reading if they if they're able to do that as well.

So I have a couple of comments I want to make, Sarah, and then we can we can open it up quick questions. I know you have a second guest as well but Bonita is here to talk a little bit about Success by Design and Moonshot for Equity so I want to be mindful of everyone's time.

You know, many of you have heard me say this many times but I just keep, keep reminding myself, what a privilege and honor it is to be part of this just wonderful group of individuals, especially this past year and a half. As many of you know, this is my fourth year now and Sarah told me I have to, I cannot say I'm a new president anymore. She says that's that that said it's done, you can't keep saying that So, But, you know, half of this time has been spent in a covid related word, and I will share with you that has not been a lot of fun being presiding over the institution where I don't get a chance to interact directly with the people that matter the most.

The faculty and the staff and the students that we have the privilege to serve so I am well aware, and I can certainly empathize with the fact that this global pandemic is taking its toll.

It's affecting each and every one of us. Professionally, but also personally because many of us have had some challenges in our home environments, not just in the work environment. And it's taking its toll with respect to mental health and fatigue. And I can only share with you that we are not alone...you and I are not alone.

And this idea about how we build community is being tested as a result of what's happening around us. I do take great solace in the fact that this organization has continued to keep students first and foremost, and we see that. I just picked up my mid-morning "pick up" at Starbucks and seeing the vibrancy in the Student Union is always uplifting and this semester we have overcome those odds. By bringing back the students we call it bringing you know. Back to the Future to reimagine University, where we're more mindful of what the challenges that they faced.

I keep hearing around the country that the pandemic is exposed inequalities that we knew always were present. It's brought to the forefront the issues of racial and social justice, and those conversations will continue and we hope they just don't stay as stock, but actually lead to action as well. And I know that we're certainly engaged in those but I just want to say what a special treat it is to know that the individuals around this room here, and the folks around the campus, doing our part to keep this region thriving to take care of our students. Every time I take an opportunity remind folks who are not familiar with NKU the daily 45% of our students are first in their families to go to college.

So we make a transformative impact on the students, this past week we had national first generation day. Today we have Veterans Day. We talk about serving those who have typically been underserved in our education and institutions like NKU. And many of you heard me say this, we're an AASCU institution, part of the American Association of State Colleges and Universities. I just returned from the annual conference, and we talked about telling our story. Our story that we are the ones serving America's new majority. We are the higher education sector that serves more low income, first generation students of color, and other minorities groups, and any other sector combined.

And we should be both proud of that. But we should also be reminding folks that this this noble work and mission needs an investment of support and resources and certainly we continue to do our part in upholding that you know ask you claims that we deliver America's Promise. And that is exactly right. The promise of opportunity, the promise of access, the promise of mobility. And again, it is it is something we should all just take to heart, that the work we do is extremely meaningful and significant. Frankly, if it weren't for institutions like NKU, this region would not be able to thrive and prosper and certainly would not be able to recover effectively from the effects of this pandemic. So again, I want to express my deep, deep appreciation and gratitude to each and every one of you. I know in your ways, you are doing all the work, and I hope we are able to come back and commiserate and build community, and will certainly find a way to do that. So I just want to make sure that we talk about it. Everywhere I go, and especially in this community in the region.

What I'm also gratified to hear is how much the community takes a great deal of regard and respect for NKU. So we are having an impact and I hope you all know this. When people tell me that without NKU this region would not be where it is, and especially as a result of it. We have been the partnership, collaborative university that this region is always needed. And I think that's a testament to the work that that all of you do.

I know that top of mind there are lots of questions and things that people are concerned about uncertainty, the key questions and we're trying to do it. The best way we can to address them. Let me point to a couple of things that I want to make sure we put on the table, one of which I know there's probably are questions around. You know, we announced last year as part of the budget process that I announced it in Fall convocation. Not only did we include a modest increase in based compensation but we had set aside a million dollars for one time, bonus. That would be initiated in January.

