

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 – Grant Garber, VP Legal Affairs/General Counsel, and Larry Meyer, Director/Financial & Operational Auditing – Ethics
- III. Guest – Jeremy Alltop, VP for Administration and Finance/CFO & Andy Meeks, Director - Business Operations & Auxiliary Services – Parking
- IV. Approval of March 9, 2023 Minutes
Motion: Connie Seiter
Second: Brenda Maldonado
Approve: Voice Vote
- 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 3:17 PM

Motion: Dave Groeschen
Second: Carolyn Willhoit
Approve: Voice Vote

**Guest – Grant Garber, VP Legal Affairs/General Counsel, and Larry Meyer,
Director/Financial & Operational Auditing – Ethics**

Thank you very much, Steve. And if I could, if it's all right if I could share my screen. Larry and I brought a few slides to talk about Ethics Point, and as soon as I can share my screen I will do that. The ask that we received was to share a little bit. I mean, there are all sorts of things that go into compliance and ethics, and making sure that the institution is complying with its own policies, not least our values and ethical responsibilities policy. But today we wanted to talk just for a few minutes about one piece of that which is Ethics Point in some places, I think. This is sometimes referred to as the hotline or the Ethics hotline. I think of it as Ethics Point, which is the name of the platform that's provided by a third party. I wanted to run through a couple of basic questions about Ethics Point, and then happy to address any other questions you all may have. Larry Meyer, the director of our Financial and Operational Auditing office, is also here, and he'll also kind of help answer questions, and will chime in at various points. So maybe first obvious question, what is Ethics Point? And where do I find it? Ethics Point is the third party managed online platform where members of the NKU community can anonymously report a wide range of ethics related, policy related concerns. Most of the reports we receive are for a broad category of misconduct. Or, you know, wrongful behavior, wrongful acts, where you can find Ethics Point. There are two ways where a member of the community can make an anonymous report. One way is through the third-party web portal and I could probably walk through that you know to show you online if that's helpful. But really, if you just go to inside that nku.edu/epic, you'll see a big button in yellow. I think that says ethics and compliance help line. If you click that it will launch this kind of third-party website that's run by Ethics Point. And then there's a button at the top that says, make a report. You click that. And then, just with those two clicks you will get to one page that has a lot of fields you can fill in where you can share the nature of the complaint. So that's way number one through the Online Portal. Way number two, alternatively, you can do it by phone 24 hrs. a day, 7 days a week. I actually called yesterday just to make sure it's still working. You can call that phone number there which will get you to a real live human being who's an employee of the third party that hosts the platform, and then they can run you through the same series of questions where you could verbally provide over the phone the nature of your report, and then it would go through the portal. So two ways where you can make ethics complaints, or ethics reports, anonymously. I'll mention this a couple of times in the next

couple of minutes, but really important, that if you make a report you'll be prompted to create a password which you can pick any password you want. and then, when you finalize your report, you will be provided with a report key. I think it's a numeric or an alpha numeric code. It's really important that you hang on to that, because if you want to log back into the portal to provide additional information, or to receive correspondence about your report, that's the only way you're going to be able to do it. The whole point is that it's anonymous. We don't know your name unless you give it. We don't have your contact information. The only way we can communicate with you is through that portal. Larry Meyer stated there's a step back there. There's also a link to the hotline on the internal audit web page as well. Grant continued so in case you want to use that yeah, frankly, if you Google NKU compliance, hotline or Ethics Point it's going to pop up in a number of different places to use website. I think this information is also provided in our values and ethical responsibilities policy. So there should be a lot of ways that you can confine this information. What should be recorded as I mentioned, really, it's any kind of perceived wrongdoing or misconduct within the NKU community. There is no type of report that you can't provide through this portal. So we will take anything. Let me just start with that. The types of things that we typically see, and especially want to see, would be complaints about any violations of law, policy, or compliance requirements, and that includes a lot of different types of things everything from, you know, sexual harassment, misconduct, discrimination, violations of all kinds of different compliance requirements, you know, in athletics, data breaches, any kind of safety issues, you know, physical hazards or dangers that you want to report anonymously in a whole wide category of human resources are so just huge, huge bucket of types of issues you can report there conflicts of interest. So if a university employee has a personal financial interest in the transaction with the institution or nepotism, and I want to underscore nepotism for a second. Nepotism, which would involve family connections or romantic connections between employees within the same chain of command. I will say from my seat, those are very difficult to surface. There's really no way that myself or Larry, or any senior leader, is going to know about those things unless they are reported. And so Ethics Point can be a very good way of elevating those issues in a way that's anonymous, and gives us something to follow up on behavior that is unethical or contrary to NKU's values. We have actually a very good values and ethical responsibilities policy that's pretty comprehensive and incorporates not just legal and policy things, but the kind of values we want to see exercise on our campus and I think those are fair game. If you see behavior that you think is contrary to those things, Ethics Point is a fine way to elevate the concerns. Broad waste, abuse of authority, which is kind of in Larry's neck of the woods. If you see financial mismanagement, malfeasance, broad theft, those kinds of things that fixed point is a good way to raise the issues. And as I mentioned safety concerns, so physical hazards or dangerous conditions, you can report through Ethics Point. One thing that I, a big thing that I want folks to take away is every report that comes through Ethics Point is reviewed properly. It is evaluated, and it is shared with the relevant unit depending on the nature of the issue for further action. It is really important. So the office and we'll talk about this in a second, but the office that is primarily responsible for managing the ports through that fixed point is my office, General Counsel's office, with assist from staff in our office and going forward from

Larry's office to absent extraordinary circumstances. Those reports are not just going to sit and stay within our office. We are going to reach out to other relevant units that may have expertise depending on the issue and engage them as well. And I'll stop there, Larry, and see if you had anything else to add in terms of what should be reported. Larry responded no, but I'd like remind people that to give us as much information as possible. It's difficult for us sometimes to investigate if we don't have all the information. I know there was a way to create back and forth, and obviously but sometimes it doesn't happen that they don't log in after the additional call. So just give us as much information as you know, so we can do a full face investigation. Grant continued one thing I should note here: there are a couple of categories of things that must be reported on our campus, not necessarily through Ethics Point, but somehow two categories, and this sort of a topic, for you know, for another day. But abuse, neglect of minor children by state law must be reported. So that's not just that they should, that is they must. And for most supervisors on campus, knowledge of criminal activities on campus must be reported. Again, that's a whole other conversation and training session. But I did want to mention those two important examples as well. Another important question, are our reports anonymous? The answer is yes, by default the system is set up so that reports through Ethics Point are anonymous. As I mentioned, the platform is run by a third party. It's not a website that's run by NKU. The University cannot access the underlying data that may be associated, IP address, etc. All that NKU can see, all that I would see, would be the information that the reporter would affirmatively share so substance of the report, etc. Any attachments that are included as well as basic system information. So the date that the report was made and the status that we would in so assign internally. If a reporter wishes to share his or her identity and contact information, they may do that as Larry mentioned. Sometimes, it can be helpful to for us to be able to communicate with the reporter, but that is not required. And I will tell you, in the vast majority of cases, these reports are made anonymously and that's fine. Anonymous reports are taken seriously. But as Larry mentioned, there could be some limitations with how far we can take something if the reporter is anonymous, and does not correspond back with us. There have been instances in my short time here where we've received anonymous, which is fine, but also non-specific reports. So just to kind of pick a neutral random example, you know, an identified supervisor was communicating in a hostile manner with other people in the office and let's say that's the entirety of the report. Well, we don't know who the other people in the room were. We don't know exactly what was said to be able to assess. Okay, how was it hostile? And we don't know who the person was talking about. In those cases we can reach back out through the portal to the reporter and say, hey, we have some follow up questions. Can you share? You know with us again, not asking to share the identity of the reporter. But that's why it's really important that if you file a report, you keep that password and login information, so you can go back into the portal and see that we're asking those questions. Unfortunately, there have been cases where we've sought additional information from the reporter that we think is necessary to do something but haven't gotten a response, and thus there's some limits to the how far we can take that even though the last point reports will be shared. This is important, will be shared with appropriate units, for follow up. So, even though the identity of the reporter will be kept confidential, you'll stay anonymous unless

