

**Members present:** Tina Altenhofen, Chris Bowling, Wesley Brown, Tiffany Budd, Sara Conwell, Vicki Cooper, Emily Dobbs, Brigitte Evans, Dave Groeschen, Ali Hannig, Rebecca Hansen, Kristi Horine, Mike Irvin, Amy Ishmael, 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, Daniel Jones, and Sara Nicolas

- I. Call to Order at 1:02 PM
- II. Guest John Farrar, Faculty Senate President
- III. Approval of February 9, 2022 Minutes

Motion: Allison Hanning Second: Michelle Kay Approve: Voice Vote (with correction)

- IV. Liaison Reports
  - Board of Regents Staff Regent Cori Henderson
  - Administrative Liaison Chief Human Resources Office Lori Southwood
  - Faculty Senate Budget Committee Chair Dr. Janel Bloch
  - Student Government Association Isaiah Phillips
  - President's Report Steve Slone
- V. Standing Committees:
  - Benefits Chair Brigette 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
- VI. 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
- VII. Ad-Hoc Committee
  - Roundtable Steve Slone
  - Staff Advocacy Committee Kimberly Wiley
- VIII. Old Business
  - Voting Item: Parameters for Staff Congress Evaluation Surveys
- IX. New Business



Meeting Minutes March 9, 2023 1:00PM ZOOM

- X. Non-Member Discussion Period
- XI. Norse Uppreciation
- XII. Announcements
- XII. Adjournment at 2:23 PM

Motion: Vanessa Wieland Second: Brigette Evans Approve: Voice Vote

## **Guest – John Farrar, Faculty Senate President**

Here we are the Co-chairs code leads of the Academic Commons work group and we just want to share what we're doing right now is doing a little bit of an informational check in so to make sure that you know what's going on. I understand that you've had some updates from members of the of the work working group already. We have a document that we have been that we get prepared because this is going to the Board of Regents next week to activate the Academic Commons. And so that's where we are in the process. So here's the document that we have prepared and it's really pretty general at this stage, because we realize we're early in the process. So the idea originally was by this March 15th meeting we would have a few more details that we could present to you. But we're not anywhere close to that yet. And so that's why I'm coming as an informational item, just so that you can kind of see what our thinking is, and where we're where we're going with this. And so first off, we want to make sure that we recognize that we see the Academic Commons as complementing what we're already doing. So we're already doing a lot of good things for academic success for students. And we're focusing on students right now. This is not an attempt to replace the initiatives that we've had in the past. We kind of see it as building on the coordinated care initiative from Success by Design and the work that lots of people across campus are already doing, much of that work being done by staff. And so we need to start by recognizing that. And then the why, so we've had some questions about okay. Why do we? Why should we do this? Why do we want to do this? And I guess you know we we're viewing this as the next step. So depending on how long you've been at NKU, you know that we've done sort of these things before. Mainly it was focused on co-locating student support services. But the next step really wasn't taken, and that was really a you know that the President changed some, some top-level leadership changed, and so that meant that there was less of a desire to do the reorganization coordination. Some of that still happened, but a lot of it just became about locating, what we're wanting to do now is to really think about reorganizing resources, so that first off, we normalize support for students. So it's not an extraordinary thing where they ask for support. We'll unify resources, improve communication, hoping for some collaboration and innovation kind of pushing, pushing this to the next level. So part of this is about location and where the offices should go, and which offices and services make sense to be close together. Co-located. But then others is, we need to be thinking about. Okay, what are the what are the corollary services? So, for instance. Is it useful for an office to be close to the one stop that's in Lucas? Well, then, if that's the case, then having them over in