I'm, I know that Lori Southwood is here with us, has been engaging in conversations with the leadership of staff Congress, and with faculty senate, along with the leadership team here to get some more input and feedback before I make a formal announcement about that and I believe we're very close. My hope is we can do that very, very soon, and you'll be hearing a little bit more about that, hopefully in the next week or so, about that bonus that will be given out to our hardworking faculty and staff. Come January so we're putting the final touches to that. But I'm also excited really over the last year and a half of how much progress we've been made thinking about the different elements that matter to that you know one of our budget principles that I reminded the board about is investing in our people.

And I think all of you will attest to the fact that it's not just words, but we're trying to put some of this into action. Last year was a momentous year for NKU's history, taking full throttle and taking the bull by the horns, about the pension albatross that was really gripping us, and addressing that in a way that I thought was both meaningful fair, equitable and providing the financial sustainability was a huge win for all of us and I want to commend you in particular, Staff Congress and the Pension Subcommittee that work closely with me, and others, with your thoughtful deliberation and input.

And I think you know by now my style. I try and listen and pay attention as closely as possible. Some will argue I keep things close to my chest. But that is a style that I think has been useful because I always want to put all the ideas and perspectives and I've taken into consideration before making a final decision or in this case a recommendation to the Board. And so you know that this is the approach I will always take with you. I'm always open to listening to the best ideas to the perspectives because I think if we don't have that diversity of perspectives. And so I'm really proud of how we came together as an institution to solve the single most important financial challenge that this university faced. And we all should be proud of that of that work as well.

This year, with the good recommendation that came out of our leadership team, we said we would freeze medical premiums this year as well. And then of course as we have done on many occasions, providing a few extra days off here and there, whether it's just before Thanksgiving, or maybe a couple of extra days during the holiday season and winter break so we can all get a little bit more time to spend with family and friends safely with precaution. Just a small couple of examples of that as well. But the other piece of information that I'm excited about and again I'm waiting for some more feedback to come my way before making a final decision is on a plan to provide parental leave for our faculty and staff and I'm excited about that as well. So you will be hearing very soon both about the January bonus, and the paid parental leave policy that should hopefully be available for all of us, very soon and again.

I keep talking about the effectiveness of collegial shared governance that we have here at NKU, that there will always be an opportunity, we may not agree all the time and I get that, but there will always be an opportunity for people to be able to say their minds have their voices heard and know that it will be given to your consideration.

I was somewhat hopeful that we would get some good news out of Washington, which is a very rare thing to say as soon as I said it out of my mouth is said good news out of Washington. When was the last time that happened. But nonetheless, we know those deliberations are going on, whether in fact they will invest in the larger good of providing paid parental leave to this, this country we're one of the few industrialized countries that does not have it, which is a travesty as many of us know. So anyway, I hope to be able to make those announcements very soon as well.

And then the last point is I know we've embarked on a multi-year process to improve our compensation strategy across our different levels of staffing across this campus. It is something that Lori and HR have been leading quite a bit. This is not something that happens overnight. We want to make sure that this is a place where both folks are compensated fairly and adequately for the great work that we do. And also to make sure that we're paying attention to market forces. I will share with you that this pandemic has put everything upside down. I mean I'd be pretty honest with it. When people talk about what's going on with the labor market, how is this going to be, how is it going to what what's it going to be the on the other side of pandemic. The people that really are thoughtful, have been saying.

We really don't know. We don't know what remote work is going to be like we don't know what flexibility means in workforce and what workplace and frankly, every organization in this country is facing those challenges. Every industry that I've had a conversation with has talked to me about how difficult it is to hire, retain, and recruit great talent. And so in some ways we're no different. But in some ways, we have some thoughts, some things to think about, about how we proceed going forward. So, I want you to know that I'm mindful of all these challenges, having an 18 to 20% vacancy rate is not sustainable. We know that we've always managed with single digit vacancy rates, but this is a challenge that is that is being faced across the country, and nobody knows quite what to make of it, and how to best address it. What are those strategies.