you choose, otherwise the fact that there has been a report will not be confidential. In fact, it's our obligation to take action on these things and to share those internally as appropriate. So I want to be clear about that. Will the reporter be punished for reporting? No. Categorically no. The first bullet here is a quote from one of the websites that we have around ethics and reporting. NKU will not tolerate any retaliation against the university community member who makes a good faith report or inquiry. This is not just a matter of policies. It's also a Federal and State whistleblower protections in a whole host of issues. I can tell you, I in my office, we have absolutely no patience when these reports come in, and the supervisor's first reaction is to try to figure out who made the report. We are very, very strong and pushing back, and we don't I have not seen it on this campus yet. I've seen in other places but whenever in my career I've encountered that kind of attitude, I always push back on it pretty strongly. The focus of the report is the conduct at issue and an understanding what happened, and if it's necessary to correct behaviors or to take other action, the focus is not on trying to fare it out. Who made an anonymous report? I cannot say that strongly enough. As it says in on the website, we have no tolerance for that kind of retaliation, and as long as I'm in this scene can assure you that that will not incur because the integrity of the reporting process here and maintaining anonymity where folks want to have it is really important. What happens after a report is made? They first are going to come to the office of legal affairs. And you know, right now, we're a little short staffed. So that's basically me right now. Going forward, we're also going to be adding Larry to the automatic distribution. Jacqueline Grace, she's a staff attorney, she's on the maternity leave right now, but when she's in the office she would also receive them historically. The general counsel and Liz Miser, when she was here, would also receive them. So it's a fairly small circle of folks who you see these reports initially. As I mentioned, we are very quick to engage in other units when that's appropriate, and I'll say, usually that's HR. Most of the reports we see are personnel related, and so usually we are reaching out to Human Resources to help us investigate and move things forward. Here we typically review within 48 hours when the email first comes across. As I mentioned, we do engage other units when that's appropriate. The reports do not end in my office. We are almost always reaching out, you know, whether it's Provost Office or HR, depending on what the issue is. Reports are escalated to senior leadership if necessary. And this gets to kind of a conflicts issue. Who is evaluating the evaluator which is a very fair question. The general principle is, no one is going to be in a position of evaluating the merit of a complaint if the complaint is about them and that includes me. So if a complaint through Ethics Point involves me, Larry would be taking charge in that. But it's also going to go to the President very quickly. If it involves another Vice President. I don't want to sit, you know, to be the sole evaluator of that. It's going to go to my boss, the President, if it involves another VP. And oftentimes it will go to the Board or the Executive Committee of the Board. If the complaint in theory were to involve the President, then I would be going to the Executive Committee of the Board to deal with that issue. So we do try to be very mindful of those potential conflicts, and are very quick to work around it so we can resolve that we've talked about the anonymity. In many cases, the reporter will be asked to share additional information. So if you make a report, please do try to. There's no really other way to do this other than the reporter, you know, remembering to log

back in periodically to check the status. This is a really important check here is that all reports are shared. Confidentiality with the Board of Regents Audit and Compliance Committee at its regular meetings again. These reports do not just begin and end in my office. We have at least three meetings a year with the Audit Compliance Committee of the Board. They are very, very engaged in audit and compliance issues particularly now aware of Ethics Point, and they are aware of the fact that we get reports and at every meeting we provide them with a summary of the reports that we receive during the prior time period. So they are aware of all those issues, and Larry and I are both ultimately accountable, not just to the President, but also to the Board in terms of how we manage those things. And, as I mentioned, we also will reach out to the Executive Committee of the Board on particular issues if they involved senior leadership. We have a question from Vicki, can the reporter choose for their name to be shared with only with Legal Affairs? If the reporter provides their name and contact information they can say, please do not share, you know, feel free, General Counsel to reach out to me and communicate. That's how I would take that. But don't share it with anybody else, and I would honor that. Now again, I will not share your name unless you want me to, but understand that that may limit our ability to move forward in certain ways right. But I'm always going to reach out to you and have that conversation with you, and kind of take my queues from you on that. But one exception. I always want to point out again, if there is a violation of law, you know, if we have an abuse, neglect situation, or if we have kind of serious infractions, there's always a very narrow category of extreme circumstances where yeah, it may be difficult for us to honor that. But the vast majority of issues we see through Ethics Point, we are going to honor that. But again you're going to hear about that for me. First, before I'm going to kindly disclose your name. Last point here, and then, Larry, see if you have anything else to add. This is an important one. The corrective action that may result from a report may not always and usually is, not communicated or visible to the reporter. The primary purpose of ethics is to ensure that the institution is able to comply with our legal compliance. Ethical obligations, that's the focus. And ultimately that's the responsibility of me, Senior leadership, the President, and the Board. In most cases we are going to have to do that in a way, or accomplish that in a way that's not going to be visible to the reporter, where the reporter doesn't exactly know how senior leadership responded, and that's usually because of the nature of the issue that's being reported. These things are usually personnel issues. and the reality is that if senior leadership or supervisor admonishes someone, discipline someone, suspend someone, or takes other kind of corrective actions. Those personnel decisions are not going to be published to the campus. They're not going to be circulated for kind of, you know, general review. And they're not going to be shared back with a reporter for the most part ethic, that we have other processes that are a bit more visible, a grievance process, for example. But an anonymous Ethics Point complaint is going to be frankly more of a one way conversation. In most cases it's a tool for folks to elevate issues anonymously, and then it's our responsibility to respond. And the limitation in that case is, the reporter may not see and usually won't have visibility into exactly what happened. What you would see, though in a case where action has been taken is that whatever the violation was that was reported, or whatever the problematic behavior was, you should see that stop.

That's going to be in most cases the feedback or the resolution that you're going to see and if it doesn't stop, that can be, you know again, another subject for an Ethics Point issue, or another conversation. One thing that I think my office is going to do a better job on going forward again. Historically, it's been done different ways. But I do want to focus on using that portal to at least send acknowledgments back to reporters again. We may not be able to share, and usually won't be able to share much substantive information. But I think an acknowledgment helps. You know that the complaint didn't just go into the Black Hole of the Internet. Somebody actually read it, and then almost all cases that's going to be me personally. And so I think it is important that we respond back and acknowledge, and only say that we did that may have happened sort of unevenly in the past. But that's something we're going to do more consistently going forward. The other thing I want to point out is not all reports are going to warrant corrective action and there could be a couple of reasons for that number one. The report just may not be substantiated. You could have someone who, in good faith, you know, makes allegations, and that's important. You want to elevate those and after further investigation, we can just find that it's just not as alleged that could be one reason. The other reason is in many cases reports come through that ultimately are making allegations or complaints about decisions that were made by supervisors, managers, leaders. We will look into those reports. In many cases the supervisor or supervisor will be looped in, and we'll review the substance of the decision, and in some cases although there may be an honest disagreement about whether it was a good decision, it may end up being a case where the leader made a decision that was within the proper scope of that person's authority, and even though others may disagree in good faith with it, and they think it was an unwise decision didn't take account of certain things, it may be a decision that that person had the authority to make. And so the reason why corrective action wasn't taken is because the folks who reviewed that issue determined that it was a fair call for that person to make. And again that information may not go directly back to the reporter and you may see that decision, you know, continue to be executed going forward. And in many cases, that's because the review took place, and it was determined that the decision was in that person's appropriate authority. So that is something we do see a fair bit through a fixed point, Larry. I'll stop there and see if you have anything to add. Larry shared no, I just kind of want to reiterate it at our audit committee meeting. Ethics Point says it a good reporting tool that we report out all the reports from the last meeting and go through those kind of one by one with the members. They do take it very, very seriously. They want to know what the reports were, and what we did to investigate and what our outcome was. So they do take the report seriously, and they spend a time to review those and make sure that we're doing what we need to be doing. Grant continued we were asked to provide a few stats about a fixed point, so just at a high level and share. You see the numbers there over, I think 2020 was obviously very low because of Covid, and almost all of us were off campus, and that tends to lower the number of kind of interpersonal issues and things that give rise to these complaints. So you see, that's generally number of reports per year that we look at. We've had a few this year already. The resolution time is something that we monitor pretty closely. That varies a lot, depending on the nature of the issue, and how many other units we have to engage. In many cases HR is interviewing people as a