all over in steely library, for instance, which has been one of the places that this that we've talked about putting some of this support doesn't really make sense, right? Because you're actually moving it further away. And so we're still thinking about the location part. You can kind of see here about the what is it? Coordinated group of learning resources? We thought about it so far in kind of 3 different prongs of support or categories of support or groups. However, you want to kind of view this as opposed to thinking about particular units. So one of those is peer academic support. So those are trading and supporting students, so peer and near peer. So at least, that these are things like tutoring and mentoring from the student side. Then another group of services would be professional academic support, things like research, assistance, academic planning. So career engagement, those kinds of professionalization types of things with the professional academic support. And then the third group is extended or enhanced academic experiences. So those areas that do specialized opportunities. So things like study abroad or undergraduate research, community engagement, could be honors there. And so right now there's not been any decisions about what offices and what groups are going to be under the academic Commons. What we're hoping to do next is so that at this stage we are trying to get it to the Board of Regents, so they can have a passive resolution to enable this. And then the next step for us as a working group is to then go and listen to more of the campus, because our timeline was so tight to get something right from March 15, that we just didn't have time to do listening sessions and to do surveys. So we're working on surveys right now to try to understand exactly what it is that people do across campus. And then where do you know? Where do the people that are actually doing the work? The staff and faculty that are in these possibly affected units? Do they see themselves as part of the academic commons? What you know? Where? Where are the synergies and correlations between the support, different support units, and different support people to the end. Try to make some recommendations, I'm hoping by the end of the academic year. So before summer hits, because I'm a faculty member, and so some are. While I do teach summer, I'm not on contract technically during the summer, and so I'm trying to be sensitive about that. But that's kind of what we're thinking is hopefully by the end of the academic year, if not by the end of the academic year, by the end of the physical year, to have some recommendations about what we see as how this might be organized what makes sense to be co-located to make some recommendations to get it to actually put it into place. But that's going to require a lot of listening, a lot of talking to people, hearing from the people that are that are actually doing the work which is staff and faculty. We need to hear from students as well. What services are they receiving? Well, what are they missing? How can we make some recommendations? And then ultimately, once this is sort of operationalize or actualize, that's when the lead, the people that are actually doing the work, will kind of figure out those lower level details. Right? So how are we going to interact with students better. How do we, you know, set up office hours? What hours make sense, what kind of flexibility can we offer to employees. You know all those kinds of things. I'm really thinking that's not a decision for the Academic Commons work Group. That's a decision for leadership. Oh, the Academic Commons once it's in place, and then we are envisioning that part of this group, or maybe this group, that there will be an advisory going forward. So while I'm hoping and I've told the



group that I want to be really careful not to commit people, you know, they say. Oh, I want to be part of the Academic Commons work group, and then that commits you for the rest of your life. I'm trying to be very sensitive to that. But I also want to be sensitive that people are really interested in this, and if they want to continue as part of an advisory group to help, you know. Give some feedback on to how it's actually put into place in the operational level. Then there's going to be a group for that, and so that's certainly a possibility. So what I'd like to hear back from you is are there things here that you see as objectionable? First off. So if there's something like that, then I need to hear that. Do you have questions about the process, about where we are or any of these things not clear?

Abdou Ndoye shared I think John covered everything. The only thing I would add is just understand that this is the beginning of a process and that us coming to you today shouldn't be the only conversation, but the beginning of a series of conversations we want to have with you, and I think we're going to need to have it. In other words, what I'm saying is today is just to come and give you this overview. But I think you know we're going to be coming to you more to give you updates as we progress. And if there comes the time where the group feels like we need to come back, invite us back, and then we'll be happy to come and join.

## Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared the following:

- Wednesday, March 15 is the next BOR meeting. Some items to be discussed:
  - Academic Commons
  - Update on the President Search

## Administrative Liaison – Lori Southwood

Lori Southwood shared the following: I just have a couple of updates. I think that some of the committees will update on some of our HR areas, but I will chime in with reminders for training and development. So it if you have not yet signed in to do the annual Refresher Compliance training, it's underway through the end of this month. You're probably still getting some emails. If you haven't already completed yours, I believe that they come through from vector. But let me read what I have here. All employees, faculty and staff are required to complete. Weekly reports are being sent to the VPs for each of the divisions, showing the completions and the non-completions. So you want to make sure you're on the completion list as soon as possible. Every everyone should receive an email, and it's vector solutions that the email is coming from. So no, that's not spam. That's something you have to click on, open up and complete. I'm going to send you the link that you can also access it. So you don't need to go through the email if you choose not to. I'll have the link You'll have that in your materials. New employees you start at NKU on or after January first do not need to complete should not. To complete the annual. They'll complete a new employee 90 day compliance, training. Everyone else



