

Members present: Tina Altenhofen, Chris Bowling, Wesley Brown, Tiffany Budd, Sara Conwell, Vicki Cooper, Emily Dobbs, Brigitte Evans, Dave Groeschel, Ali Hannig, Rebecca Hansen, Kristi Horine, Mike Irvin, Amy Ishmael, Daniel Jones, Beth Lackey, Michele Kay, Brenda Maldonado, Michelle Melish, Sue Murphy-Angel, Kara Olding, Tina Peebles, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Jennifer Stephens, Terkerah Washington, Brandon Weinel, Vanessa Wieland, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Amanda Andrews and Sara Nicolas

- I. Call to Order at 1:03 PM
- II. New members vote – Tina Peebles (Erin Smith) and Rebecca Hansen (Andi Sharp) - both approved.
- III. Approval of January 12, 2022 Minutes – Approved by unanimous vote
- IV. Guest – Bonita Brown, Interim President
- V. 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 – Isaiah Phillips
 - President’s Report – Steve Slone
- VI. Standing Committees:
 - Benefits – Chair Brigitte Evans
 - Constitution & Bylaws – Chairs Tiffany Budd and Christopher Witt
 - Credentials & Elections – Beth Lackey
 - Outreach – Chairs Kristi Horine and Amanda Andrews
 - Policies – Chair Emily Dobbs
 - Scholarship – Chair Vanessa Wieland and Carolyn Willhoit
- VII. University Committees:
 - Benevolent Association – Kimberly Wiley
 - Food Service Advisory – Michelle Melish
 - IT Advisory Committee – Dan Jones
 - Regent’s Distinguished Service Award – Ali Hannig
 - Sustainability – Tiffany Budd and Christopher Witt
 - Transportation – Chris Bowling and Tiffany Budd
 - Employee Engagement and Wellbeing – Amanda Andrews
- VIII. Ad-Hoc Committee
 - Roundtable – Steve Slone
 - Staff Advocacy Committee – Kimberly Wiley
- IX. Old Business
- X. New Business
- XI. Non-Member Discussion Period
- XII. Norse Appreciation
- XIII. Announcements

XII. Adjournment at 2:50 PM
Willhoit

Motion: Carolyn

Second: Vanessa Wieland
Approve: Voice Vote

Guest – Bonita Brown, Interim President

Thank you all for allowing me to speak with you. All this is new before what I have come to speak with you is all about Success by Design, and so now I have a whole different spiel. But it is still good to be with you all. I am excited to be in this role. Some days I wake up and I say, what did you agree to? And then, by the end of that day, I say, I know what you agree to, and I know why. NKU is a great place. I love it here. I love the energy and the passion of the faculty and staff. It's certainly been a whirlwind few weeks, and you just you can't even understand how much is behind it. But there has been so much in the past few weeks. I knew a lot about the University, but I am learning more every day, and I want to learn even more and by doing that I will be meeting with all colleges and divisions. So I've got all the colleges scheduled. Don't yet have the division scheduled, but I am coming. And so when I come to your area, I really look forward to the coming and listening and learning more again. Listening, does not mean agreeing or being able to wave a magic wand. But it will help me understand context. I think context is important for everything that we do, everything we have to do, all the changes that we have to make. Context is key. Now it does come a point in time where we have to make some decisions, despite the context. I don't enjoy those, but I do think that's where we are. So again I'll be meeting with everyone. People keep asking me what's my vision and what's my plan going forward. And I say, I'm still developing that because again, the term of my is not sure. So again. What I would do is 6 months versus what I would do in 12 months might be different, and so I'm just taking it maybe month by month, trying to figure out what to do. But I do know there are a few things I do want us to focus on, and I mentioned this in the board meeting the day I was appointed and I had 3 key areas. You probably got to keep hearing those over and over again, because I believe it's what we have to do in this transitional period before, and maybe even after a new president arrives, and what I'm calling it stabilization. You all know our fiscal challenges, our budget challenges. We have to stabilize those, we have to get ourselves in order. Right now. We are spending more money that we're bringing in, and you all know, you have your personal checking account that doesn't work that's not sustainable. So right now we have to stop the spending. You have to be strategic about what we are spending and we're going to have to do that for the near future. And then all of that is that by enroll, if we don't get the enrollment we want to next year we're still going to be in a hole, and that's just what it is, it's not a fun place to be. None of us are enjoying this. I think the VP's really are working just at a pace, strategizing and trying to do all they can, but we are still in a rough spot, so we have to stabilize our finances. We have to stabilize our process of them procedures. This is one thing I noticed even when I first arrived here. We have a lot, a lot of processes and procedures.