And again, listening to our people is one way in which we can we can find some way so I want to show you that this multi prong, multi process approach of addressing compensation is something I'm a little bit of impatience. You know I didn't want to wait until everything was figured out before we could start something. So, that was why I told Lori and Mike we've got to do something, we want to start something now. And so that was the rationale behind, at least initiating some of this first step. And this is, as I said, the first step. The first phase in this process and so I would certainly urge and request your patience as we think through this and we'll keep everybody as informed as we can, especially the leadership of Staff Congress about some of these processes and will continue with that effort so more on that as we continue to work on our on our way.

As we look to sort of broadening our fall semester, I want to say it has been a successful I know it may not seem like it, but it has been a very successful fall semester. Students say here. We haven't seen the huge outbreak and stuff. I know vaccines and issues are top of

mind for everyone. I'm mindful of the survey results that came out of Staff Congress I've also seen the resolution from Faculty Senate. We have tried to balance the political, economic, legal realities of what we are confronted with, and how best to keep everybody safe and protected. And we've pushed vaccination. All the time, providing every information. A big shout out to our folks in Health, Counseling and Wellness as well, who have had multiple clicks to put vaccinations. I know they're doing folk flu shots and everything else we've tried to make it as simple as possible. Short of that I know that, and I know there's some anxiety out there and some frustration to, you know, why isn't the President putting a mandate out there and I'm mindful of some of those thoughts. But again, it's not been an easy balanced to do and we've tried to do this we will have the first institution by the way in Kentucky and in this region to mandate masks. As soon as the situation done. And I've been very clear and strict about that.

Now we have athletic season and basketball and all that good stuff. In fact this morning, I was talking to Ken, like "How's it going?" We know tomorrow will be one of our big events and I'm going to, I'm excited obviously for the season, but also mindful that will be indoors and BB&T right now we want people there to cheer on the Norse, but also be mindful of health and safety protocols, as we try and get together and so on and so forth so it's a tough balance.

But, but all in all, I know it doesn't feel like it, but we really have had great success and the more vaccination rates go up, especially in this region, the safer we will be, and the safer will be on the other side of this. I think all of us know, and many of you serve on the covid preparedness team, we're going to have to start thinking about covid as an endemic disease, not a pandemic anymore. And how do we balance the risks of what we face with the day to day operations, we're going to have to and that's going to be a tough thing. But again, I'm going to rely on the wisdom and feedback that I get from folks around us and our great partners as well. So, let me stop there for a second, I know I've taken up a bit of extra time. I want to give some time for Bonita as well to talk about all the good stuff that's happening on her end, but happy to pause for any questions or comments that you may have.

Thank you very much.

- Bonita Brown shared an update to Success By Design. Attached at end of minutes.

Staff Regent – Cori Henderson

Cori Henderson shared the following:

- Reminder of BOR meeting on Tuesday, November 16th.
- Thank you for the feedback that was shared on the potential institutional risks.
 - All feedback will be shared with the Enterprise Risk Management Committee.
 - Feedback was also shared with Lori Southwood in HR.
- Recently had a conversation with Regent Chair Ward about finding ways in which SC can engage with the BOR.

Administrative Liaison – Lori Southwood

Business Operations and Auxiliary Services:

Nothing to report

VP A&F / Chief Financial Officer:

- FY23 budget process will begin later this month with development of the assumptions on enrollments, state appropriations, fixed costs, etc.
- Council on Postsecondary Education (CPE) staff have developed their budget recommendations for the State in conjunction with feedback from all the public university presidents. Priorities are on performance funding and asset preservation funds. The asset preservation funds would require a 50 cent on the dollar match from the universities. The budget recommendations will be sent by CPE staff to the Governor and legislators later this month.

Facilities Management:

Construction work on the Brown Building (near Callahan) began this week. The building has been leased to the Brighton Center, and will become the “**Opportunity House**”. Spaulding Construction is the contractor and Brighton Center is managing (and paying for) the renovation. A formal groundbreaking ceremony has been scheduled for **1:30 PM on Wednesday, November 17, 2021**.

