

Ashish Vaidya – President

Dr. Vaidya shared the following: Thank you, Steve, and good afternoon, everyone. I just made a request to Steve some time ago that saying that if this is the last meeting of the Staff Congress for this semester, I'd like to come in just very briefly. I know you have a full agenda, and everyone is busy with wrapping up the semester, but just to come in and say how appreciative I am of the work that Staff Congress has done over the years over this. Certainly the time that I've been here but over the years historic milestone events this year as well with the fortieth anniversary and all the celebrations. Some tremendous work that has happened on the campus. And especially proud of the work that we've worked together on some of the challenging issues we've had to deal with. Certainly the pension, but also the pandemic, and so on. So really, the only the only reason for my barging in on your meeting today was just to say thank you so much. I appreciate all the work, the friendships and relationships and your personal support of me as well. And just wish you all the well all the best as you wrap up the semester. And certainly expect to see some of you may be at commencement a little over a week's time as well when we say welcome to our NKE alumni. The newest alumni will be graduating I think, over 1,200, if not more graduates this year which is always a source of pride. It's the most important ceremony and event of the year as well, and I know all of you play an incredibly important role in helping our students complete their educational journeys at NU. And then, of course, continue to be great alumni. And I see, of course, several of you around the table here who are proud alums of NKU as well. So we keep that tradition going. So Steve, thank you again for giving me a couple of minutes. I just wanted to come in and say my thanks and appreciation for all the great work that's happened, and if I don't see many of you between now and the rest of the year, I want to wish you a happy safe a peaceful holiday season, very healthy and prosperous as well, and of course a wonderful 2023. So that's all I have, Steve and I want to thank you personally. You've been a wonderful leader for Staff Congress, a great representative for staff as well. I see Sarah there in the corner. She has been wonderful as well. I don't know if Sue Murphy is here or not, but I think she was the initial Staff Congress President, when I came on board, so feel very fortunate to have some wonderful folks that I've been able to work with over the years. So I want to just thank you for that and wish you all very well.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared she is always available to answer any questions regarding the transition period that the university is going through. She shared that the BOR Exec Committee (Rich Boehne, Kara Williams, and Nathan Smith) is serving in the leadership role until an interim president is appointed. Steve Slone shared that he feels, as well as many others, the sooner they make the interim announcement, the better. Cori said the board is in agreement and want to announce someone sooner rather than later. Vanessa Weiland asked about the processes and parameters the BOR is looking for in the interim president. Cori shared that they are keeping all options on the table and want to make sure they put someone in place who can help walk us through the issues we are facing, including the budget. Amy Danzo asked if there is talk or problem solving about how to address an area on campus where there has been high turnover and a lot of staff anxiety because of the toxic environment they are living in. Cori said that with the 5 by 5 plan, they have looked at high turnover rates. They are asking what can we

leverage and what can we do as an institution to keep folks around by looking to see if salaries and things like that is something we can do. Abby Boger shared that HR is doing some work to determine what they might be able to do for those individuals who are struggling and see if there are changes can need to be make based off of that. Sara Conwell shared that a lot of folks are scared to talk to anyone and feel like it will not do any good. Cori asked how she can best advocate and if she could collaborate with HR from a Staff Congress perspective and be more proactive. Michelle Kay agreed that the fear is real. Her department, Health Services, is being outsourced and there is no guarantee in the RFP that they will get to stay in their jobs. They have been threatened with this for 5 years off and on and they said it was finally off the table and now they were blindsided with it a couple of weeks ago. It's very scary and devastating. She's been there for 27 years and does not want to leave. She wants to retire from NKU but it's not going to happen now! The fear is real! Cori said that this is the type of situation that she's trying to stay on top of and advocating to make sure that folks that are 27 years in can retire from NKU. Michelle responded that there are 5 folks affected and they have a total of 50 plus years of experience at NKU. It's just heartbreaking! Steve Slone shared "It's impossible to be thriving when you're focusing on surviving"! Tina Peebles asked about Academic Commons and the idea of combining academic departments and only utilizing one academic coordinator for the entire suite. That will almost be impossible because of the budget requirements alone, much less supporting faculty and students. Steve shared that he was involved in the initial academic commons meetings to discuss the make up of the committee and the recommendations to the BOR in March is just an overview of what it will look like. There will be Staff Congress representation, library representation and a good mix of faculty, staff and students with Chair Bonita Brown and a faculty Co-Chair. Cori shared that she is available for questions and is reaching out to folks and kind of hearing the story and what's really happening on the ground. So please feel free to reach out.

Administrative Liaison – Natalie Gabbard for Lori Southwood

Natalie Gabbard shared the following report:

Andy Meeks:

- The complete restoration project of our Einstein Bro's Bagel Restaurant is underway in the Steely Library Loggia Area. Our goal is to be open for the first day of classes for the Spring, 2023 academic semester.
- In the early part of the Spring, 2023 semester, we will be doing repairs and restoration to the stairwells in the Welcome Center Garage. This will not cause a close-down of the garage, but, certain stairwells will be closed at various times during the project.

Zaidi:

- Please remind people about the procedures related to snow closures. This season, the University may be pivoting to virtual operations in case of snow. Therefore, please be prepared and know that those can should not come to campus since the parking lots will not be cleared as a priority. Staff should discuss this with their supervisors in preparation for weather related events.
- For a switchgear replacement project, electric power in Admin building will be off during the winter recess. Power outage will actually begin Monday, December 19, 2022. Campus wide communication will be sent out after coordination has been done with all stakeholders.