I don't think we've gone back in a long time to assess. Does it still make sense? Is this the most efficient way do we even have to do it? Is that a law, or is it an NKU rule? We have to do that kind of assessment, because in some areas we're blocking ourselves. We're our own. We have things in place. We're just making it hard and difficult to do the work. Maybe it's hard to move forward, so we have to look at our processes without procedure. Not tell people we're not going to break any law. We're not going to jail. We're not going to do anything illegal, but we are going to have to look at it and make sure that we're doing things in the most efficient way. That makes sense a way it doesn't cause our self-harm, and so look to be hearing a lot of processes and procedures that will be under review. And after we do all that we have to focus on community. The other thing I'm hearing is I'm going around is we've lost our sense of community. You used to feel like a family is what I hear. We used to support each other, and now we're arguing and bickering with each other, and I don't like that. That's not comfortable. That's not. That's not who NKU is. And so I'm trying to figure out ways how we can bring that community feeling back, and I'm going to need everyone's help on that. And so I want Staff Congress. I really want to challenge you all to help. We figure out what we can do to kind of foster and build that, since the community I know people say pizza, balloons and cookies is not going to solve it. I think it's a good place to start, so maybe we do more of that, because I love chocolate chip cookies. That's my favorite. So maybe we do some of that. But I do want us to get back that sense of community. And again, it's still challenging because we are still making cuts and changing things that's not comfortable, but I still think we could be civil. I still think we can work as a unit, a family, even as I hear people say, and then it's the purpose. People say, I don't know what the vision is. I don't know what we're going to focus on. We will always focus on student success home basis, students success. So I think we double down on that. We focus on getting more students in the door which is going to help us with our finances, and we continue to graduate them, retain them and graduate them, NKU as a star in the state right now. In those efforts. I just left the Legislature yesterday, and they applauded us for our work in the performance funding and our metrics, and how we're graduating students. So they see us. They know we are doing the hard work, and I make sure they know that if they didn't know it, so we are doing that, but we just need to continue doing it and doing it even better. But enrollment as the team we have to get students in the door. I've charged Dr. Howard and the Admissions team to do that very thing. They're going to have to change up their strategy for recruiting. We have to be more intentional. We have to be more. I went and met with the admissions team, and I told them if I had a cheerleader uniform I will put it on because I'm trying to cheer them on. We really need them to excel and to do that work. And so those 3 things are what we have to focus on going forward in this transitional period. And again, I need your help. I need your help and change in the process, and I need your help in having that since the community, you know, call your colleagues out. If you see that behavior that we don't want to see like we have to. We have to keep that moving, and we have to focus on student success that is going to guide our future. We are still navigating the fiscal challenges, and I hate to say it next year may not be better so we just all have to realize we just may not be better. It's really going to be dependent on enrollment numbers, and so we don't know what it's going to look like. The good thing I will say, if there is a good thing, I don't

think we're going to have these problems forever. I think the next 2 to 3 years are going to be challenging and critical. But I think if we turn the ship around, stop our spending, be more strategic in our hiring and get students in the door. We can be back to where we used to be but it's just that tightening the belt right now that doesn't feel good that we have to do. We are still moving forward on the repositioning plan, the Provost and CFO can talk about that much better than I can, but we have to execute that and move that forward. The Board is kind of looking for updates on that, and keeping us moving all that. But I still also see this as an opportunity. There is opportunity to think about how we do things differently. I know each and every one of you in your work and say, that's crazy. Why do we do it that way? Let's follow that through. Why do we do it that way? Is it a rule law? Let's look at that. How can we do it differently? If I had my magic wand, or a dream world when I described NKU, I want to be able to say we are the regional university that allows students to achieve their goals with whatever format they want to come to campus. If they want to be all person, we can support them here. If they want to be hybrid, we can support them both those faces, if they want to be fully online. If they want to be easy. I think we should have the options so that people in this region could come to school in any way they want to engage. But that's going to require us to change a lot on campus. Those you work in those different areas know what I mean. If we're supporting, even if through that, somebody probably needs to be here in the evening to support them, so that's different, that's a different kind of support, if they're hybrid. Talking to the faculty about the same thing. If people have a demand for a program, and they want it online we probably should be able to offer that. But we have to be able to be nimble and understand who our customer is, and what they want, and those faculty don't like to say students are a customer, but they are, in a sense. And if that's what they're demanding, if that's what they want, we have to be able to do that. So again, I really just want to end with a heartfelt Thank you. Thank you for your work. I know you all have been doing the work. I see you all. I hear the stories. I know you've been doing the work. Thank you for support and your dedication to this amazing university. We could not have made it through Covid without you all, and the work that you are doing, and we certainly need your input and your support going forward. So I think I'll stop there and see if there are any questions that I can't answer. But I will try to answer what I can at this moment in time.

Tiffany Budd asked where does sustainability fall on your priority list? Because there are a lot of universities that are starting to place it higher and higher on their list, I guess, say as an important value to their university. So I'm just curious your thoughts on it. I know we chatted when you first got here, but things are a little different now. President Brown responded with yeah, different role. And that's a great question. I can honestly say in the past 4 weeks I have not thought about sustainability. Probably in that way I will be meeting with my CFO. I meet with him every week, and that was on my list to discuss. What kind of things are we doing? What can save us money and energy, and all of that. I do know that we will be discussing that he has brought a few things, for in the past before I got into the seat, and so I do want to follow up to see where that is, and what's going on. So I thank you for that to me. Keep pushing the button on that and bringing it to our attention, and we will definitely keep progressing on that as we can.

Steve Slone stated I know that here in Staff Congress itself we talk about it all the time. Tightening the belt like we're going through hard and rough years, you know. I know that I always appreciate what you say about the vision, because the vision is key. Communication is key from the top down, about who we are, where we're going. You know what we're going to do to get there. I also just want to make sure that I state, and I go on record as stating to be cognizant of the lift. That's administration for me specifically wearing the hat that I'm wearing. That's for staff when you're looking, when we do some of these cuts, and we do some of these adjustments. And then, when you're like the knowledge I know we've talked as Staff Congress the knowledge that for those of us that are still left that are still here. You know the lift. I keep saying that every single one of us is here. So I'm not really asking a question. Just more comment from me of us being mindful as we go forward. I mean communication is key. Yeah, we know, because we go through it so. President Brown responded that the Board members already know and when I talk to them I talk about the bandwidth of our staff. As I said, we have pushed them to the limit. You all have the yeoman's work. We have pushed them, and making changes requires more work, not less. In the back end we might get less work, probably more efficient. But it takes work to get to that. So do know that I'm very mindful of the capabilities, the bandwidth of the staff, and that is going to be one of our limiting factors is that you can't take your good staff and just run them in the ground. I'm just not a proponent of that. But at the same time there are some realities, external pressures and things that are making us have to move with the space. And so it is a balancing act. It is a delicate, balancing act and so do know, Steve, that I am a strong, very strong proponent of that. I've been keeping on that for a while. I think Lori and you know, both get a sense of that. They hear me talk about that. We can't get more out of the same number of staff that we have, and so it is a challenge. That's one of those balancing acts just going to be a challenge. But I'm glad you're on record with that. I'm on record, acknowledging that, and we are keeping that in mind as we're moving forward might be some way. We can't avoid it, but we're definitely keeping that in mind.

