

XIV. Announcements
XII. Adjournment at 2:43 PM

Motion: Chris Witt
Second: Carolyn Willhoit
Approve: Voice Vote

New Member Vote

Brenda Maldonado was voted in as new member of Staff Congress.

Election of President-Elect

Vicki Cooper was voted in as the new President-Elect.

Ashish Vaidya – President
Matt Cecil – Provost and Executive Vice President and
Jeremy Alltop – Vice President for Administration & Finance and CFO

President Vaidya, Matt Cecil, and Jeremy Alltop shared the Financial/Budget update for campus. President Vaidya shared that a drop enrollment led to a drop in tuition revenue of approximately \$5mil. Discovered in the summer that institutional aid had been overspent. And there were unbudgeted expenses that needed to be in the base budget of about \$5.7mil. Our focus now is not only at expense, reduction and reallocation but also on institutional aid refinement as well as revenue enhancement that will enable us to have a sustainable path going forward.

Matt Cecil shared that Academic Commons is an idea that originated in the master plan and they decided this was a good time to start pushing that idea forward as part of our next step in our Success by Design. This will be a new way of thinking about student academic support. A team will be put together after the November Board of Regents meeting to consider what might go into Academic Common and figure out the best organizational structure to realize some savings by reducing staff and/or administrative positions to become more nimble. Work from this group will be brought through our collegial governance and get more feedback before moving forward.

Jeremy Alltop shared that positions will be impacted but there are a number of vacancies now so those who are impacted will possibly be able to be moved into the vacant positions. Lori Southwood shared that they were not talking about a large impact on staff and that they were going to minimize the impact the best they can with these vacancies. Steve Slone asked a question that was submitted regarding whether staff would be able to retain their same pay in a new position. Jeremy Alltop responded that It sort of depends, a comparable position would stay the same but if a lower one would the pay range would have to be considered as well as budget of the unit.

Steve Slone asked another question regarding whether the budget was discussed at the September 14th Board of Regents meeting. President Vaidya responded that the Board had been apprised of the situation. At the November BOR meeting they will request approval of the revised FY23 budget as well as a request for an additional \$10.4mil. They will also present a much more detailed analysis of the repositioning plan.

Sara Conwell shared another question regarding the discussion of getting rid of NTTR and Adjunct faculty. What will classes look like going forward? Matt Cecil responded that classes will look different. They need to reduce those budgets by \$4.1mil out of the \$22mil budget, about a 20% reduction. The Deans have been given targets for their colleges and they are working with chairs and directors to identify the best way to achieve those savings.

Steve Slone share another question asking why the rush to present to the Board so soon after finding out the problem when it's a three year plan to correct the issue. Why not wait until January? Jeremy Alltop responded by stating that we expect to spend \$18.7mil more than what we're bringing in and that requires Board action to increase our budget. We can't spend more that what the Board has already authorized. President Vaidya stated that we will not balance the budget this year and anticipate it happening over the next couple of years. But we're also making a very strong push to repositioning the institution to the market realities. The market has changed and changed very rapidly. We need to move with some urgency to take advantage of those new market opportunities.

Vicki Cooper asked about the buy out proposal. Jeremy Alltop stated that the specifics are still being worked out and will be on the BOR agenda in November. It's a separation incentive, not a retirement incentive. Tenured and tenure track faculty would be offered a financial incentive to separate their employment. This would reduce the university's costs in the long run.

Steve Slone asked another question about increasing marketing of NKU to help increase enrollment numbers. Eric Gentry responded stating that part of the re position plan includes an increased investment in marketing, admissions, and financial aid.

Steve Slone asked another question regarding EnterpriseNKU. President Vaidya shared that we have actually already launched Enterprise NKU. We didn't want to lose opportunities in the marketplace by offering some of the professional education and continuing education that this region needs. Academic Affairs and Advancement have worked together to create this idea of creating a "front door" to the campus that allows individual access from the outside.

Steve Slone asked another question about whether the 5 by5 Compensation Plan that recently rolled out and how that plays into the budget deficit. President Vaidya shared that the plan and the investment in our people addressing some of the compression issues that it was the right thing to do. Lori Southwood shared emphasized that the 5 by 5 plan is a five year plan and we're going to review and concentrate on five actions and prioritize our employees and being competitive in the market. What we going to be able to do in each of those years will vary from year to year and from what our budget restraints are.

Sara Conwell shared another question regarding our sustainability and ways we can cut costs. Jeremy Alltop responded and shared that we are in a geopolitical environment and energy prices had escalated rapidly. He said campus will be getting an email from facilities management with suggestions for conservation and ways to save money.