IT:

- Beware: Sophisticated Phishing Scams! Scammers are forging emails from legitimate sites hoping to get your personal details such as name, SSN, password, etc. The latest variant of these scams uses a hijacked account, to send emails with links that appear legitimate but are hosted by identity thieves.
- You can now search for students by their ‘preferred name’ in the Academic Advising Tab of myNKU and sapGUI.
- Monday, November 15 is the deadline for lab and classroom software requests for both winter term and the spring semester for departmental labs, smart classrooms, & IT computer labs. If new software is being used, be sure to provide proof of licensing as well as the installation media. Contact the IT Help Desk for assistance.
- IT has installed NVDA screen reader software on all NKU virtual desktop computers.

Payroll (Kellie Ziesemer):

Payroll is working on:

- New bank implementation
- Year-end preparations
- Tax compliance initiatives
- Please encourage employees to sign up for online W2's

Training and Development (Marquita Barron):

- Another great opportunity for all employees who want to learn more or enhance their understanding of NKU's strategic framework – Success by Design – is coming soon on November 18 at 11AM. This one-hour webinar will include an overview and status of the

framework, alignment of framework and employee work / role, and a chance to ask questions and provide feedback to the host, Bonita Brown (Vice President & Chief Strategy Officer, Strategic Planning and Implementation). Register (using this [link](#) or) by going to the Employee Training & Development > [Personal & Professional Development](#) webpage, where additional learning opportunities can be found. Any questions, please contact Dr. Marquita Barron via email – barronm1@nku.edu.

- Percipio by Skillsoft is a free, online, and on-demand learning platform that all employees can now use to gain or enhance the knowledge and skills necessary for their current or future role. Available are role based and skill-based learning paths, including videos, books, audiobooks, hands-on practice labs, and coding sandboxes. Must register for a license (using this [link](#) or) by going to the Employee Training & Development > [Percipio](#) webpage only. Any questions, please contact Dr. Marquita Barron via email – barronm1@nku.edu.

Wellness (Kim Baker):

- Breast cancer awareness month may be over, but the importance of breast cancer awareness and screenings remains critical.
 - The St. Elizabeth Mobile Mammography Van will be on the NKU campus to provide screenings for breast cancer. Early detection is a strong weapon in the fight against breast cancer. Mammograms can save lives and allow for more treatment options.
 - Women ages 40 to 44 should have the choice to start annual breast cancer screening with mammograms if they wish to do so. The pros and cons of screening should be considered when making this decision. Starting at age 45, women should get mammograms every year. It's important to know if you are at higher than average risk for breast cancer. If you are, talk to a health care provider about when you need to start getting mammograms and whether you need to get other tests along with your mammograms. It's also important to know how your breasts normally look and feel and to report any changes to a health care provider right away.

When:

November 10: 8am - 3:30pm – appointments still available!

Where:

Parked behind Landrum next to the Baptist Student Center

Who: All faculty/staff and their households and students 40 and over – especially those with high risk of breast cancer.

Registration required: Call 859-655-7400 to schedule your appointment.

- **November is National Diabetes Awareness Month.**
 - Your Kidney's and You Webinar, Presented by the National Kidney Foundation, November 17, 1-2pm
 - Did you know?

- ✚ 1 in 3 adults in the U.S. (approximately 80 million) is at risk for kidney disease.
 - ✚ Kidney disease affects an estimated 37 million people in the U.S. (than 1 in 7 adults).
 - ✚ Approximately 90% of those with kidney disease don't know they have it.
 - ✚ **The two main causes of kidney disease are diabetes and high blood pressure.**
- Get "kidney conscious" and raise your awareness about:
 - How kidneys function and how they keep you alive
 - The importance of early detection
 - The two simple, inexpensive tests people can get at their doctor's office
 - How people can improve their lifestyles to prevent kidney disease and much more.
 - [Register online.](https://www.nku.edu/wellness) (nku.edu/wellness -Upcoming classes and events page)

Faculty Senate Liaison – Janel Bloch

As a follow up to Lori Southwood's report, Dr. Bloch asked Lori if the new family leave would be a policy that would go through the policy process, e.g., have an opportunity for open comments. Lori replied she didn't know - maybe it would be an interim policy or a procedure and that people could always submit comments through Staff Congress.