Sara Conwell said thank you for coming and talking with us today. I know your schedule is bananas, so carving out some minutes is key and precious. I appreciate the fact that you're saying that we need to go back and look at our old processes, our old practices, our old procedures because just in my mind of what I see NKU as is that we get very tunnel visioned on what's happening right now, and we have grander thoughts about what's going to happen into the future. But we don't go back and assess what we already have and what we've already put in place to make sure that we can move into the future with those thoughts. You know it, and, like you said, the trip wires, the barriers that we inadvertently put up for ourselves, thinking at one point in time that it was for good measure. And now it's not applicable anymore, and constantly doing that revision especially as our demographic of student changes. You know you're saying you know we need to meet them where they are and offer them the various options and opportunities for them to complete their degree And I 100% wholeheartedly agree with you on that. But I think, being mindful of okay, well, let's keep the checks and balances

together, and make sure that what we've got in place can be nimble enough to revise as we proceed to move forward in the future. President Brown responded I appreciate your thoughts and your perspective on that. So thank you and that is yes, we can put it in place, but we can't let it sit there for 10 years. I think we have to do a constant kind of evaluation. Literally put it on your account. This policy we're going to there, let's go a year from now and check and see if it makes sense. But I think that's a new habit. We still say we're going to have to develop as a campus, and most can't. None of the campus have it figured out. But I think that something we have to be to be more intentional about. I think there was a question in the chat about the checks and balances absolutely. I will absolutely say we are putting more checks and balances in place. The board is also requiring it. I think this all of this is a wake-up call to all of us. And so do you know that we will see some changes in fiscal policies, practices, and procedures. Again, we're sorry that some of the changes that are going to be coming, but I think they're necessary. We cannot be back in this place again. I think the board just will not have it, and so things will be different. Maybe the way we process check in the timely manner the way we do budget all of that is getting a fresh review and will be revised. And so I think I know we're going to be strong. We're on the other end when we come out of it. But it is going to take us a new discipline with policy that we perceive, because we don't want to ever be in this situation again. It is not a comfortable place to be at all.

Steve Slone shared a question from the chat... How does outsourcing fit into the plan? President Brown responded that's a good question. I'm not sure about that yet again. I'm gonna be meeting with the CFO to hear more of those plans about outsourcing. I think we've done it now, Lori, it's like where we could and so I just I don't know. I know it is a strategy, a tool that can be used. But right now, if it's not a resolution plan. I don't I don't know any new plans.

Steve Slone shared another question from the chat... what are your thoughts on accessibility concerns with the NKU website and faculty courses? President Brown responded that is an interesting question. I do know we are hiring a new web manager for the University, and I know that it's gonna be on the top of their list. And so we'll be working with Marcomm and our new web person to address those concerns, and that literally is all I know about that at the moment. But I actually would be following up on that. It's possible I'd like to get a list of these questions and make it over. Help me remember the following.

Steve Slone shared another question from the chat... I understand the budget pressure, but I believe the idea to charge employees to use the Health Center would remove a nice benefit and discourage employees to be healthy. What are your thoughts on this? President Brown responded because I'm just new to the seat, I'm just now literally getting in on the details of the Health Center. So I don't have an answer for that right now. I know an RFP is out about the health Center. That's about as much as I know right now, but I supposed to be getting updated on that soon as soon as I can on that as well.

Vicki Cooper shared I know we have a lot of different things going on one of my questions is, we spend a lot of money it seems like on recruiters and consultants, that type of thing, and I know it's another financial question. But are we taking a hard look at those? And how do we determine if those have been successful and assess whether we should continue doing that practice? President Brown responded that's a good question. Recruiters, you mean, like our own recruiters for hiring? Vicki clarified we've done a lot of search committees, and we'll use recruiters and that has helped us bring in different people. So I understand that that's not the problem but it feels like we've kind of turned a lot on that, and we keep going back and using it and using it. And is that the best thing for us to do, or really financial straits? President Brown responded alright, that's a great question, and I know Lori is on here. But I think we search for a certain level position, and higher and again, those are just national hiring and best practices. Because those firms have better list. They can do better vetting. They can do all of that, but do know that everything is under scrutiny. I know Lori is working right now, because you know we're looking at search from that. We're asking the same question. We need to search for all of these for business and we do some of this entirely. I would tell you, for general counsel we didn't need to search for it. Amy and I did that ourselves, so we didn't have to use a search for. But there are some levels where you want to search that I think for the President. We want to search for that. There's no way we as a campus can know the in and out but that level type of search. So I absolutely believe in that. And the second part of your question was consultant. I could tell you right now this but the situation you have to have a very, very strong face to bring in a consultant. We just don't have that bandwidth right now and so I think I know we're going to be looking at that, Jeremy, putting some processes in place to flag some of those things. And so if they come in we'll be looking at it. We will have to make a determination in a different way as to whether we're going to use that going forward. So that was a very good question. Definitely everything's on the table with absolutely scrutinizing everything that we're doing right now. Vicki responded yeah, one of the other things I would like to ask is that when we start to look at processes and changes that way, that you make sure you include people all the way through to the bottom of the organizational chart, because too often you might get someone higher up who thinks all this is a great change, but in actuality it isn't it's something doesn't work. President Brown responded so instead of doing that, that's what we're finding out. If there's a reason why it was that way, and I told the Cabinet we have to ask that question. Why was it this way before we just start changing it? And maybe the why is not real anymore. But maybe it is. And so I'm very big on that question. Why? Why? Why are we doing it this way. Help me through it. Walk me through, and so we would definitely. I'll definitely keep that in mind.