must do it each year also. This is the time of the year for our annual perform staff performance evaluations with a deadline at the end of the April. So you want to make sure you're getting those completed and feedback is more important than ever, as the feature of how NKU manages performance and professional growth of employees will not only be about the job of today, but our future as well. There's a link. Please access the staff performance, evaluation process page to pull up the latest form so you can get that on the HR website. Let's see. The page contains tools and resources for a very productive review. Also remember that if the submission of a new employee's 90 day performance evaluation is passed due. Please be sure, to submit it to HR via the Qualtrics link on the form no later than March 17, which is next Friday. If an employee started on or after December first of December first of 2023. I think that should be 2222 yeah, thanks, Marquita. Only the 90 day is required. And then, lastly, a reminder that you'd still time to register for a training basic FMLA leading effective teams and the new manager certificate program. Just a note about the new manager certificate program, which is that it's focus is not just for new managers to learn interpersonal skills for leading, but also for those managers who may want a refresher. All of these sessions and programs can be found on the manager leader, community site. And again, that's through the HR website. Any questions about any of this? You know who the expert is that's Marguita Baron. Thanks, Marguita. that those are all my announcements. If you have any questions about any anything that I've shared today, or any other questions, I'm here to answer those for you. Also, the announcement came out that Humana is pulling out of the business of employer provided plans. We will be with them throughout this calendar year, so nothing's changing for 2023. They will also be for processing claims at least through 2024 for us. But as of January, 2024, we will need to switch plans. We're in the process of exploring what our options are there and we'll work to make it as smooth as of a transition as possible.

## Faculty Senate Liaison – Janel Bloch

Janel Bloch shared we just had a couple of things we had in our meeting. I think it was last week. Yeah, we had a voting item which was approved from the University Curriculum committee which related to approvals for the area of focus, I guess. Currently they come from the students department of the students major, and so the changes that they will now need to come from the area of focus, the department that the area focuses in or the departments, if it's a multi-disciplinary focus and that was approved. And then we also discussed some changes relating to the PCS, Professional Concerns Committee about the RPT process mainly relating to faculty, who need expertise outside of their department, and currently, they need to go outside of the university for that in most cases. And so this change would allow them to include faculty from within NKU that in the same submitted list of names of faculty within NKU. That would be acceptable for that, and that will be, I think, a voting item in our next meeting, and that's my report.



## **Student Government Association – Isaiah Phillips**

Steve Slone shared for Isaiah...if you know any engaged students across campus that will be interested in joining SGA, send names to me and I'll share with Isaiah.

## **President – Steve Slone**

Steve Slone began just by simply stating again, as I always do, my appreciation for all of you for the hard work that I know that you're doing. Happy women's history month to all the wise women of NKU that have been coming across some of the social media feeds in the NKU Staff Facebook feed. It is also Staff Congress's birthday. Happy birthday to us. I apologize that last year Sarah arranged with her wonderful committee for us to be celebrating and drinking the bourbon over in the UD Building. Obviously with budget constraints, and you can blame it on me. We were not able to do this for our forty-first birthday. I stated at the fortieth anniversary, and I'll state again here that I stand on the shoulders of those that have come before me, you know, like our rich history, of which Gracie is our paragon of whenever we need any figures, I always go to Gracie, so the kudos to her for him, always keeping us on the straight and narrow so happy birthday to us. A couple of items from me. Janelle mentioned the Professional Concerns Committee. Our representative on the professional Concerns Committee was Bob Austin who had to drop off of Staff Congress. If anyone is interested in serving on that committee, please let me know. Obviously, you can ask Gracie any questions you may have about the committee, because I know that she runs their meetings. When they have meetings any interest, please feel free to reach out to me.

I was also approached Curtis Keller, the director over in Parking Services. We always have a staff Congress representative that serves on the Parking Appeals committee. This role has somewhat changed. They no longer hold many in person meetings. Most of it is through email. Whenever students submit their appeal for a parking ticket. If there's any one of us that's interested in serving in this role on that committee, please reach out to me. Let me know. Give me your name. I'll be happy to connect you with Curtis from the to serve on that committee as well.