President Vaidya shard that they will be mindful of communication and what to continue to solicit feedback and good input from both the form and from listening sessions. We've navigated bigger challenges and we've done them successfully.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared that if you have any questions or feedback regarding NKU's financial update, please feel free to share with me directly or send via the SC feedback form. And the next BOR meeting is November 9th

Administrative Liaison – Lori Southwood

Lori Southwood shared the following report:

Kellie-Payroll:

There will be a lot of information and communications coming in the next couple of weeks and months about receiving 2022 W2's from ADP this year. ALL employees will need to register online with ADP to receive and have access to their 2022 W2's online. More to come as the process is defined and confirmed. Be on the watch for communications.

Kim-Wellness:

- **Live Well Virtual Discussion Group: Building Good Habits on Tuesday, October 18, 12:15 – 1 pm**, Discussion will center around James Clear's 4 4 Laws of Behavior Change and how to use them to build systems to achieve your goals, from his book Atomic Habits. [Register online](#). Facilitated by NKU Personal Wellness Coach Lyndsay Barto, R.D
- **New Date for Wellness Webinar: Precision Health - A Scientific Approach to Prevention with Burns Blaxall, Ph.D.**
Burns C. Blaxall, Ph.D., is the founding Executive Director of Precision Medicine at The Christ Hospital Health Network (TCHHN). He leads a transition from reactive to proactive healthcare delivery by harnessing the power of personal diagnostic and genomic data to provide individualized care and treatment. Join Dr. Blaxall to discuss his approach in this webinar on **Wednesday, October 19 from 12-1 pm**. [Register online](#). [Learn more about Christ Hospital Precision Health](#).
- The St. Elizabeth Cardiovascular Mobile Health Unit will be on the NKU campus to provide preventative screenings for stroke, aneurysms, and cardiovascular disease on **Tuesday, October 25 from 11 am - 4 pm and Wednesday, October 26 from 8 am - 1 pm, parked behind Landrum, next to the Baptist Student Center**. Four non-invasive, preventive screenings will be offered for \$25 each. All 4 screenings can be completed in 30 minutes, details on screenings are [online](#). Registration required. Contact 859-301-9355 to schedule your appointment. Open to faculty, staff, and students.
- The St. E's Mobile Mammography van will be on the NKU campus **Thursday, November 3 from 8 am - 1 pm and Wednesday, November 9, 11 am - 4 pm, parked behind Landrum next to the Baptist Student Center**. Registration required. Call 859-655-7400 to schedule your appointment. Available to all NKU employees and their spouses/partners, and students of appropriate age and risk.

Tim/IT:

- October is National Cyber Security Month. Let's work together to protect your personal and institutional data!

- Use NKU's Duo multifactor authentication
- Use strong passwords
- Keep your software updated
- Recognize and report phishing to abuse@nku.edu

- Register for DUO Multi-Factor Authentication on the IT home page at nku.edu/IT. Registering for Duo will increase the time between required password changes to 365 days!

- Saturday, October 15, during Fall break, from 12:15 am to 12:45 am, IT will be performing maintenance that will cause the virtual desktops and myNKU to be down for approximately 30 minutes. Other internet services, such as email and the NKU website will not be affected.

- After retiring from NKU, IT provides & supports various accounts & software. IT support information can be found on the new [retiree information and FAQs](#) page. You can find this new page under the faculty/staff drop-down on the IT home page.

- See the new [IT Service Alerts web page](#) to see all planned IT service maintenance and outages. This page provides information about upcoming outages, explaining the date and expected time of the outage as well as the areas impacted by the outage. You can find this new page under the Quick Links on the IT home page.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that the Faculty Senate meetings devoted to this budget issue. She reiterated what Lori just finished saying is don't hesitate to attend the listening sessions if you can. She encouraged folks to go if only just to listen, even if you don't want to speak up. But if you do want to, if you do have something to say, certainly say it, or send questions either to your staff Regent or others to share. The plans are still in progress, so it is important that you share your ideas.

President – Steve Slone

Steve Slone shared information regarding the need for NKU Fuel donations. Jim Parker and his team are picking up the donations from the bins. Norse Appreciation is still ongoing. And he encouraged everyone to attend the Financial listening sessions and to ask questions. If you want, you can submit your questions via the Staff Congress questions portal or submit them to any of the Staff Congress executive team.

Benefits

Brigette Evans shared that the Open Enrollment window opens at noon on 10/25 and is open through 11/1. It will again be a passive enrollment like last year and current elections will carry over except FSA and HAS, these will require intentional/manual re-enrollment.