Isaiah Phillips shared I'm Vice President for SGA for those who don't know me, I feel like, wow! My role gives me more insight about the current chaotic climate that we kind of find ourselves in with all the problems that are kind of piled together. I feel like the main combatant to that issue has to do with undergraduate enrollment, whether that is retention or just getting more students here period. So what are we doing as a collective and I'm not only putting this on you, but what are we doing as a collective to

keep that main focus? President Brown responded I should applaud that question. So we're doing several things at the core basic level. We have a brand new admissions, recruiting team brand new. I think the longest anybody in here is 2 years. And so we're having to do a lot of development and training of that staff. I've heard them do the road show presentation several times. We've given them feedback on that. As I mentioned the Provost, and I went to meet with him the other day, just to kind of your from the context as to why this is important. I say you're absolutely right. The undergraduate enroll with the undergraduate on campus enrollment is where we are following. That is also the population that generates the most tuition revenue. So think about that. We're declining in the area that you give us the most revenue. So Dr. Howard has now been taking all over enrollment. He has now looked at the data from where we've been getting students from. But we haven't been getting through this problem, and he developed a new strategy. We now have a strategy around our 8 counties that are around us. We know how many students we yield it before, and we're setting the goal. So we got 20 that this year can we get 25 next year and so we're setting those goals and being more intentional. So the admissions itself has some strategy and things that they're putting in place as far as everybody else on this screen as they word them out. We're the best brand ambassador for the for the campus. I know we're working problems. I know we're uncomfortable, but we still have to sell this place as the best place in this region. and so that's my charge to everybody on the screen is, you are our brand Ambassador. I was a restaurant, and I had a waiter, and he said, oh, I was at NKU, but I'm old now, and I can't come back. And I said, why not? Here's a number. Call this enroll tomorrow. So we all have to be kind of doing that kind of proactive. back to NKU. So that's what I would ask for everybody's help, and that everybody can be a recruiter at some level. Everyone can talk to your family and friends wherever you go and get people to come back to get a degree. And I know I've been working. I've been working with Daniel. He wants to get both vibrancy on campus and marketing, and he wants a brand, commercial and all of that. So we're going to be looking at several different avenues for marketing and branding and creating some new energy around NKU so that is attractive to our students. We know housing is a big deal. Our board is very focused now on housing, and what that looks like is what can be done with our building and what can't be done. So there's a lot of multiple strategies targeted at that undergraduate online on campus population. So that's a great question. I believe. Isaiah responded as a representative of the student body, you have our full support just the way that you come to meetings. And I feel like you. naturally, the or you have around you just naturally motivating and empowering, and whatever you'd like us to do to help cohesively put this this agenda of getting into you back to where it was. You have not only my but ours full support.

Steve Slone asked a question from the chat... with so much attention and pressure placed on the admissions office and their staff, I know there have been some them conversations about investing and hiring more staff in that area. And you're like, especially in the non-recruitment area, like the processors, and what not just to handle some of that lift. Is that still the plan going forward? President Brown responded I think that that is, I think that's still the plan. I know, we said to the Board of the we need to

reinvest it's some key areas. And so, once Dr. Howard is looking at his structure and talking about the processing side of the recruiting. I do imagine we likely will need to make some a business, because it does no good to raise the application that we can't process. So we are again. It has to make sense, so I know we'll be keeping a close eye on that. The software that they need to do that work. We're looking at that as well. So there's just a lot of investment. After making that infrastructure to make sure that we can foster the growth that we want to see.

Steve Slone shared another question from the chat...NKU has done amazing things because we have faculty and staff who are passionate about the university and dedicated to student success. What are NKU's plans to address super high turnover and challenges attracting new talent. We need to do rigorous work in both areas. If we want to continue to succeed as an institution, what are the plans to address hiring retention and loan morale issues among faculty and staff? President Brown responded yes, excellent question that I have been asking for a couple of years myself. And so now, being in this seat, now I have to think about the strategy that we could execute to do that. And it's hard because the world around us has changed. So everyone now is recruiting and wants to top down. Some schools have more money than we do so they can actually throw money at the problem where we don't absolutely have that luxury right now. And so we are going to have to be creative and strategic about what we do and how and how we do that again. My conversation with the board is that turnover? It's killing us in many ways. Not only are we losing good people and the historical knowledge, we're losing our relationships and our bonds and our connection. We have to start over again when a new person comes in and teach them all over again. So it's more than just losing that person. It's a lot that we do when we have turnover. So I believe we are going to have to be intentionally strategic about that. I don't want to speak again for Lori. A lot of this is in her area, but I know she has some strategies that we need to look at for our hiring, for retention. For all of that again, the retention piece is just a challenge because of the landscape that we've lived in. And so again, this is the higher end issue. We brought it to legislature to say, hey, gauge state raises, what about the University employees? So we'll be getting that dialogue. They have that conversation. We're just going to have to buckle down and be intentional. There's not a one magic answer. It's going to take time which we really don't have and it's just gonna take all hands on that approach. And so that is a challenge. I think that's one of the in my buckets. That's a big challenge at the circle around that I don't have your strategy how to execute right now today. But it we are aware, I think that's the first step we are aware. And notice this is a challenge.