result of complaint, and that takes time. In other cases Internal Audit had to be involved and look at paperwork and financial documentation. So the number varies quite a bit, but the average over the last year has been about 26 days between the time a complaint is made and the time that we're able to resolve it, whatever that resolution looks like. So not a lot of trends we can discern beyond that other than to say they are usually personnel related issues. But frankly, over time, there's a variety of different kinds of units across campus who generate these things. What we usually see are multiple complaints coming out of a particular area at any given time, and in one year it could be an academic unit, and another year it could be something in Jeremy's shop, and sort of the administrative facility side. In another year it could be athletics, and just you know it's very difficult you know, to project where that where that comes from. So happy to answer any of your other questions. I guess the big takeaway that I'd like to share. You have multiple avenues for making anonymous reports like this. You can also always reach out to me if you'd rather do that by phone or email. And I think I speak for Larry when I say we, our whole big part of our job is to ensure the integrity of this process that people on campus feel empowered to elevate issues that they think need to be looked at and we take those reports at face value. We think they come from a place of caring about the institution, and we do respond just as promptly as we can to try to run those things to ground and get those things addressed. So beyond that welcome questions or suggestions about the about the process, and Steve appreciate the chance to come in and talk with the group.

Steve Slone stated thank you so much, Grant. I appreciate everything that you got there to give us some more background from our initial conversations. So the floor is open, or the way this traditionally works is that if you're a Staff Congress member obviously feel free to take the microphone for the duration of this meeting. If I could, I would like to ask anybody that's out there in zoom land, please raise your hand and let me or the other Executive Committee to actually call on you. This is a way that the guests, and we're up to 135 now, the guests can take the floor and not wait till that non-member discussion period at the end. You can also submit questions to me or to Vicki Cooper or Kimberly Wiley. They have all volunteered as tribute. And Sue, thank you for being parliamentarian, and I'm not going to put you on spot. You could submit questions to us through the chat as well as direct messages. So the floor is open.

Michelle Melish shared I just wanted to first thank Grant and Larry for joining us today and sharing this information at this time. I'd like to propose a motion to open a discussion to a possible vote of no confidence. Steve asked for a second and Vanessa Wieland seconded. Steve stated thank you so much for Vanessa. Let me preface this conversation by stating that the Executive Council has met. It is our intention, since this has been brought up and been brought forward, that our ultimate goal from this conversation is going to be to create a subcommittee, a focus group, some type of grouping of Staff Congress members ,also just interested staff in general, to work with Executive Council to craft what we do next, and when you're like oh, when it comes to this, now that could be a resolution that could be a statement that could be a letter. It's going to be that subcommittee, that focus group along with Executive Council that

decides what the next step is for Staff Congress as we open this floor to discussion. You know me. I won't put any guide posts on the conversation whatsoever. Please keep in mind as we're discussing things. Obviously, Grant, I don't want to throw names at you, and please don't be naming names. Keep the discussions higher level as possible. But I do want to open the floor to discussion on the motion, and the second that we've received. So with that being said as I said, please comment in the chat, and please raise your hand that way we can acknowledge you, and give you the floor. A big portion of the focus group that we're creating is to be information gathering. So that means testimonials, documentation, and everything else in regards to this. So keep that in mind with your statements. Also, I ask that you keep your statements as succinct as possible. As you know, we have a huge agenda, and parking is still to come. So all that being said, I will now pause and open up the floor. We have been approached about what can Staff Congress do. I want to state, because there are numerous guests that are out there in the ether. There is a notion that when things don't happen that Staff Congress isn't listening. That's why I read the statement at the very beginning of the meeting. Our purpose is to hear staff concerns and staff complaints. That's what we are doing our best and attempting to do here, obviously. But interim President Brown has acknowledged the rumor mills out of control. And you know, like all that being said, I want to tell people that are out there that are watching this meeting. If you have been going through things my personal apologies. You know that I always say I hear you. We try to lift each other up so I will just state we have heard things, and I'm sorry to all of you. Now, again I'll shut up and open up the floor.

Vanessa Wieland shared that there were questions in the chat and we probably need to at least provide some context. Steve stated he was trying to come up with the best way that I can give context. We all know March was a terrible month with so many of our faculty colleagues being let go. Janelle, I'm looking at you. Yeah. And when you're like I feel like we are at a crucial time here at a university when it comes to upheaval. I don't need to tell all of you, and Vanessa especially, I think you're the only institutional designer that's left, and you know, like we have so many conversations about the lift on the staff that are left, and we keep seeing the loss. I'm not going to name names five or six different people that have resigned recently. We keep losing people. Now I keep saying that people come to Staff Congress for answers, come to me for answers. I don't have answers. What I have is more questions. So the context, I believe, in which these conversations are coming forward about. But the question was, can Staff Congress do something more than what they're doing with what we're seeing. So that was not to throw Michelle under the bush, that is the notion of the motion. What would a vote of no confidence look like? How would we do it? And of course we are going to, while I am in this chair, we are going to do everything in our due diligence to make sure we do what is right. We're going to move forward to do deal with this focus group, this committee and everything else. Tina Peebles asked so are you saying a no confidence in the President's executive team, no confidence in the Board of Regents, no confidence in HR? Who is this vote? Steve responded obviously not. We don't want name names. What has been brought to me is a member of the administration. That's what's been brought to me. So that's the initial conversations have not been the whole

administration, not the board. It is a particular administrator. Now hear me state, I should have said this. We're not voting on anything today. We want to create this focus group. And if you're interested in being on this focus group, please reach out to me and reach out to any Executive Council member. Our goal is to have there be one point person of this focus group that's not me, but everybody else in this focus group can remain anonymous, and you let them know as we're going forward. But before we would vote on anything and then, when you're like that would all be spelled out in a resolution, in a statement, and a letter. Tina stated so if I understand correctly, we're not actually voting today on a vote of no confidence. We are voting to put together a group to discuss the potential need for a vote of no confidence in a member of administration. Steve responded technically yes, and the thank you, Tina. I believe that is what we should be voting on the voting of the creation of this focus group. That would be what we would vote on. It'll be the creation of this focus group to and further this investigation for us and for a staff Congress.

Rebecca Hansen shared to provide some clarification while still not naming names. It is actually two people. One is definitely the primary individual. But there are two people, really, that we are most concerned with. What I can say, that I think will add some clarity, is that this past winter over thirty individuals reported these two people to Human Resources, and nothing has really happened because of that. We have had multiple meetings with the administrators. Steve Sloane has met with administrators even just yesterday, to essentially beg for something to be done. Cory Henderson has been absolutely fantastic in advocating for us to the Board of Regents. Many, many individuals have come forward with frankly a multitude of evidence to show that many ethical violations have occurred. And unfortunately, because of the nature of this frankly abusive behavior, people are leaving in droves. So as a result, we have people announcing just this week that they're leaving, people announcing last week, who have been with the University nearly fifteen years that they are leaving. We are experiencing this brain drain that we cannot afford at this time, and we are losing so much of what makes NKU the amazing place that all of us have grown to love over the years. So this potential for a vote of no confidence. Yes, I agree that these two people should be the focus of it. But quite frankly, I believe that those thirty plus people, many of whom are very close friends of mine, would really like to see the Administration also receive some kind of vote of no confidence, because they are knowingly promoting this behavior by continuing to applaud these individuals, provide accolades to these individuals, expand their portfolios, and do absolutely nothing to indicate to those who report to these people, those who are being abused by these people, doing nothing to indicate to them that they matter. I hope that provides clarification. Cindy Knox also shared I can also go a little bit further and just say that I know some of these individuals have also spoken directly to the Board of Regents themselves, to different people on the Board of Regents. So I'm not sure where that plays in this at all. So if you do a vote of no confidence, I guess my question is, who does that go to, or what does that do? Does that go to the Board of Regents, because they are also very aware of what's going on? Steve stated Cindy, in answer to your question, and I give you the thank you all for filling in the blanks for me. In our entire history we have never done this. It has never been