Scholarship

Vanessa Wieland shared the following report:

The committee had their meeting in September and discussed scholarships. One is now open as of October for incoming Freshmen. They discussed how they can make the process more transparent because it's along process. They plan on doing some signage/marketing in the upcoming months.

Food Service

Michelle Melish shared that the Food Service Committee has their first meeting next week. There are still concerns and frustrations regarding the commuter meal plan.

Sustainability

Tiffany Budd shared the following report:

October is Campus Sustainability Month! We still have a number of events coming up for the rest of October

October 19: Fall Fest Tabling with ECOS, 11am-2pm, Student Union Plaza

Stop by the Environmentally Concerned Organization of Students (ECOS) table in the student union during Fallfest and learn more about their organization and upcoming events. You can also sign up for their listserv and grab some goodies while you're there! We hope you'll stop by!

October 20: Green Umbrella / 2030 District Presentation, 12-1 pm, virtual
– [Registration](#) required

Join us for an informative lunch and learn presentation with Green Umbrella and the 2030 District!

Green Umbrella is the Regional Sustainability Alliance for the tri-state. They collaborate with hundreds of organizations on various initiatives, events, workshops, volunteer opportunities and much more. Charlie Gonzalez, Member Relations & Events Manager at Green Umbrella, will speak about Green Umbrella and how you can get involved.

NKU is a member of the Cincinnati 2030 District! Learn more about the goals and the work of the District and how you can get involved. The 2030 District focus is on healthy, high-performing buildings. Tom Schultz, Data & Program Manager for 2030, will speak about the organization.

Please register for this virtual event [here](#).

October 21: Cleanup with ECOS, 2-4pm, Riverboat Row, Newport, KY (near BB Riverboats)

Join the Environmentally Concerned Organization of Students (ECOS) for a litter clean up event in Newport along the river. We will meet near the BB Riverboats on Riverboat Row. There is free parking on site. Safety gear and supplies will be provided or you may bring your own gloves.

October 18, 26 & Nov 3: AASHE Global Conference on Sustainability in Higher Education, Virtual

NKU holds an institutional membership with [AASHE](#). This means any student, faculty or staff with an nku.edu email can [register](#) to be a member of AASHE for free. Once you've registered, you will also be eligible to attend the AASHE Global Conference at the member rate.

Visit <https://inside.nku.edu/sustainability/get-involved/campus-sustainability-month-.html> to access links for all virtual events

- Free TANK and METRO bus service for BLINK this weekend (starting at 6 pm). There is a park and ride stop on NKU's campus in Lots K, L, & M. <https://www.blinkcincinnati.com/plan-your-visit/free-transit>
- Tri-State Trails will be hosting their biennial summit on NKU's campus in the Student Union Ballroom on November 10, 8:30 am – 5 pm. Tri-State Trails is the leading advocacy group for active transportation issues in the tri-state area. The 2022 Tri-State Trails Summit will bring together hundreds of passionate business, nonprofit, government and community leaders to discuss how our region can collaboratively advance trail and bikeway projects. This event is open to everyone but registration is required. Students can register for only \$15. <https://tristatetrails.org/event/2022summit/>
- Reminder - Subscribe to the NKU Sustainability [listserv](#) and follow us on social media to receive information on events and other items.

Employee Engagement and Wellbeing

Amanda Andrews shared that the St. Elizabeth Mammogram van will be on campus in November. Monday medication in the Planetarium is going strong with great attendance. Fall Friday yoga classes can be found on the website and you can sign up for these there. They are also doing workshops on team building. One has over 55 participants! Reach out to Marquita or Kim Baker if you are interested in setting up a workshop for your area. There are other events planned for the Spring as well.

Roundtable

Steve Slone introduced Vicki Cooper as the new chair of Roundtable. And shared that they are still looking for folks to serve on the Roundtable committee. Vicki suggested that with our current financial issues, we might have a different focus for the event this year and asked for folks to join in on the discussion.

Norse Appreciation

Steve Slone shared the following Norse Appreciation submissions. He encouraged and “challenged” everyone use Norse Appreciation to acknowledge staff who deserve some recognition. The month of October had 6 staff/group and 3 faculty.

September Norse Appreciation:

Staff

Building Services
Jackie Marsala
Jake Panek

Kaitlyn VanWay
Kimberly Shearer
Nanette Freadreacea

Faculty

Christa Speights

Eric Jackson

Greg Wilson

Announcements

- Steve Slone thanked Ashley Seibert for her service on Staff Congress.
- Amanda Andrews shared that her department will be hosting juniors and seniors for the Major/Minor fair on 10/27 from 10:00-1:00 in the Student Union Ballroom.