Steve Slone shared another question from the chat... when will the search for an admissions director begin because we lost the admissions director? President Brown responded that's a good question. I don't know if I actually know about that again. I'm just now getting to my first round of meetings with the VP's, and so I have all these things to be updated about. I don't know about that one yet. Lori Southwood commented I know that there's changes with Dr. Howard coming in over the area, and also looking at, you know, with the repositioning, and where we might need additional

staff or to shift staff resources. They are looking at currently evaluating that position to determine its best profile, so to speak. So we're looking at if are there any rewrites on it. It's in motion. It's in discussion. Actually, I was in a meeting this morning where it came up. And so it there's work happening. It's just not ready yet for posting.

Christ Witt shared thank you for joining our meeting today. I was just wondering, are there any more plans to lose any more positions across campus? I know that we've lost some over the past couple of months. Are we like on even ground now? Are we still in the boat where we possibly will lose more positions in the future? President Brown responded we're gonna implement the repositioning plan that was put out there. That's the only thing I can speak to your conference is that we're going to execute that plan. Again going for the 24 budget there we don't know yet we don't know again what their moment looks like, what our funding from the State is going to be like for the tuition we're going to be able to raise. And so all of those are part of a magic formula for what our budget looks like. So the honest answer is, I just don't know. Today I would be comfortable on the record to say, no, we're never gonna cut it yet I can't say that at all. I wish I could, but I cannot say that today But do know that we're trying to make that a last resort for public and everything else that we can do. And so that can be a last resort, because with that I again have been saying this for you. We are very, very thin, particularly on the staff side so that definitely going into that process that is at the core of that we're very thin, and the staff that we have are working and working hard, and some are doing a lot of work so that is at the forefront. But I cannot make that promise today. I wish I could.

President Brown asked the following question...so if you walk into a site for me and that back to that community building I'd like a couple of ideas on, maybe, what we could do to build community within reason and budget. You know where we are. Think about that, and the other piece is communication. How this the campus with you all want to receive communication from me. Is it the emails that I hear people don't read? Is it the videos that I hear people don't click on? What is that mode of communication to the campus? That's gonna work best and do I just do it all and hope that it lands at some point. I would love to hear that because I recorded a video. I hated it, so I didn't send it out. So I do have some things I want to communicate, but I just don't I don't like to hide behind it just the email all the time. But I don't know, what are your thoughts? Vanessa Wieland responded personally, I can say that from the things I've heard from other people in and in my areas is that, you know, even if everybody's not reading the emails, at least we or that, seeing the videos, at least we have that to go back to and say, this is what Bonita said. So it does help to have those, because those of us who do read and watch. I'm one of them, you know we can say no. This is what was actually said and help to, if nothing else, to dispel miscommunication. So that's one I mean, I feel like, even if we get personally, I feel like, even if we get a slew of communication, too much is better than not enough. So that would be my personal opinion is, it's easier to sift through and find something that's there rather than room for people to speculate what's not there? Christopher Witt commented I have a suggestion. I don't know how feasible this will be, because a lot of people are virtual

and stuff like that. But you know actual in person meetings like, you know, like maybe I don't know every quarter, or something like for big news like, you know, like a meeting in the ballroom, or something like that, just to you know. Speak to the entire campus community because I know your schedule is that packed very busy, but I always like to face-to-face meetings, you know, and we're missing that here lately. But I know we're everyone's behind the camera and zoom or email but you know. I know you're very busy, but you know at least once a quarter, or maybe every 2 months, or something like that. If you have big news, you know, emails are good. I read them. I understand the video thing for sure. I wouldn't want to record a video and send it out like when I sound on the voice right now. I think I sound weird myself right now talking. But yeah, I think face to face meetings would be, you know, that would be nice to push out communications.

Amy Ishmael said I just wanted to mention that just knowing the climate and what we're going through. We're going to be reading and listening to whatever we can, whatever you give to us. You know it's just. I think we're all just kind of on the edge of our seats right now. It's we're in a different time. So not to worry.

Vicki Cooper said I just a couple of comments on the communication. Sometimes it just needs to be less soft and more direct. Sometimes I feel like we are getting some of those letters, and it was like what's really being said here. And then I think some of the for community, just some of the informal like seeing you on campus, seeing someone walk through, say, hi through a building that maybe you haven't been in just some of that basic human to human communication, I think helps build the community. I know we had talked about maybe having some kind of informal lunch get together for Staff Congress, too. It's that kind of thing we're It's not going to cost us anything to say Hello, and be polite and learn about each other. But if we don't know each other, and Covid kind of exasperated that by so we know all in our areas just getting to know each other.

President Brown responded that's great. I just told Staff Congress this, not staff to SGA was the last week out there. I have ordered a pair of tennis shoes from Isaiah Thomas. They say, Madam President, on the side of NKU and I'm going to be out and about when it gets warm. I'll do cold weather. When it gets more I will be out and about walking, so I hope you all will see me a lot, and we can stop and do a selfie or something like that. But I fully believe in that personal touch and that meeting. That's why, when I'm going to turn the causes and divisions. I'm doing a meeting, and I'm taking a tool. Because I want to walk around and see people in in their own environment. So that's very good. Maybe I will definitely be that in mind.