Dr. Bloch also mentioned that NKU is getting to the middle of the 8-year AP contract, so Faculty Senate will be looking to get more details on how all those programs are doing.

President – Sara Conwell

Sara Conwell shared the following:

1. Reminder: Care Closet donation drive: Now through 12/3. Working to set up additional bins in various buildings across campus due to the amount of donations being submitted. Will provide further information once finalized.
2. In planning phase for some spring community service and philanthropy events. Let me know if you have any suggestions/ideas.
3. Holiday Help for Student Parents—26 student-parent families have signed up for assistance
 - a) Are we still interested in participating this year?
4. Working with Marquita about Percipio for possible ELC in the spring semester
5. Staff Congress Question Portal
 - a) Cori sent out an email asking for your thoughts/feedback regarding budget preparation for the upcoming fiscal year
 - b) As Lori mentioned, all questions have been compiled and sent onto Administration for their responses
 - c) As we receive the responses, we will post on the SC website
 - d) Please continue to use this question portal for any questions/concerns/issues/feedback you would like answered or shared with Administration.

Benefits

Kimberly Wiley reminded everyone that Annual Enrollment ends at midnight 11/11/21. This year it is passive enrollment so if you have no changes, you don't need to do anything, However, you do need to updated your FSA or HAS.

Constitution and Bylaws

The Constitution and Bylaws committee created a document that outlines guidelines for submitting resolutions to the staff congress governing body.

Credentials and Elections

Sue Angel Murphy submitted the following report:

Date: 10/20/2021
Present: Sue Murphy-Angel, Beth Lackey, Teri Smith, Brandon Weinel
Absent: Tina Altenhofen
Guest: Grace Hiles

Next Meeting: November 17, 2021 at 3 pm

Highlights to be shared:

- Committee received and discussed the following documents:
 - Staff Congress Credentials & Elections Committee Timetable
 - ❖ Updated the document and sent to Grace for ordering appropriate election reports
 - Staff Congress Committee Goals and Progress Report
 - ❖ Sue to update and distribute document for committee approval before submitting to Grace
 - Call for Nominations advertisement flyers
 - ❖ Discussing ways to make documents more current/eye-catching
 - Call for Voting advertisement flyers
 - ❖ Discussing ways to make documents more current/eye-catching
 - 2022 Staff Congress Nomination/Voting Packet
 - ❖ Sue to update document and share with committee for approval
- Committee charge:
 - Come to the next meeting with suggestions and ideas to update advertisement flyers
 - Come to the next meeting with suggestions and ideas to bolster staff participation in the nominating and voting process

Outreach

Jim Parker shared that the Parents Attending College Program contacted him about donation tubs for their upcoming diaper drive. He suggested using the bins we're currently using for our FUEL NKU drive and got Sara and Steve involved. Our contact, Melanie, was thrilled with the help SC provided.

He is also getting very positive feedback from retirees about our goal of creating a retiree association that would allow them to come back to campus as volunteers. At this point we've seen overwhelming support for the idea and its implementation.

Scholarship

Sherry Jones shared the following report:

- Staff Congress Scholarship Applications are now open
 - Continuing Student Deadline is February 15, 2022
 - Freshmen Student Deadline is March 15, 2022
- Scholarship Committee is tabling in the SU on Thursday November 4th and Tuesday November 16th to promote the scholarships

Benevolent Association

Kimberly Wiley shared that the Benevolent Association will meet 11/12 to discuss the collaboration for the 40th Anniversary event.