Presidential search wise, I had a very productive meeting with Carol Williams, who is the Regent who is chairing the Presidential Search Committee. She obviously is reaching out to me with lots of different questions, and then the current discussions, I believe, but are to have a group of faculty and staff, you know, when you're like kind of advised the Search Committee, so I've heard some names, but none of that's public. So I don't want to go on record and put that out there. But just hear me state that if you have input questions concerns as we begin this process and go through this process, we're going to have regular meetings on a monthly basis. Kara and I know that you're like so obviously bring them to me. I always state that I'll take any meeting, and I'll take any conversation and bring up. I'm honored to advocate for us in those rooms and those conversations continuing that advocacy. I also just want to state I have an interest. I don't know what it's going to look like yet, but I have an interest in. I don't want to steal outreach as thunder, because I think the



lunch hangouts have been wonderful if we, if you know of people that are struggling, and then when you're like the staff faculty, obviously we're a staff group, so I want to speak to staff first.

If you know what people they are struggling as we go through these difficult times, do your best to prop them up literally. My door is always open. My zoom is always open. Heck. My phone calls are always open, and then, when you're like I'm really interested in what we can do as a group to lift each other up, and I think that the lunch hangouts have been a wonderful thing, you know. Just re-establishing community rebuilding this community that we've kind of lost over the years and when you're like as we've gone through everything. So if you know somebody that's struggling seriously. Get word to me. Get word to us. It's something little that I know that I can do, you know, when you like, but I hope that it makes a difference.

## **Credentials and Elections – Beth L ackey**

Beth Lackey shared the Staff Congress Representative call for nomination period is opening tomorrow. Gracie will be sending out an email with nomination information to all staff some of our ways of trying to get the word out. We're going to have digital signage on campus printed flyers. We have plans under way to have nomination paperwork printed out at the Benevolent Soup and Chili cook off to hopefully reach some more individuals. Paper nominations are also printed and available for those that do not have the computer access. And we ask you, is our staff Congress representatives. So we representatives. So please help spread the word. We need all the nominations that we can get. That is it? If, unless anyone has any questions. Vicki Cooper asked how many members are we electing this year. Beth shared that there are 24 vacancies for this year's election.

## **Outreach - Kristi Horine**

Kristi Horine shared that we called these Lunch Hang Out. We don't have an official name yet. It's just very casual. so let's see we've had 4 so far. Let's see, we had, I guess. Let's see 12 people the first time, and I didn't, so I kind of made notes, but I wasn't asking people to sign in, because I didn't want it to be this like real, formal, structured things. I was just kind of like oh, I met a new person. I'm going to write their name down. Oh, what are you from that kind of thing? So I don't have like really great data here. But 12, 8, 17 ish people showing up. But I've made like at least 5 new friends. So that is definite numbers right there. The first one we had we had Baonia and Jeremy show up to just chit chat a bit. That was fine. It was good and then most of the other ones. It's like kind of just like plan bananograms, sharing oranges. What else do we do? And anyone who's attended if they want to chime in and talk about like what they liked about it or what they thought of it. Please feel free because I recognize lots of people that we're there.



## Scholarship Committee – Vanessa Wieland

### Scholarship Committee Meeting Minutes

Date:02/21/2023, 2pm, ZoomPresent:Vanessa Wieland, Carolyn Willhoit, Steven Smith, Rebecca Hansen,Connie SeiterAbsent:naGuests:na

## Highlights to be shared:

- Welcomed Rebecca to our group
- Have we heard back anything about the status of the scholarship applications from Financial Aid?
  - Need to send a follow up to Travis Hall and Trenee
  - Probably too soon for all of this, they have to package it up
  - Set an ideal goal of having the awards done by April 30<sup>th</sup> for the June 8<sup>th</sup> luncheon
- Luncheon
  - Will need to get a budget and headcount
  - Plaques or certificates? Maybe we could get Stego Studio to create something?

## Other Discussion:

- Goals and Progress
  - Set our dates
  - Completed the first two goals
  - Will send to Staff Congress by March 11<sup>th</sup> (due date)

## Next Meeting: 03/21/2023, 2pm, Zoom

#### **Benevolent Association – Kimberly Wiley**

Kimberly Wiley shared that the Benevolent Association Chili and Soup event is Tuesday, 3/14, from 11:00-1:00 in the UC Ballroom. We are still needing donations of chili/soup/desserts and we also need volunteers to help out with the event.