Timothy Ferguson

- IT and MarCom request that web editors remove all of their unpublished PDFs in the web Digital Asset Manager (DAM) as soon as possible. The transition to the cloud-based version of AEM will occur over winter break. Your assistance in removing the unpublished PDFs will help ease this transition, which is expected to take several days. Web editing will not be available during this transition beginning December 25. Please contact the IT Help Desk with questions.
- Sunday, December 18 from 10:00 pm – 11:00 pm there will be a campus-wide wireless internet maintenance outage; this outage includes the Grant County Campus and residential housing.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that the Faculty Senate at their last meeting passed statements on the repositioning and those statements have been disseminated. She sent them to the BOR and they were in the Northerner. Steve also shared the statement on the Presidential search and the statement on Charter Schools that will be the subject of the special BOR meeting next week. PCC is also working on statements regarding athletics spending and Academic Partnerships as well. They also discussed at the Executive Committee the issue of outsourcing.

President – Steve Slone

Steve Slone shared that Isaiah Phillips is the new SGA liaison to Staff Congress. He will be attending future meetings. Steve continued with stating welcome to December. Welcome to the end of the semester. Thank you again. I'm going to say it over and over again...thank you for the hard, hard work that you do to make Staff Congress a better institution, and also to make our University what it is. The Norse Appreciation is real. I appreciate all of you. So hear me state that thank you, and I speak for Executive Council when I state that as well. The first thing on my report on my agenda. you saw the email from me about our holiday help the parents attending college program reached out to us last year we're going to see if we would be interested in sponsoring a family. They matched us up with the family again this year. That link was in the email. Any questions that you have about it or anything. Please reach out to me. I can connect some with Amanda Our contact over and parents attending college. we had a real commitment last year to community service. and it made total sense to continue that again into this year. So if you are able to buy something from the list to make this family's Christmas special.

Steve also apologized for the late turnaround on sending out the email with the Staff Congress statement. We shared the statements that Faculty Senate put forth and SC Exec Council thought that Staff Congress should share a statement as well. We just want to share what is important to express to the BOR. This is just a statement, not a resolution. He opened up for general discussion. Tiffany Budd shared that while she supports the statement and she feels that it's important to send to the BOR, but not by next weeks meeting. That meeting is about the Charter School issue and don't want it to get lost in that issue. Vanessa Wieland shared that she agreed with Tiffany and feels that staff need to know that we are working on their behalf and taking action to share out concerns with the BOR. Tiffany shared that we should share some data and statistics on staff departures as well to be more impactful. Tina Altenhofen shared that there are already staff who have lost their positions and it's being ignored and needs it to be documented. The university is sending out the message that everybody that's received their

notices have supposedly actually have jobs on campus, that they all are going to have the opportunity to have a job on campus and that's not true. Natalie Gabbard stated that HR is doing everything it can to find a job for everyone affected. People have a choice and they can take an offer or separate offer when they say. Tina thanked HR for their help working through the transition process.

Credential and Elections

Date: 11/16/2022, 2:30 pm, Zoom
Present: Beth Lackey, Brandon Weinel, Monica Stephens, Terri Smith, Grace Hiles
Absent: Sue Murphy Angel, Tina Altenhofen
Guests: none

Highlights to be shared:

- Review of nomination materials, discussing changes/improvements needed
- Review of timetable for the year – we are on track, ready for spring nomination / voting period
- Discussion of committee goals – need to finalize and submit soon

Other Discussion:

- Need to increase number of staff interested in filling vacant positions

Next Meeting: 1/18/23, 2:30 pm, Zoom

Benevolent Association

Kimberly Wiley shared that the committee met and we have set March 14, 2023, for the next Soup/Chili cookoff. More info to come.

Food Services Advisory

Michelle Melish shared the following that the SU will be closed on December 19 & 20. Meal service, including the dorms, will resume on 1/8. There will be limited offerings if the SU from January 3-8. Dining is coming out with a newsletter next year so that's something you can sign up for.

Sustainability

Tiffany Budd shared the following:

- Tri-State Trails hosted their biennial summit on NKU's campus on November 10. Tri-State Trails is the leading advocacy group for active transportation issues in the tri-state area. The summit brought together businesses, nonprofits, government and community leaders to discuss how our region can collaboratively advance trail and bikeway projects. Rich Boehne, NKU Board chair, gave the welcome. The Cincinnati Mayor was in attendance and participated on one of the panels. Among many other topics, there were discussions around connecting NKU to Newport/Cincy through safe pedestrian/cycling pathways.

- On Nov 11, Cincy World Affairs Council hosted their annual summit for 168 local high school students that focused entirely on sustainability, a topic which was chosen by the students. Students attended break-out sessions on various sustainability topics and also a speed networking event where myself and many others spoke to the students about careers in sustainability.
- In 2022, we donated/recycled thousands of items that would otherwise have gone to landfill. Some of these include over 126 fridges and 850 pounds of ink cartridges that were properly recycled; 60 bikes were donated to non-profits and individuals in need; 2048 pounds of reusable items were collected during spring 2022 dorm move out; and hundreds of furniture items have been donated from Housing to organizations and families in need.
- Last, I'm most happy to announce that Princeton has selected NKU to be on their Green Colleges 2023 list! Only 455 of the thousands of colleges that exist are chosen to be on this list. This is the first time that NKU has made this list and it shows that sustainability is improving and growing. This is an award not just for my office but for our university as a whole, celebrating the sustainability work of all faculty, staff and students.

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 November had 9 staff and 2 faculty.

Staff

Jasmine Smart
Jennifer Richmond
Julia Pitts

Millie Mclemore
Missy Gish
Paul Hundemer

Rodney Thiemann
Sydney Gebka

Faculty

Aprile Conrad Redden

Melissa Moon

Announcements

Dave Groeschen shared that the Norse Tech bar are through 5pm on December 19 & 20.