Food Service Advisory

Ashley Coates shared the following:

- Dining Future Events
 - Teaching Kitchen – Thursday, November 4th at 7:00pm
 - Ramen, Ramen, Ramen! Learn how to cook 3 different and delicious types of ramen: A Kitsune Udon, a Pork Shoyu Ramen, and Chicken Faux Pho. Also, those who attend the class will get a Qdoba Swag Bag!
 - Coffee Crawl – now through December 10th
 - Locations: SU Market, Landrum Market, Einstein Bros Bagels, Darwin's Café, and Au Bon Pain.
 - Pick up a passport at participating locations, purchase a coffee and have your passport stamped at each location, and once completed you earn a FREE small brewed coffee at one of those locations that you choose!
- Highlight the Teaching Kitchen Space. Chartwells is working on setting up a system to charge attendees ahead of time. Molly is also working with Brittany on setting up the space for International Education Week event. The Teaching Kitchen is a space for students, faculty, staff, and the community and all are welcome to join classes.
- Catering is open for events while following the policies implemented by NKU. If you have any questions about catering events, please reach out to Sara Trauth (sara.trauth@compass-usa.com)

Sustainability

Tiffany Budd shared the following:

- On November 13, from 11 am – 2 pm, NKU Sustainability will be hosting a volunteer day at the Cincinnati Recycling and Reuse Hub. The volunteer day will consist of helping the CRR Hub sort and bale recyclable items. The hub is heavily dependent on volunteers to

help with their extensive operations. Plus, it's a lot of fun to visit their large warehouse space! Register [here](#). Pizza will be provided for lunch. There is free parking available on site. CRR Hub is located at 911 Evans St., Cincinnati, OH.

- The EnergyCAP implementation is complete! NKU now has its first ever energy management software. This software will allow us to better manage our utilities, locate inefficiencies, and identify opportunities for energy and financial savings.
- I am working with a few faculty members to start a Sustainability Action Group. In the past, sustainability committees have primarily involved presentations. Our aim with the action group is to focus on specific, impactful sustainability projects and act on them with shared responsibility in order to collectively advance sustainability initiatives at NKU. One of the first proposed projects is to complete the AASHE Sustainability, Tracking, Assessment, and Rating System (STARS). The STARS report is a 'transparent, self-reporting framework for colleges and universities to measure their sustainability performance.' Completing this report will provide a baseline for sustainability at NKU and help identify areas in which the university can improve. The report will also help guide the Action Group in moving forward with new projects. Please email me at buddt1@nku.edu if you would be interested in joining or if you would like to attend the first meeting to learn more about the group. Meeting time TBD.
- Reminder that we have two new electric vehicle charging stations located in Lot F that have 4 total ports for use. Any student, faculty, staff with a valid NKU permit is able to use the stations. However, any vehicle parked but not charging at the stations will be ticketed. Also, the Lot C station has changed over to the new Flo station as well.

Roundtable

Steve Slone shared the following:

Everybody, as you saw the question portal is open. It kind of fell in line nicely that when Corey had her deadline for the ask your questions, and when you're like it was right at the time when I got my ducks in a row, you know, when you look at I could open up a roundtable question portal. So that is now live and in the message I sent about when I was going to close the portal that date may move, you know, we may move that data up just in some conversations that I've been having with them with different committee members so keep that in mind.

Also this year as I shared earlier, there's a separate portal for cabinet questions, comments, ideas for collaboration, mostly just to pick their brains as well. we bring them questions they bring us questions. So that information is compiled that portal is also open, I've given that messaging to Lori to send to the cabinet so that will go out as well. Feel free, I do want to stress here. Even though what we do with the roundtable is vitally important, I know that we always have conversations and Executive Council, like if you're hearing questions from your constituents, or constituents if you have questions yourself, feel free to like I was feel like don't save your questions for the roundtable the roundtable will happen, there will be conversation to the roundtable, my hope has always been that there will be collaboration that comes from the roundtable events.