## IT Advisory Committee – Vicki Cooper

Vicki Cooper shared that they presented about pay for print, and they're looking at it, changing from the system. They're also looking at the different computer labs on campus and seeing where we can cut back the number, can have group computers that we're going to need to replace because we don't have that budget. So a lot of students



also are bringing their computers to campus. So maybe we need to, you know, just provide a table for them to work like in the library here that type of thing. So maybe we don't need as many actual computers. And then they are continuing to do the multifactor authentication. It's rolling out to faculty. Now all the staff parts are done so I think that went fairly smooth and that was just about it.

# Regent's Distinguished Service Award – Ali Hanning

Ali Hanning shared that nominations were due on Friday and I'm on the committee, and we have a meeting next week to go over and score all the submissions we got, and then the nominees will be announced. March 27 at the staff appreciation week kick off reception, which is at 2:00 pm in the SU ballroom. So if everyone can make it out to that, we can support our staff because we know they do great work.

## Sustainability – Tiffany Budd

Tiffany Budd shared that two upcoming March events that are sustainability related. They're not actually my events, but they were shared out by Mark Neikirk and the Scripps Howard Center. So just want to get the word out help with the attendance for his events on March 16, from 6:00-7:30 at the Erlanger Library there is going to be a national issues forum which is based on climate change, and participants will break into small groups and discuss policy options for addressing climate change. So if you're super into the policy and or climate change, that will be right up your alley again. On March 20, from 6:00-7:30, in the Digitorium, they are going to have an event called Covering Climate. What are the major stories breaking about climate change? Get a first-hand account from one of the nation's top journalists covering this important topic. It's a free event, and I believe they are also streaming it.

I mentioned this last meeting, but I just want to send another reminder that both me and my student worker are doing office visit consult, if you like one. My student is doing general office visits where she just kind of talks about what we do here with the sustainability NKU and some of the different features on campus and whatnot. And then, if you want a specific consult for your office or yourself, you know that reducing waste you can use plastic energy, use anything like that, feel free to reach out to me, and I'll come visit you. I want to share that the community garden season is coming up and applications are being accepted. Now we have limited availability for our plots. They are free for anyone to use faculty, staff, student or community member, I'm going to drop the website in the chat here. We usually have a 100% participation every year. Everybody really loves it, you know. You get to connect with fellow faculty and staff and community members as well. So it's a great program, plus you get to grow your own veggies, which is the best way to do it. And then just mark your calendars, Earth week is coming up April 17-23. We don't have a lot post



on the website yet, but I will send notices out through this week and other avenues to remind people about it.

## Advocacy Committee – Kimberly Wiley

Kimberly Wiley shared that HR is providing retirement training session. An email was sent out to employees who are nearing retirement.

## **Old Business – Steve Slone**

Steve Slone shared a voting item Parameters for Staff Congress Evaluation Surveys. The first old business item that we'll deal with is we talked last month about the parameters that were proposed for our Staff Congress evaluation surveys an update on the evaluation surveys. There's been some technology issues with the faculty ones and the faculty ones always go out first and ours go out second. So I wanted to bring it up again. And if we're okay to vote on those parameters as they were submitted, and as they were attached to the meeting materials. The group voted. We did have a guorum of votes, and the parameters were approved as submitted. So thank you so very much. We'll be back in touch with more updates as we go through that process like pairing down the list. You know to me like of everybody that we're going to be on evaluating. A couple of other old business items that I wanted to bring up from my notes. So, Vicki, not to put you on the spot, but I know that there was a meeting that I had, and Cory was in the meeting, as well of different legislature items which are coming through the Legislature for us to be aware of with Carmen Hickerson and Eric Gentry. At that time Carmen had told us that we did not yet need to mobilize the machine to engage call like we did with the pension conversations to call right first. But there was some discussion in the Executive Council about a couple of different items you like to be. Vicki Cooper shared that there are two resolutions that are going through. One is about this joint resolution, the Senate joint resolution 98, which is directing CPE to review placement and services provided by universities and the community and technical colleges. So it's including the possibility of a new University in Southeastern Kentucky. It's also the first review. I think, in 25 years since they established KTCS. The other joints, and a joint resolution is, it affects the mostly tier one and tier two because it's about the public Pension Administration Advisory Committee of the pension public pension oversight, for so it looks like they're trying to coordinate, aggregate and consolidate, actually, aerial investment and general administrative services among the State administrative state administered retirement systems. So that's the 2 resolutions. And then the only other one that I was bringing up that looks like it's getting some traction is the house bill 542, which is removing the right for the universities to prohibit concealed carry. So my understanding from my research is that CPE and all of the State universities have come out against this. So just want to put this out there for people to think about. Steve Slone shared that the only other one which I had to note on was House Bill 139, about free speech on college campuses. All things that were brought up to us in that conversation that Carmen and Eric right up to Corey and myself, and obviously you know I'll share it with the Executive Counsel. He let me know what I could at the time. Just be aware of