brought up. We're building the plane while we're flying it. So when it was brought to our attention we wanted to find some way that we could do something. And and investigate this process further. So that was the idea behind creating this focus group. Obviously, nothing is written in any way shape for a fashion. This motion in this conversation is to create this focus group to bring something back to Congress. Obviously, it would go to administration. It would go to the board, you know, to make it at some point, all of our statements and resolutions normally do. So I see the two hands. I'll get to you a, get a question to me in the chat. Will the focus group focus group be protected? Discussion is that the names of the people on the focus group would not be released to. My intention is to have one individual person that is willing to be a point person, so to speak. You know I mean you like to be a person that kind of with us networks, and runs the whole entire thing a chair, if you will, but the rest of the names would not be or would not be, public. Wendy Schindler shared I was just going to say it kind of in that vein that if we go ahead and start this focus group that we highly consider partnering with Faculty Senate, where there are folks who have tenure who would be willing to also be advocates in this process. Steve shared hear me state, and you know I have regular meetings with John Farrah. I have regular meetings with Janelle block. Who is here, and we'll take the microphone here in a few minutes. Thank you, Janelle. Before I had any of these conversations, I have also talked to them. So, Wendy, I can assure you that that will be a part of this process. Tina Peebles shared I agree with Wendy, and I appreciate that you have that partnership already on our behalf with Faculty Senate. I know that traditionally they have had a stronger foothold on decision making some step. But in discussions about forming this group, I think I just want to throw in my two cents and say, I think it's a great idea. I think it's long overdue. I think we have a lot to discuss as far as votes of no confidence. If we form a committee, and I think if we're, if that's what we're voting on today is whether or not to form a committee to discuss moving forward potential votes of no confidence. I think it's a great idea, and that's my two cents.

Rebecca Hansen asked I do have a question, since we have a Grant here would individuals on this committee be protected under whistleblower statutes or not, just because they are from what I understand. And please clarify that making a good faith, but a report of unethical behavior, I believe, is what's in our policy. But I don't know if that would then extend to State or Federal law. Grant Garber responded that good faith, reports, violations of law, policy, or other ethical issues, those who make those reports are going to be protected by not only university policy that I refer to in terms of anti-retaliation but also depending on the nature of the thing that's being reported Federal and State law.

Nick Pearson asked on question on kind of like timeline. It seems like this is a hot button issue, and there's a lot of other people who potentially could be affected by it, that haven't already left, and to stave off any others departing. Is there a timeframe in which we are trying to accomplish our goals here? Steve responded obviously I can't answer that there is no timeline. Obviously executive council is going to make sure that we're doing the process right. But at the exact same time, what you have just expressed, know that every single one of us sees that urgency knows that urgency. I'm not the only

one who wants to move this along as quickly as possible for the fact that we keep losing people. So the idea behind the focus group is they will do their work. They will gather information, they will gather testimonials and everything else and bring it to Executive Council. As soon as we have something we will come back to this body first. You know what I mean, but that doesn't limit, even if you're not on the focus group. Obviously, go back to your constituents. Go back to the people across campus you know. Engage them in conversation. Feel free to reach me as well. This is our time to kind of vet this process and, as I said, build the plane while we fly. So I have a tendency to steam roll people, anybody else, any of the other questions. Comments, discussion? Seeing and hearing none. Other executive committee members. Did I miss anything in the chat? Okay, all that being said, I will entertain a motion to create this focus group. Kimberly Wiley thank you. Is there a second to that motion? Carolyn Willhoit, I see you. Thank you so much all those in favor. Please say I, thank you. All those opposed. Seeing and hearing none. Watch for further updates from Executive Council. Obviously, if you are interested in being on this focus group, reach out to me. Some of you have in the chat. Do me a favor and email me separately, if you would. Just so I keep everything straight and thank you for that. Grant. I apologize for throwing that on you right during your presentation. Thank you for your presentation, Larry, as well. Larry, you know you've got Kristy that's a Staff Congress member. She's going to be here, and we know of right there in your ear. You know it's an honor to work alongside you and thank you for everything.

**Guest – Jeremy Alltop, VP for Administration and Finance/CFO
& Andy Meeks, Director - Business Operations & Auxiliary Services – Parking**

Jeremy Alltop shared okay, great. I'm doing double duty today. I'm here to talk about parking as we've discussed earlier, and I'm also your administrative liaison today, as Laurie is enjoying vacation. So I'm going to cover some of the parking items that we covered in the Board of Regents meeting for benefits that you didn't get to partake in that to a little bit of background. On parking I have a few questions. I think that came through your executive committee. Andy and I are going to try to cover those through the presentation, and then we'll be happy to take other questions. I want to also make you aware that no decision has been made around parking rates. That will be a Board of Regents decision. That would be part of the budget process. This is your engagement. This is your consultation. This is where you have opportunity to provide input. So we provided to Staff Congress three scenarios or potential. The answer may be there. The answer may not be there. We also looked at a number of other scenarios that we'll talk about through the presentation here today, and for various reasons doesn't necessarily work. I think parking is a hot topic. It's a hot topic on every campus. I think the biggest challenge we have here is most regional institutions do not have parking garages. We have three, which is highly, highly, highly unusual. And at the time, many years ago, several of you, I'm sure we're here when those were built, and my understanding is, we needed those parking garages because parking was at a premium. Today where more than half of our credit hours are online, probably not as

much. Unfortunately, we still have that associated with the construction of those parking garages which really weighs on our parking operation, and you'll hear a little bit about that. Let me go through this presentation. So I guess I probably need to be made a co-host or something, unless somebody has this presentation queued up already. Okay, all right. So we're going to do a quick overview of parking. First of all, parking is an auxiliary. And people question well, what is an auxiliary enterprise? So this basically there's a long definition here that these exist to sell services to those that are on the campus for at least equal to, if not exceeding, the cost of the goods or services. They are really, truly self-supporting activities and the state absolutely reviews parking as a self-supporting activity. Those in facilities and parking that are on here can relate. We have asked to use State funds. We've asked you some of our asset preservation dollars that we've received to be able to maintain and upgrade parking garages, etc., and we have been told no every time they continue to do these, the self-supporting activities that the income pay for the people using the service is what supports the cost of doing that service. So we have, as I mentioned, three garages with 1,800 spaces. We have about 4,800 spaces in 43 different lots around the campus. The revenues are approximately \$2.5 million a year. That's a little less than 1% of the universities overall budget. And in this case this auxiliary is operated by NKU employees. Andy, can you highlight? Because that was one of the questions about the staffing levels. Can you talk about the number of full time staff you have in parking?

Andy Meeks responded yeah, we in parking relative to full time staff, we have a director of parking who is the manager of the entire operation. We have an operations manager which is more of a logistical position. We do also have a bookkeeper, if you will. There's a lot of cash and other financial transactions that go through parking services and then we have three other what I will classify as full time employees, and I would classify them primarily as office staff. We keep public hours 8:00 to 4:30, but the parking operation runs seven days a week, depending on what's happening at the University. And then the number of student employees as well and their primary job is enforcement, if you will, and the second part of their job is working special events.