I'm not trying to downplay the importance of getting question for the roundtable, but if you have a question, feel free to submit it to the regular ask a question portal, because there's more

immediacy to that we can get you an answer sooner. That was our intention with that portal when we opened it to whom of ages ago was to get like more the roundtable is wonderful, but the Round Table happens once a year, and the other one you're like there are questions that come to us, you know what I mean like that we need addressed that can't wait for the round table. Now I say all that to say the roundtables too important to feel free submit your roundtable questions we always go through every year, and look through old roundtable questions, you know, like we will have talking points when the time comes, but I say all that to say the portal is open. We're moving, everything's good. The committee is in place if anyone has any interest in being on the committee by all means, reach out to me. We don't yet know whether the event is going to be in the zoom format or if it's going to be actually like a luncheon like we have done in the past. But obviously, I'll keep you up as we go along. So that's roundtable in a nutshell, I apologize for talking so thanks so much.

And also, anyone who is interested you can still join the Roundtable Committee. Contact Steve if you are interested in serving.

Staff Advocacy Committee (formerly Pension)

Kimberly Wiley shared that the Pension Committee had changed to the Staff Advocacy Committee. The committee has prepared a resolution on staff salaries for SC members to consider. The resolution was read and will be voted on at the December meeting. The responses from the survey that Cori Henderson sent have garnered numerous questions/comments on the salary issue. Any questions or comments please reach out to Kimberly.

NKU Staff Congress Resolution on Staff Salaries

Whereas, NKU is losing experienced talent that is hard to replace, and realizing that:

- Long term salary compression is a strong contributing factor to increasing staff turnover.
- Staffing vacancies increase the work load on remaining employees, leading to burnout, institutional and positional resentment, and therefore higher levels of resignations.
- Filling vacancies is an expensive and time consuming process.
- Lost institutional knowledge is irreplaceable.

NKU Staff Congress urges university leadership to prioritize investing in existing staff by allocating the funds needed to complete the implementation of the Human Resources salary market adjustment by the start of fiscal year 2022/23; directly supporting NKU's Success By Design strategic framework.

As NKU's Success By Design strategic framework focuses on student success, the availability of experienced and knowledgeable staff support for faculty and students is crucial.

Facts:

- The initial phase of the salary market adjustment focused on hiring instead of retention.
- Pay grades have been upgraded, but they were applicable only to new hires and those employees who were currently below their new minimum salary rate. This resulted in some experienced employees earning less than new hires in the same position.

- The negative impact this initiative has had on employee morale across campus cannot be understated.

Addressing compensation inequality is an urgent issue and cannot wait...

During this process, and to ensure open, communicative, representative, and straightforward dialogue and issue resolution, transparency and accessibility are paramount.

Staff Congress expects to be able to advocate for staff, provide essential and valuable feedback, and collaborate with university management on this important effort. We need to be at the table, without delay.

Investing in staff retention is vital, supports NKU's core values and goals, and will shore up a brighter future, together.

Staff Congress 40th Anniversary Committee

Sara Conwell shared the following report:

Members: Sara Conwell, Vicki Cooper, Sherri Jones, Steve Slone, Terri Smith, Tiffany Budd, Christopher Bowling

Guests: Grace Hiles

Highlights to be shared:

- Discussion around timing of actual celebration
 - Aware of results from Staff Congress poll, but also still need to be mindful that we will be inviting retirees onto campus and their scheduling
- Still researching for photos/documents/videos to share from throughout the decades
- Communication Efforts:
 - The Northerner article
 - This Week
 - Celebrate Staff
 - Provost Update
 - Spring Forum
 - Social Media
 - Monthly tabling at the Student Union
 - If interested in helping, reach out to Sherri

Other Discussion:

- Invitation List

Next Meeting: 12/2/2021

Norse Appreciation

Steve Slone shared that Norse Appreciation has been active for a year now as of November...Happy Birthday! He encouraged and "challenged" everyone use Norse Appreciation to acknowledge staff who deserve some recognition. The month of November had 5 Staff.

November Norse Appreciation:

Staff

Ben Huber

Heath Justice and Research Grants and Contracts

Jennifer Brown

Natalie Gabbard

Stacey Horan