them. Know that we're watching them. I saw Janelle nodding. Faculty Senate is watching them as well. I reached out to Carmen before the meeting, just for an update. I've assured her that if the University wants us to take action, do a calling campaign on it, obviously we will at the top. So just to be aware of them. Thank you, Vicki.

Steve Slone also shared that there are still conversations that are happening that are ongoing around the proposed fee for the Campus Recreation Center. So those of you that have reached out to me know that I will continue to bring it up in Budget Executive Committee and Central Unit Allocation Committee, and when you're in the budget discussions going forward. I know that when there's no traction whatsoever it's like, there's the thought that Staff Congress is not talking. Trust me that I am, and that we are yeah, I mean, you know, like when we go forward with this, there's been some discussion with Executive Council about maybe doing like a poll, you know. I mean, you'll like just if the fees instituted will you use the campus Recreation Center? Watch for that going forward. I just want to have it out there as old business that we are still discussing the and your voice in those conversations. So I think that's all I had for all business. So any other old business.

# **Non-Member Discussion Period**

Steve Slone shared that the last I heard about parking is that the Jeremy's plan is to come to us with options. I've heard that this one is going to be an increase. He uses the word a moderate, some increase. I know that Janelle is nodding in faculty, said that there was lots of discussions on parking. I thank him for the using the word options because normally we don't get options so trust that I will keep that line of communication open and that a future meeting the parking rates will come. I haven't heard any figures or any numbers. I know that Faculty Senate is pushing for this trust that I'm going to be pushing forward as well as soon as we see that, and we know that I will share it out with the group.

## **Norse Uppreciation – Steve Slone**

Steve Slone shared the following Norse Uppreciation submissions. He encouraged and "challenged" everyone use Norse Uppreciation to acknowledge staff who deserve some recognition. The month of February had 1 staff.

## <u>Staff</u>

#### Carole Gibson

Carole is wonderful. Simply put she does so many things for the entire campus community. Her work has been pivotal in so many implementation projects all across campus. She is the go to person for so many of us. She is a jack of all trades and works diligently to answer any question that comes her way. It is an honor to work alongside her. Thank you, Carole, for all you do for all of us!



### **Announcements – Steve Slone**

Steve Slone shared on behalf of Health Service has some Pfizer Covid vaccines available today. So if you are need of a booster, please feel free to reach out to our wonderful health services ladies.

The FedEx office is live obviously in my area. Thank you to everyone who's attended one of the trainings. I've been trying to make as many of them as possible. If you have any questions obviously send them my way. There is one little hiccup that we've just discovered. The FedEx site is currently not charging the accurate amount for black and white copying. They are aware of it and will be fixed by the end of the day. If you have black and white copying obviously reach out to me that we can send things to Kelly as our FedEx contact. I'm sure she can put it through to make sure that we get the accurate pricing. So you know where to find me any questions.

Jennifer Stephens shared that a military veterans family open to the public. We're having Green Zone Brigade day and they all feature resource, fair benefits, free choir performance, planetarium, suicide prevention, training campus toward retreat. I know they're looking for assistance with that. If anybody would like to help with that.

Steve Slone shared that March 30 is the Staff Appreciation breakfast and dinner.