Jeremy continued right, thanks. So the gold bar here is the number of parking permits that we sold in 2018, and the black bar here is what we project to sell for this fiscal year. So you could see in particular in students there's a marked difference in the number of parking passes that we're selling somewhat in faculty and staff. But it's been a pretty perceptiveness to find, as I mentioned, a lot of those online classes, online credit hours, where we were 80% on campus five years ago. Now we're less than 50% of our credit hours are produced on campus so that continues to be a challenge when you have some fixed costs that they talked about later little bit of comparison with rates, and you know we have a little bit of a challenge in finding rate comparisons, and some of your constituents bought this out, but we've used UK and you see which are flagship state universities a little bit different. IUPUI I think there was some confusion that is not in Fort Wayne, that is in Indianapolis, which is now actually is being split. But currently it is that. But those are three sort of urban campuses. If you put us in kind of the urban area versus you have Western and Eastern, where you have large, you know world more

rural campuses, and we're sort of right in the middle. Eastern Kentucky has no parking garages, and you can see their rates are significantly lower because they don't have the debt associated with those garages. Western has one parking garage, so our rates are pretty comparable here. That's us versus them, so they're fairly comparable. They have one older garage that they're just about them paying for. So it is a little bit of a challenge to find a regional and sort of a urban suburban setting that has so many garages. They may not exist with the number of spaces we have in the garage. But this were the comparison with kind of people in our area that we get questioned about sometimes. So here's the finances. So as we talked about earlier, parking is a \$2.5 million revenue operation. Well, just five years ago, it was a \$3.3 million revenue operation, and the biggest change that you'll see there in the dollars are around for me, and a lot of those are students from that. And we had the question about well, how much of this \$2.1 is faculty, staff versus student, at least 70% of it. If I remember correctly, a student. That's where the majority of this is coming from. Our student parking passes. They take the majority of the spaces. If you notice those bars earlier, the student bar is way higher than the faculty and staff bar. We talked about personnel. The thing I want to highlight here on the debt the biggest item here. So it takes \$2 million a year to pay for the debt that we take on largely to build our parking garages. So that was twenty year debt. Any of you were likely here when those were built it wasn't twenty years ago. They've been refinanced a couple of times, etc., but we have a few more years to pay on that. So if you see, if we don't have this debt service line. We have some very modest expenses in parking relative to our revenue, but that's where the majority of this is going to pay off that debt and the garage that will largely be paid for in the next five to six years if I remember correctly, actually one of the garage debts. This is the last year paying on that. But with that older garages comes more maintenance. It's also a lot more expensive to maintain a garage because of the structural issues than it is to maintain a paved parking lot. But you could see in 2023 we're projecting some pretty considerable losses here in parking. Even in 2018 there were some losses due to doing some extra maintenance projects. But the story here is, it takes \$2 million just to pay for that service on the garages. Our rates are lower than similarly situated institutions, and that's isn't so much the other regional. Those are people with parking garage that when we talked about similar situated, that that's where the expenses are, we will have some improvement in that next year 2029 is when we have a pretty large improvement that would those garages will be paid for. So then parking becomes a lot more feasible operation. We have to maintain these by our own revenues. The state doesn't give us any money like they do academic buildings, so they don't give us enough, but they don't give us any. We're not allowed to use state funds to maintain our parking garages. We have not put a lot of money in maintenance the last few years because it hasn't been there. We do have a garage safety issue next year that we have to take on about \$350,000. It's in the stairwells. I think it's the welcome center garage, if I remember correctly. So the good news is some of that debt is paid off. We won't be making that debt payment. The bad news is, we have some safety issues we have to address in a project so that their expenses won't go down a whole lot. Changing student and workforce demographics limit demand. All of our parking reserves have a we've been exhausted by the end of the year, and you know, if you've heard my Board of Regents

presentation, there were some prior financial decisions, increased rates and budget cuts that were passed on to the auxiliaries or in the of tuition, and a little of other budget cuts that are continual recurring expenses. So those impact about \$200,000 a year parking operation that we have to continue transferring that the general fund to make those items, all here are the three we're talking quickly about the three rate proposals, and then we're happy to have questions. And again, one of the things that have come up. I have absolutely heard you about income based rates. I spent a considerable amount of time looking at that. It is very hard to operationalize, takes a lot of administrative time. The other thing is, and I appreciate you, said some examples. You will find, even within your Staff Congress group that if you do an income, base rate proposal. The cut offs are usually \$40, \$50, \$60,000. So those making less than that would see, maybe a slight monthly decline, maybe \$10. I saw another institution you sent me that the people that \$40, \$50, \$60,000 are going to see an increase more than the increase we're even proposing here, because we have to offset the revenue for those situations. There's some other things that we can likely do in the future that I've had a conversation with Andy about. When we have the financial resources to do that may look at sort of the lower income levels, and what we charge for parking. But we're just not in the financial situation to do that at present. The other thing to keep in mind are the faculty have also asked for income based rights. And you know in that case situation, if you do it purely by income, almost no faculty member, even a junior lecturer would be below the threshold where we would see that there's a tipping point in there about who gets a discount versus who pays extra from looking at that. So that will be a conversation. We'll have Janelle here with the faculty to send a Budget committee next week. So when I looked at that income generated. Item, those are the those are the decision points. I think that take a little more time to think about. And the other item here is, we fully expect there'll be less parking passes next year. We're budgeting a loss in parking again, even with looking at ratings, so trying to be fair trying to look at what rate increases have been in the past. I know this is a hot, hot issue, and I know nobody likes. Thanks for parking. The other item is somebody brought up, you know, the higher income folks and paying more. Many of them actually do, because they park in lots that have a premium price tag associated with them, or they have a reserved spot. In some cases, you know a number of faculty, and others do as well, park in here by the admin building actually comes at a premium price. They're already paying twice the parking rates plus of what others are. So keep that in mind. There's a lot of moving pieces to have to figure out, and I think, while there certainly are things that are on the table for the future. We're also trying to stabilize a little bit financially by paying off our debt, maintaining passes, looking at things that can help address some of the nameless needs that we're going to have after many years of not putting them. Make this type items, but option one. And we'll talk mostly about employing here, but the students are very, very similar. The student rate is significantly lower than the employee rate. The student rate is also below our peer group. If you look at those other items, even Western etc. So, as a percentage, a very similar dollar increase is going to be a higher percentage for student. But we're going to focus on the employee. So today the regular employee pass is \$404 a year proposal. One here is a \$20 per year increase. I will note that if you do this by a payroll deduction, this is pretax, so that \$20 would say would be

pretax, which means your impact on the check would not be \$20 on the net, because that would reduce before your income taxes, etc., come out. So there are benefits to a payroll deduction there versus if you walk into the parking office that you know you're going to write a check or provide cash, or whatever that is, for \$404 off the top. So that would be an increase to \$424 in option one. And option two, this kind of gets up the tier, parking a little bit. So some places they have a big football stadium, and it's always cheaper to park in the football stadium lot, which may be farther away from the campus or the core, than it is to park sort of in the core campus or garage. Ohio States a great example of this where they have their campus out where the football field is in the big parking lots, so they bus people in for the games. It's really cheap to park out there, but you're catching a bus, or you're walking a half a mile to your to your main campus. So we tried to recreate that with what we have here. So we went to a smaller increase, a \$10 a year increase. The question we received was about days where we might have special events. The block off surface parking, we would likely open the garage to people those days for inclement weather, where we want people to park in the garage so that we could clear the parking lots, etc., but it could save some wear and tear on our garages from doing that it would be a way that those that like parking the garage, or one covered parking to do that and pay a differential price, and those who did not pay less. Some people like this, some people don't it was an option that we that we put out there to take a look at option three gets a little more at predictability, and that's one of the things that we've heard so normally we approve parking rates one year at a time. So we have this discussion every year. I would be willing to take to the Board of Regents and ask for a parking rate to be approved for two years at a time and lock this in, so that next fiscal year, 2024, and 2025. We would agree to these rates, and that comes with just a little bit of additional increase of \$25 a year instead of \$20 a year. But we've been essentially that would be a 24 month guaranteed rate that we would ask the Board for approval for two years at a time. Some people like this option because it's predictable for the next couple of years that we're going to make that commitment. Now as people adjust, and you know they're going to, they're going to understand what this is going forward. And then the likelihood after them. We would try to look at two year cycles going forward. So we would have this conversation every year with students or with employees for that matter. So I think I've addressed most of the questions that you brought up. We did this presentation, but Andy and I are here to answer any questions you have after presentation.

Steve shared a question from the chat - can the debt be refinanced and extended out again? Jeremy answered that we would run into some situations with that, because they're mixed with bonds, so they don't. They don't necessarily have prepayment penalties, but we don't, we aren't able to redeem those bonds earlier, so it's not like pay an extra on your mortgage line, so there would be some cost associated with that. I don't know what that would, with the length of time we have an amount we would owe, and the fact that our debt rating was downgraded and rates are significantly higher now. Those are locked in at lower rates. I don't think it would be fed that financially advantageous to us.