Tina Peebles shared I want to just reiterate really what a lot of people have already covered. As we learned Bonita in those student focus groups that we did one of the things the students felt was that they didn't know our administration because they weren't out and about. So the fact that you're going to meetings, and you're having these college tours and things like that, I think that's great. I am also one of those

people who read the emails and watches the videos. And the one thing about the email, like somebody else, I think it was Vanessa said. You know it gives us a chance to go back and make sure we have the information accurate and then I may not have seen the email, but the girl on the home in, and we talk about it for sure. We talk about the emails that go out. And the one thing that's really great about the emails is that lets us know as soon as possible even if you don't read it, it went out to us. I know. When the announcement about the interim president went to the radio and news before and went to the campus community that was not good. And if we had gotten the email, you know, the email had gone out right away, then we would have at least had it, even if not everybody had read it right. So I definitely think the emails are a good thing to continue for the email and timing, and all of that to keep in mind absolutely. One of the things our Dean tries to do is as soon as she as though she can share she shared with even if it's on a late Friday afternoon, and she sees the email. She just wants to make sure that you know her college is up to date as long as she's able to share it. President Brown responded she shares it, and that that's a great thing to know. She's doing that. This is very good. This is very helpful. It's gonna help me refocus what I was thinking about in terms of communication. So this is great, so thank you all. I don't want to take you up any more of your time. I appreciate the invitation again, Steve. I'd like to not only come this once a year, so I might want to come back in a couple of months after I have a little bit more time under my belt to come back and share another update, if possible.

Steve Slone shared obviously you know the Lori will keep you updated. Bbut you've got a direct line to me whenever you've got something, by all means come to us, I'll throw my support behind. These wonderful people know them as much communication as possible. Like literally, I blow them up, and you know I mean you're like good I'd rather have the information. President Brown responded you know I'll go from there. So thank you so much. I'll get all the questions. A couple of other questions that trickled through. And then, when you're like, I'll get those all to you, I mean. Obviously, I'll give the Lori as well. Thank you for giving us time today.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared the following:

- Special Board Meeting tomorrow, Friday, February 10 at 3:30pm via Zoom
- Regents Kara Williams and Nathan Smith are co-chairing the president search. Currently selecting individuals from across campus to serve on the search committee.

Administrative Liaison – Lori Southwood

Tim Ferguson – IT

- NKU IT offers training sessions to help you navigate various types of software. Check out our instructor-led training offerings at <https://nku.edu/training>.

- Remember that signing up for DUO Multifactor Authentication means that password changes will be required only once per year. It will soon be required for all staff employees. It is convenient and secure. The Help Desk or the Norse Tech Bar are available to help you get started.
- Visit the Norse Tech Bar in the University Center – plaza level, for tech assistance or to borrow computers or iPads. Additionally, computers and printers are available for your use in the Tech Bar Lab. Hours are Monday – Friday 8 am – 4:30 pm.

Ophelia Marks-HR

- Regent Distinguished Service Award nominees are now being accepted. More information can be found on the HR webpage.

Marquita Barron-Training/Development

- All employees (faculty and staff) are required to complete the upcoming 2023 Annual Refresher Compliance Training, which is estimated to go-live the week of February 13. A formal email communication will go out next week with additional details.
- 2022 – 2023 staff performance evaluation will begin March 1. The form will be available two weeks prior to that date on the *Staff Performance Evaluation Process* [webpage](#). The process will not change for this cycle for the most part, but will transition more systematically when talking about the future of learning and performance management in the next couple of months. A formal email communication will go out to include training information in the next few weeks.
- There is still time for managers and leaders to take advantage of Spring learning opportunities that includes: How NKU Managers Are To Conduct An Investigation – New Process via Employee Relations, The Basics of the Family Medical Leave Act (FMLA), Leading Effective Teams, and the New Manager Certificate Program. All of these courses and program, as well as recordings and other learnings can be located on the *Personal & Professional Development* [webpage](#), where you can also learn about the future of learning and performance management at NKU for employees.

Kellie Ziesemer-Payroll

- Our W2's and tax processing have been successfully transitioned to ADP and our first year of W2's were mailed out to all employees by ADP on 1/23/23. Please contact the Payroll department if you have any questions, issues or concerns.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that at our last meeting we had, much like you, a good discussion with President Brown. And we also had it, as you mentioned, a visit by Rich Boehne, the Chairman of the Board of Regents. And it was a pretty long discussion about some things mostly having to do with the Presidential search, because as Steve mentioned Faculty Senate has very strong opinion about some wanting them open search, and Rich was asking about what we meant by an open search and various degrees of that. So we kind of went through all that, and we talked a little bit about the timeframe. He did kind of clarify that we're not, I mean that that they, as was mentioned, President Brown's term is kinda open, and we're not. He indicated that we're not actually, when he's not actually went to the academic year, that, like whenever they find someone, they they'll be able to start that it doesn't necessarily have to be at the beginning of a of an academic year. But it all seems to be pretty up in the air. So that was that was the biggest chunk of the meeting was, was were those discussions. And then our president, John Farrar talked a little bit about some of his upcoming plans in line of all the budget situations and things he really wants to continue looking at faculty work a lot, and also looking at the post tenure review. Perhaps right now we do have a post tenure review policy, but it's more of a punitive type thing that only comes into play if somebody has negative performance evaluations and light of some of the bills that are being looked at in the State legislator he thinks it might be a good idea to maybe start looking at it. More of a non-punitive developmental type post tenure review that everyone would have. But that's just kind of being floated as an idea right now, so there'll be more progress on that later. And another update that I gave is I'm sure the Budget Committee is most of you trying now, and for Faculty Senate, and we normally do a budget. Serve a faculty budget survey at this point over the semester, and we could, but for a couple of reasons. Because this is the second year, the biennium, so it's not the budget really isn't employed at the state level. Plus, we had all those listening sessions just so very recently. We're not going to do that survey just yet. We'll kind of monitor things, and if it seems like it, that type of input would be valuable later in the semester. We will do it, then. So we'll be revisiting that as the semester goes. That's my report.