Steve shared another question from the chat - when beyond the maintenance of needing to repair the stairwells and whatnot, is it roads and grounds that takes care of the trash cans who actually maintain the garages in that way? Any Meeks responded that of the parking lots and garages which would include trash, general clean up, snow removal, things of that nature. And we, you know, just for contacts. I would want you to know that we could charge for that, but it's their primary responsibility. We do not have staff members to do that from within parking services.

Vanessa Wieland stated thanks, Jeremy, for presenting this out for us, and clarifying some questions. My question would be about option two, because my one thing with that is what would stop or do you have any idea of or any predictions then would how many people would just not have the per the garage? And then what would that do to the other parking lots. Jeremy responded that the lots we did do some studies of this, and if you saw those large number of spaces we do feel like, even if no one parked in the garage, and that not be the choice a lot of that day to day garage parking is actually visitor parking, or it's people who maybe only work on campus two days a week, and it's cheaper for them to park in the garage and pay the daily rate than it is to buy a parking pass which is fine. We have people doing that. There's still would be enough spaces. Now it more than enough spaces to say, the challenge with that is it may not be the spaces closest to your building to do that, depending on times of day, and whatever. And many of you have worked here longer than I have when I'd be parking this little hider So you know we're not talking about 95% full parking lots that we may not be talking about 50% full parking lots, either, if that gives you perspective.

Vicki Cooper asked so I have a lot of different questions So what are the proposed rate increases for the reserve permit? And then also, are there any administrators or individuals on campus that receive free parking that don't pay parking? Jeremy responded so we have not set those other rates because we really are wanting your input here, and what Andy and I have discussed about those, if you choose. Option one, and it's five. The other ones that we did not talk about would go up by the same percentage for the nearest dollar or whatever that is, because there's also an evening rate, and it on the staff side whatever, and that would include reserve parking. So if it's whatever option is. Often, we decided we would apply the same percentages across the board. There's a student term rate versus the annual rate, so whatever that student right would be, would apply the same one. We get it for simplicity sake to go to get, input you know. Vicki asked again are there individuals that receive free parking? Andy Meeks responded I know the answer to that, and it's no okay. So the President on down pays parking. Yeah. The only group that is not required to pay parking for their guest is admissions and orientation.

Vicki continued with so next I know we talk about trying to find comparable universities or comparable institutions and the thing that we do talk about with, you see in UK is that they are not comparable. They are urban institutions. They have viable public transportation alternatives. We do not have that here. Tank does not serve all parts of Kentucky for me. It would take three buses to get here, and three times as long. And

also, you see, pay significantly higher salaries. UK has a minimum \$5 an hour wage and has since, I believe, 2020. That doesn't add it's not equitable. The person who makes \$25,000 a year as a custodian should not be paying the same amount of somebody who is a \$175,000, which I believe is our highest paid faculty. That just is not equitable. It is not sustainable. Anytime we have benefit increases that's based on individuals. So we can't change that for an individual insurance cost. But parking is something that we can based on salary and personally, I don't think that we should be putting it off another year. We've asked for this I know for at least 10 years, but if maybe not, the entire time I've been here, which is almost 16. So I'm going to talk about parking equity, and I'm going to keep saying parking and equity. I know how Steve repeats a lot of things we need to have parking equity it just isn't. It's a good recruitment and retention tool. Also, you know, if we're having problems getting people on campus, if we're having problems, finding custodians to work, that's one way of making it more affordable for them to be here and want to be here. So I would like to see parking equity added as an option for this year and I don't know you're saying it's difficult to implement. But I'm sitting there thinking it's a payroll deduction. Indiana University Urbana-Champaign was simply a percentage of your base. and that went up like at \$30,000. You're paying a certain percentage, it's and then they kept it at, you know at the \$80, some \$1,000 range, so that you're not saying somebody's paying five times as much. So I think that's a viable alternative. That's something we have been asking for year after year after year and it's not that we're saying hey, of that \$22.1 million. We know we have to pay that. But how do we distribute where that comes from? That's what we need to do, because it is not fair to somebody who is having to work two jobs just to work here to pay more than somebody who's making a substantial income, and \$400 at a \$175,000 that's nothing, at \$25,000 a year, it's considerable. The other things I had on her. I think that was mostly it and I know I put the Fort Wayne on down but they did in three parking garages. So I mean there are other institutions I know. Kent State was going to do parking garages. Covid hit, and they took it off the off the table at that time. But again, we keep hearing from people here, from our constituents that we need parking equity, and you know I would probably see an increase in my parking. I'm okay with that. I think that's okay to support our fellow workers that way. And now I'll be quiet.

Tina Peebles asked is there a difference in what a part time employee pays to full time, or we just rely on those folks who are part time to just decide if they want to buy the full pass or pay the parking in the garage every day? Jeremy responded I am not aware that, Tina, I think many of them that are here part time do the day parking because it comes out cheaper. I know even people that are on telework. It comes out depending on the number of days you're here. You have two. It's probably cheaper to park in the garage, three, it's probably cheaper to buy a pass from looking at that. So I think people are going to act in that. I'm not aware that there's a I have to look there. There's like 30 different categories, you know. But so I don't want to say yes or no. Tina responded okay, thank you. I wholeheartedly agree equity is an issue if doing it by salary, individual salary is a problem. I don't know if we could tie it to pay grade. If you make this pay grade, and below you pay this amount. If you make this pay grade and up you pay this amount. We can have different tiers. I don't know if that's an option. I hesitate to

agree, and you're privy to way more than I am. but I hesitate to agree that it is difficult to track or implement, simply because there's been other issues where we've talked about equity, and we hear from directors and above that it takes a lot of staff and time, and then, when you talk to the staff who actually do it, they're like, I don't know. You push this button, and it's all done so I think we need to get a little more detail on why, exactly, that is such a challenge to implement? Because that is something that we absolutely need. And then just a comment, Jeremy, you had mentioned earlier that the folks who park in the reserve blocks are already paying more than what those of us who park in the regular lots are paying. I just want to point out, and I put this in my comments, that is personal choice. They don't have to pay more to parking those reserve blocks. They don't have to parking lots at all. They could park out where the rest of us are parking. Jeremy responded I don't like that. But I'm saying is they're already paying a premium right? That space costs us the same as the space that I park in to maintain. And but yet the revenue for that space is considerably so that that's the only thing is, say, if we're saying the income level. Okay. But then, if it's by income level, they actually may not pay more, they may pay less. Tina responded if I, and this is my personal viewpoint, and it's easy for me to say, because I'm not one of those people making a lot of money. But I think if we do it income based, it should not just be split by income. It should be heavily weighted towards the people who made a certain amount. Jeremy responded In my opinion, so part of your challenge is sure. Can we assign a percentage to it and easily do it? Yes, it's modeling it. It's understanding what it means for people. It's understanding that you're/I'm just going to make up a number. Your \$50,000 staff person is not going to pay a \$100 more a year. Are you okay with that the faculty? Did they get a different wage schedule or do basically no faculty get cheaper parking? So they all pay considerably more because they're very few faculty under that whatever dollar threshold will be set. And then, when we talk about equity, we are also talking about students. So we're going to ask students to continue to pay more as well, you know, and that's the and they're going to say. But my income should be taken into account, so I'm not saying it can't be done. But I'm saying, these are the things we have to think through, and I'm not saying that we can or we can't. It's just those are the things that it isn't hard to operationalize. You know what happens if somebody gets a raise and the raise is whatever. But now that triggers you into pay for parking where you maybe weren't paying for parking before it's the unintended conf not the technical. Sure we can count a percentage or subtract it out of your paycheck. It's the unintended consequences. And then, if you're maintaining a salary schedule discount rate for staff it's different from faculty, maybe, or maybe it isn't different. But I think those are the things we have to think about. Tina responded I'm going to say I personally don't see why there should be a difference between faculty and staff. You know a lot of staff is on campus the same amount of time as the faculty and we certainly put in as many hours as the faculty does. I know this working with faculty great, amazing group of people, but I don't see why we need to have it split a different rate for faculty than staff. I do, however, not see any problem at all splitting the people who work here with the student group. I don't see why, if we raise on income level base with faculty and staff, that we would have to do something similar with students. I think they are a whole completely

different breed all together, and they don't need to be big factored into that portion of it, and I will shut up now and let somebody else speak.