Student Government Association – Isaiah Phillips

Steve Slone shared that Vicki and I have a meeting with John Farrah, the Faculty Senate President, and with Dan and Isaiah from SGA. Dan is really aggressively looking to start an initiative. It's like a Student's experience team. He reached out to us, obviously you know that when you're like to tie in faculty and staff as well, and you know me, and you know us, and you know when you're like, by all means I'm like, please. Yes, send it to us. You know we can do work in that regard. So watch for more from SGA. In regards to that I'll throw a plug too. If any of you have students that work for you or work in your areas that are that would be interested in joining SGA. They're always looking for new membership. So put feelers out there. Let me know. Obviously, we can get work to them and go from there.

President – Steve Slone

Steve Slone shared that the biggest thing that I wanted to talk about was the email that I sent you all yesterday about our parameters for the administrator evaluation surveys that we're gonna launch probably the end of this month or in early March. Thank you to fearless leader, Sarah Conwell, who had the document from last year that we voted on, and that we approved a couple of minor tweaks to it, submitted for consideration the actual administrator list itself. Please know that is not the final list by any stretch of the word I know. Last year we did a deep dive, and wanted to make it as comprehensive as possible about you and who we were evaluating, and we kind of flushed out our list and made it a little bit longer. Vicki and myself, probably Sarah and Grace as well are going to meet with it, you know. I mean you like in the future of as we roll this out and see how many we can realistically do and whatnot. So I'll just open the floor up conversation about those we need to vote on them. But I don't necessarily think we need to do it today. At this meeting we can do it through email form. If everybody's fine. If we need to do any refining going forward since I'm up against the clock. So any general discussion of those parameters at this time things we like things we don't like things we need to be, including that Aren't. There, you know what I mean. I'll show up and let everybody talk.

Outreach - Kristi Horine

Kristi Horine shared that the outreach committee has one announcement. We are going to start hosting a weekly hangouts. It's gonna be right now. It's gonna be at the UC Ballroom. It's going to rotate between Tuesdays, Wednesdays and Thursdays from 1130 to 1:00 with the idea that if you have a lunch break and you want to show up with your lunch and stop by and see some staff Friendly faces. You can show up there if you have 10 min, and you want to stop by and say hi to people who are having lunch. You can do that, too. If you want to play a game of Uno with me and, Steve, you're welcome to drop in, so there will just be some basic games sitting around, and just some people there to say, "Hi". I have 3 dates where this is scheduled right now. So if everyone can write these down, because I don't have this officially ready to go out yet. Thursday, February 16, Wednesday, February 20, and Thursday, February 28. What I need help with is making sure that I have at least a handful of people to hang out with while I'm there. So there will be, I guess kind of if you would like to volunteer to hang out for 45 min at the beginning or at the end of any of those dates. Please email me. What was the time again, Kristy? It's going to be from 1130 to one. So my idea is that there will be one shift from 11:30 to 12:15, and another from 12:15 to 1:00. Obviously, anyone on campus can show up for 5 min or 30 min as time permits. But I want to make sure that we have a couple of people from Staff Congress hanging out, just to say, "Hi", you know friendly faces and all, or unfriendly faces. If you want to show up and like growl at people that's cool, too, because some people might like that, or need that. That might be the vibe that they're dealing with that day. So but just you know people and I would like to get so first I need people to email me if they're interested in committing to a hangout. And then on top of that I will be sending out a reminder, and I

want as many people as possible. Yes, the UC Ballroom. So room 375, and to like, invite people from your department or invite people that you've been like. Oh, I wish we could catch up. But when are we going to catch up on campus? It's like, oh, well, how about this day we come hang out here that kind of thing. So I don't know you just got people that you know that want to see people hit him up for me. It's not a Staff Congress thing. It's a staff thing. And then and even beyond that, it's not really a staff thing. If there's anyone on campus that wants to hang out.

Food Advisory Committee – Michelle Melish

Michelle Melish shared the following report: So one of my next meeting is actually just before one of the hangouts on February 20th. So if anybody has anything for me to share with the group. Please let me know. I just have a few brief updates from our last meeting/ There's a new resident district Manager Derek Rhoda. He just started February sixth. I haven't gotten to meet him yet, but hopefully, he'll be there at the next one. Einstein's. If you've been over to the library. You've noticed Einstein has finally ruined this week. So go check out the new space. It looks really nice. There's a little bit less seating. But there's definitely more room over there now for the Food Service people. But then, unfortunately, our bomb pan has closed permanently. They Haven't decided what to do with that space in the long term just yet. There's a new newsletter for dining that's coming out, so be on the lookout for that. And then they were just saying for the teaching kitchen. That's kind of started to grow, especially with world languages and literature. but it's open to anybody who wants to do a teaching kitchen. It's \$50 per hour, but I know, and they know that budgets are tight right now, so they are willing to help out with the budget. If you want to do a teaching kitchen like, I said, If you guys have anything that you need me to address next time or have questions. Just let me know, and I'm happy to bring that to the group.

Regents Distinguished Service Award – Ali Hanning

Ali Hanning shared the following report: the deadline to submit nominations for award is Thursday, February 23 at 4:30 and then we're gonna have a meeting. The committee sometime early march to go over the submissions.

Sustainability – Tiffany Budd

Tiffany Budd submitted the following report:

- The Sustainability Strategy workgroup had its first meeting yesterday to brainstorm on the next campus sustainability strategy. It was a productive meeting with engaging conversation and agreement that the next strategy should focus on both students and operations. I will continue to bring updates to staff congress as we progress on the strategy.
- NKU Sustainability helped facilitate a partnership between NKU FUEL and the Cincinnati Recycling and Reuse Hub to recycle the office's non-standard recyclables. This partnership, combined with NKU's standard recycling and

FUEL's composting initiative, will allow FUEL to become 100% Zero Waste in materials office.