Vanessa Wieland stated so Tina, to your point about staff being around as much, if not more than faculty, I would say it's more because I mean a lot of our faculty are nine month contracts so they're not here in the summer. Certainly there's plenty that are, and you know, so they would be in the same position we're in as well. But you know that's something to think about. My question, I would like to go back, and this may be an easy answer, hopefully, it will be. You mentioned, and I had tried to do the calculations at least a while ago about the parking pain in the garage is actually cheaper if you're only here like two days a week. I thought it was actually still more expensive ultimately, but so I'm going to have to go down back and do my math because I'm not a mathematician. My question then, would be is it possible to then change your parking to a parking pass mid semester, so that if you got suddenly called in three days, four days a week. and that work from home changes you know. Jeremy responded but you would have to shift to that. I may have the two days of it wrong. I did that off the top of my head, so there is a break point, and some people know what it is here. Occasionally it's probably cheaper to buy a pass and park at the garage. If you're here consistently multiple days per week, it's probably cheaper to buy a pass and it if you're parking in the garage, you wouldn't have a pass, so you can always go in and buy a pass and I guess, Andy, we do allow people to trade so like. If you've got a more premium pass and you want to downgrade your upgrade. I suppose you're permitted to do that during the semester, correct? Andy responded yeah, we allow people to switch passes, if you will. And a faculty or staff member purchase a parking pass at any time and it would be prorated, or the monthly charge would just be charged from that point to whenever the end of the year occur . Students we're a little bit more restrictive but sometimes students will come in you know late August, early September that this is very recent where they found out that for their five classes are online. and they don't have to come to campus, and so they'll opt out if you will, and just pay the garage rate.

Connie Seiter asked is there any plan to raise the parking rates on those that use our garages for the events, for the concerts and basketball teams and things like that? Jeremy responded so we looked at the garage rate. So the events are special rates, so that goes in a different pot, and how that's handled, and I'd say those are constantly evaluated. It kind of depends more on the event from looking at that sometimes, but the actual hourly garage rates were up there quite a bit. We did not put that in the presentation. One of the things we studied we looked at those that had garages and what they were charging, so we found we were pretty aggressive on the I think it's \$2.75, you know the hourly rate we pay what Andy and I were looking at was that we capped that at \$3 hour and we're an outlier on the low end on that most people are \$4 or \$3/hr. cap might be \$4/hr. h cap for a visitor going forward, and then that the special event rate there they're taking whatever the market, and they are. So for a concert it may be different than for the flag folks that we have over there today that you see them. Andy added Jeremy and I'll be brief on this, and I'm happy to talk to you individually, if you really have an interest. But for entertainment events at the arena everything about

an entertainment event is a negotiation between the arena and the promoter of the show, whether it's a concert or a family show. Typically the minimum we charge for parking for those events is \$5, and the maximum that I can remember is \$10. But whatever that rate is going to be, it's part of the negotiation with the show.

Nanette Freadreacea shared I have a quick question for can you. One, is it possible to have a single rate same for all users, regardless of whether your student, faculty, or staff? The second is that have you explored anything such as like theater pricing to where you know you have either lots or sections. They're just priced at some at lower rates and some at higher rates, whether that be with regard to proximity to buildings, or, you know, like box seats with cost more than non in the garages could be considered like the box seats equitable to all users. Andy responded I can answer that we have explored that any number of times and I would consider that to be a viable option. But we have one problem. We do not have a football stadium as Jeremy made reference to before and so the five lots that would be the cheapest. There would be a specified number of passes that could be sold for those. And that's a lot with traffic studies and different things like that. How you decide that. And then, after that no more would be sold. And so, if you want the right number of person to order your parking permit, you would up you know, almost by default, it kicked up into the next highest parking lots, whatever they might be. Whereas most of the universities have a big football stadium, and they default those people to the football stadium at the same price. The you know, negative aspect of that being. You have to take the shuttle, you have to walk, you have to, you know, do whatever you have to do. What we don't have, that we don't have that opportunity. Jeremy added that the first part of your question, and that some do. We have the same right for faculty, staff and student. Western and Eastern boat there. That would mean our student rate would go up pretty precipitously. Faculty staff great to go down to the counterbalance that revenue, and that was not something that I think those wanted to entertain was a you know, \$50 parking increase for a student to lower the parking rate for faculty and staff by \$100, if that makes sense, so I don't that math may not be exactly accurate that it's so, at least for right now. No, that's not something. We do know this that the students got the same dollar increase, so by default it's a little more percentage in all of the options that we looked at. But Andy spot on about the remote parking at the football field. That's how many of them do that just to look at the situation. The other thing we didn't cover. I know there's a lot of we're out there about. you know all. We raised it this much. We raised it, Andy and I went back and looked at the parking rate raises, I believe, for the last five years it was that accurate Andy. And if we which whichever one of these options we do, we will have effectively raised parking rates by somewhere in the magnitude of 2 to 3% annually. For the last five years there were several years where there were no increases. Last year's increase was a 2% increase. There was one year where we discounted parking during that period of time. But if you go back and look in the last five years, even with these sort of larger than typical increases for this year we still averaged this 2 to 3% around for the last five years.

Ali Hanning asked if we were presenting all three options to the BOR. Jeremy responded that they are just going to choose one and recommend that fourth proposal. You know, somebody may have an idea that we haven't thought about, but we looked at probably 6 or 7 different proposals and kind of narrowed it down to 3, including what would an income look like? How would we operationalize that? We looked at remote lots, and then at just brought up some of those lots on the other side of campus somebody mentioned. Hey, if you want to park there. Can we do it? For you know no increase or a small decrease, even if you're willing to kind of hike it in from the from the periphery of campus in the winter, etc. So yes, there will be a decision made with collective input from your group, from the faculty group that we meet with next week, and from the student group that will be meeting with, and then a recommendation will be put forward as part of the budget process in June and approved with the race by the board. That makes sense. Ali responded with yeah, thank you. Yeah, I like option three. I think, I said in the comment. It kind of locks us in if we don't one another 5 in the 5% increase next year. So that's just my two cents.

Steve Slone commented Vicki, before I give you the microphone back, let me just state. If you have put a question in the chat, and I have not found it through, feel free to take the microphone and ask it out loud. When the meeting is done. I'm going to take the chat and get the questions you know to when you're like to make sure I have them in document form. There were some people in beyond the Executive Council that submitted questions to us. Jeremy, I have those questions, I'm going to combine those down into a document and send them to you hopefully after as well. In the interest of time. I'm not going to read all those questions off now. You know they're when you're like so, but I'll give them to you, and then we'll provide the answer back. Go ahead, Vicki.

Vicki Cooper shared I just wanted to address the parking increase in the last five years may not have been a significant, but in the last ten years it has been, and when you compare it to the pay raises we receive. During that same time our parking went up more than our pay without this last year, where we did the adjustment. One question that I had is you see, actually assigns their garages, and you they sell a certain number of parking passes per garage. Are we going to limit that? Are we going to assign a garage to a parking pass, so that if somebody buys a parking pass for a garage? They actually get to park in that garage, or if somebody thinks they're going to park over and by admin building, and they have to park over in the welcome center that may not be as attractive to them as maybe parking in an open lot over by admin. Jeremy responded we have had that exact conversation. It would not be an assigned space that we likely would assign you to a primary garage and sell that pass, and then some people like the flexibility that if they're moving, for whatever reason on campus ,that I can park next to the students that are one day, or I can park over here, so that would be a conversation if option two, where the option to be put forward. Would it be a specific project? Primary garage? There would only be so many passes sold and some of those spaces will be reserved for the visitors. You know the folks coming in and paying the daily rate. So they floor in the garage two floors in the garage. I think we would have to work that out

based on demand, but there would be a limited number, and they could very well be signed to a particular garage or any grass space. It works so you can park in a visitor space if you were to. So there's a little bit around. If that's the option that people generally prefer, then we would have to work out some of those details.