- FUEL diverted 1310 pounds of food from landfill between July – December 2022
- Myself and my student worker will be offering office visits and consults during the spring semester.
 - If you would like a general office visit to learn more about sustainability at NKU, please contact Sustainability student worker, Maria Osbourn (osbournm1@nku.edu)
 - If you would like a specific consult for yourself or your office on how to reduce your office waste, single-use plastics, energy usage, and other sustainability tips, please contact Sustainability Operations Coordinator, Tiffany Budd (buddt1@nku.edu)
- ECOS student group is collecting clean, dry soup cans to use for an Earth Week plant giveaway. Drop off cans in the box outside SC 222.
- Reminder that all faculty, staff and students with an active Allcard can ride most TANK buses for free. This includes the Southbank Shuttle. Please spread the word.
- Reminder that NKU has 22 charging ports on campus, located in Lot C, Lot F, Lot K, and Kenton Garage (lower level). You must have a current NKU Parking Permit to park in these spaces (excluding Kenton garage) and you may park in any lot, regardless of lot designation. Your vehicle must also be plugged in and charging.

Advocacy Committee – Kimberly Wiley

Kimberly Wiley shared that the Advocacy Committee had not met in a while but had a meeting on Wednesday, 2/8. The committee discussed the possibility of doing some further KERS/KPPA training regarding retirement information. With the recent salary increases, some staff received more than 10% of their salary with the increase. According to KPPA, this is considered pension spiking and could affect retirement benefit amounts. So the committee talked about preparing a survey to send out to staff and see if there is any interest in further retirement “training”.

Academic Commons – Vanessa Wieland/Sara Conwell

Vanessa Wieland shared that they met yesterday for a third meeting. Abdu has joined us as the co-lead with John Farrah, and so I think his addition is going to be a really strong one. Few things that I think are highlights. We talked a lot about what is our why, for this including, you know, making sure that while this might have been something handed down to us as something to do, that we are not doing it just to reposition, or to cut jobs, or to do anything like that. This is that our why is about making the University better for students. So that's really our focus. Secondly, that also, you know, there is concern. We've heard it across campus that we are basically figure heads for what is already being done or being planned, and that it's just trying to get our stamp of approval. And that's not the case. We've been told that you know there are no plans

sitting in the door somewhere that they you know where what our recommendation is, is what you know it's gonna be valuable, I guess, is what I should say that that they're looking for value from us. So we're not wasting our time. So that was a big thing. The there's 2 subcommittees forming. One is looking at the why, starting to write a draft for the March 15th of you know the mission of our group, and then the other one is going to be looking specifically at categories that we would want to include in the Commons. There are plans to reach out more to the community as a whole. Once we get past the initial March 15th Board of Regents Meeting, which will be where we are essentially proposing the structure. So you know, that's just gonna basically be a very high level thing that we're looking at. This is what we want to do, and why and not getting into deep specifics yet.

Sara Conwell added just to pig it back on that. The biggest thing that we're focused on right now is getting that statement to the board we have to give them that, and it's very basic simplistic. The reason the why we think it will be beneficial. A lot of people brought concerns that they've heard about. Why is this going to be different than things that we've tried to do in the past, and that's what we are targeting and trying to figure out at this point. How are we going to make it different? How will this be better for the University as a whole? Not just for 2 years, but for the next 20 years or longer, depending upon how successful we are with it, you know. Fingers crossed. So basically, it's just getting to that point, as Vanessa said. Once the Board meeting is done, and if they approve this, then that's when the bigger, heavier lift of the work will come into play. Going out and having conversations and talking to different units and divisions and areas about specifically what we all do, and whether or not that is something that should fit into the commons based upon the structure that we created, and that the Board approved. Or if it's not so, those are the bigger, deeper conversations that we have to have. But that's March, and beyond March right now we're very focused on the now, because we're on a time crunch. So that's the biggest thing is figuring out this proposal, this resolution of sorts to go to the board, and then from that point on it is then the other conversations about who goes where.

Norse Appreciation – Steve Slone

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 January had 2 staff and 1 faculty.

Staff

Amy Ishmael

Amy was asked by Cori Henderson to join our team to provide very specific information for the MBA Program at NKU. The information was required by U.S. News and World Report ...and it was provided by Amy's team. The result; the information has been instrumental in assisting us to achieve a top 100 rating (#99) in the U.S. This is significant for our Program and for NKU. Not only did Amy work diligently with me on the questions that required Institutional Research's expertise, but she worked with her team

...especially Jacob...to meet the very tight time frames that we were afforded by U.S. News. Lastly, she assured us of the accuracy of the data; perhaps the most important element of her Team's contribution. We look forward to working with Amy and her team later this year – just hope we get more time from U.S. News!

Jacob Crase

Jacob was asked by Amy Ishmael to join our team to provide very specific information for the MBA Program at NKU. The information required by U.S. News and World Report has proven to be instrumental in assisting us to achieve a top 100 rating (#99) in the U.S. This is significant for our Program and for NKU. Not only did Jacob work diligently on the questions that required Institutional Research's expertise, but he did so within the very tight times frame that we were afforded by U.S. News. Lastly, he did so very accurately; perhaps the most important element of his contribution. We look forward to working with Jacob again later this year – just hope we get more time from U.S. News!

Faculty

Jonathan Reynolds

Dr. Reynolds is on sabbatical currently, however still has allowed me to bug him with questions, help, and support in my academic career. I look up to Dr. R like a mentor, he has pushed me to be better, and facilitated an environment of scholarship and friendliness at the same time. If Dr. R was not here I do not know if I would be succeeding in my pursuits. His enthusiasm for helping students and for history itself is infectious. There has been little on this campus that has helped me even a 1/10th of how much Dr. R has helped me. He has provided me with resources to succeed, loaned me texts, and encouraged my pursuits for a degree post-secondary.