Brenda Maldonado shared Vicki was right about the raising of the parking, and then that's not getting a raise. A lot of the custodians and the people in facilities have that issue. A lot of people, their rents going up this year. I mean, everything is going up, and our pay is pretty much staying the same. We got a big kind of a big raise last year. It was almost a dollar and then with this year the medical went up. Parking is going up, you know. Everything's going up, and a lot of people are living paycheck to paycheck. I'm one of them. I understand about everything that you were saying. I do. I just, I want you to hear the part that where a lot of people are living paycheck to paycheck. Jeremy responded I understand that you appreciate that. It's a hard decision to try to figure out. I mean, I know it's hard on your end as well.

Mary Nedderman shared so I don't have necessarily any great big ideas on how to change this, but I do want to speak as one of the people who that equitable parking probably is pertaining to. So there's a lot availability next to Lucas is not great, and a lot of our staff is located in Lucas, and we have that tiny little strip lot that's usually full, you know, before 8:15, which you should be here by then, but regardless, that usually fills up pretty quick. I think I've noticed a lot of baseball students and baseball fans using it as well. I don't think parking services monitors that lot really great. And then our next option is the tiered lot. Usually I go to the garage so that would mean I would be interested in getting a garage parking pass, because the tier lot also fills up quickly. However, a garage parking pass is going to be over three-fourths of my paycheck like that is just like it's. It literally scares me like to know that I'm going to have to spend almost an entire paycheck. But I need to be spending on bills, and that is a little bit scary, so I'm echoing what I know Britney just sent in the chat, and what Brenda is saying as well that yeah, these rates continue to increase, and if we really want to see students on campus, I know it's a way to like combat that they're not coming to campus. But raising parking passes when I know we also cut scholarships isn't appealing that I feel like to incoming freshman, and that's like it about myself. I utilize fuel on campus for food a lot of the time the food pantry. So just knowing that yeah, I'm one of those people that an equitable pay rate would really help relieve a lot of stress that this parking pass is causing.

Steve Slone shared Jeremy, unless I've got it wrong, you want our input now, obviously define when you need us to vote on a decision. We don't have to even wait for the next Staff Congress meeting. And when you're like email at the time when that time comes. While I've got the microphone, I'll state because a lot of the questions that came through to a Jeremy. You know this. You know what I mean. I'm not the on the staff side of things. You've heard it over and over again. I think most staff, myself included, would be willing to pay more or to offset. You know I mean, you like those that make less so. Obviously not for Janelle and her colleagues under the bus. When you have that

conversation as well, know that going forward. The obviously we're here for you to have this conversation. This may come across as me glad handing, but you know you're my boss, and I told you this offline I'll say it publicly. Jeremy responded that this is the first year that I know of that we've gotten options normally. It's just you know, when you're here's the rate, and we explain it. I appreciate the options. I appreciate being able to have the conversation. So I just want to say publicly, thank you for that, you know so, but and I'll shut up if there's any more questions and I and I told you this, and I'll say that I don't care which one of these options you choose to be completely. I'm completely agnostic. I hear the conversation about the income levels and the parking. If we had the resources. Obviously, they're out there. One of the things that I brought up is, you know, maybe people below a certain income level don't pay anything for parking. The challenge with that is, we have to have the money to return from the general fund to pay the parking operation, because it's self-supporting. So you know the University. You make less than X University buys your pass to do that. The only way I have to accomplish that right now is to cut other budgets, and that other expenditures which in our businesses people so trying to balance the reality of that. I'll leave it to you whether you guys both, whether you look at that to me it's more about the discussion. It's more about the situations that we're finding out. So I appreciate all the feedback, all the questions, you know. We tried to answer the question, to sit in advance, and you know, if there are other questions we'll follow up. We're going to get similar feedback from faculty. We're going to get similar feedback from students and Andy and I and others are going to sit and look at, hey, here's all the collective feedback we received. Are there tweaks so they're probably is there an option for is there an option five before we make that final recommendation to the Board, and ultimately, you'll be up to the board to decide these decisions. So but no, I don't feel like you have to vote for an option. I'm certainly as your admin liaison today you can. I'm not saying you can't. You can't use the situation looking at that. But really to me it was about getting the feedback, and I think when we got good decisions like this, and I know this is been , as Vicki said, you've asked for this for 10 years. Yes, you probably have asked for 10 years, and for 9 and a half of those it wasn't done there wasn't even consider, or maybe it was considered. I shouldn't say that, but we did look at it. I think it's that price point. It's that even understanding is that \$50,000, that person willing to pay \$450 for their parking pass, so that somebody else can pay \$300. I'm just throwing out random numbers, but there's a point there to make up the revenue right where you're reallocating the cost, and there's a cut off of income level, and it it's not going to be. You know, \$100,000 cut off to. There's not enough people to make more than that to pay if they pay the entirety of the pumping from looking at that. And then faculty where the salaries are higher, you know what's the cut off there is. If I said all, it should be the same. Well, that basically means no faculty member would get a discounted parking pass if that makes sense. But yet they're asking for the same things for people that make \$50,000 a year. So you know, and I get the question a lot. But why can't everybody just have free parking and we could certainly do that. I just need \$2.5 million from the General Fund budget to be able to support the debt service and the people and etc., and that's certainly an option that some people have done is all included in their tuition. Employees are included in looking at that as part of their benefits, but it still has cost so. But really to me this was

about getting feedback. No final decision has been made. So if you've got other input do that. And we'll see based on the input from yours, from faculty and from students and from administration and the board and others. And we put all those things together to come up with the final recommendation.

Steve shared one last question about outlying empty lots like the old Furniture Fair lot, you know, like some discussion of a parking pass there, and a shuttle back. It was like with Tank or whatnot. Jeremy responded I would say, I don't know where that particular lot is, but anything that we're doing with Tank comes with a bill. Any Meeks added I can answer that. Couple of things number one, we don't own the Furniture Fair lot. So if we were to develop something along that line, we would have to pay rent for the lot. We actually have used it for sold out concerts and did exactly what you described. We have people park there, we run a shuttle, but we have to pay rent for the lot. And, as Jeremy said a couple of times, many of you will remember this. There was a time when we rent it. I think it was Kroger at the time.

Steve Slone stated thank you, Andy. Thank you, Jeremy. The last thing in Jeremy we've talked about this, you know, when you're like by just want to highlight it put it on a record here, you know. It's like somebody brought up in the chat. The idea, I know we've talked in the past, about a benevolent fund just for parking. And poll groups find out, I mean some people pay more to offset for the ones that make less. Obviously, we'll keep bringing that up as a suggestion as well. So do me a favor. Anybody who had a question in the chat that we've missed, please send it to me directly, because I will compile it, and I'll make sure it gets to Jeremy. I'll make sure it gets to Andy. Anything else before we move on for the greater good of everyone.

Brenda Maldonado asked if we could look into a couple of more handicap spots. Jeremy asked in a particular location? Brenda responded probably outside of admin, and probably maybe in the princess what we call it. It's the one right there by the dock because some of us, some of us when we first started working here we weren't broken, and now we are. Jeremy asked Andy to note that request. Andy responded that he would check into it.

Steve Slone shared that one other question that came to me. Our event parking funds received incorporated into paying the debt associated with the parking garage as the If not, why not all parking revenues go into one central revenue fund? Andy responded we don't, segregate those out, you know, for special purposes that includes athletic events, entertainment, events on campus events, theater, music, all that kind of all that kind of thing.

Steve Slone continued with alright, for the greater good, if you have more questions, please send them to me. You know how to find me. I just got a task that I have to go check out a parking lot. I love it, you know. It was like thumbs up. Thank you both. Obviously, we won't vote for anything but Jeremy, Andy. You both know where to find me, and then, when you're making the decision and send everything to me as well.

Thank you for the opportunity to weigh in. Okay, that concludes the guest portion of our program. Thank you for sticking with me on this long, long day. Now we'll go to the approval of the March 9 minutes. Did everyone have a chance to read the March 9th minutes? Any changes or corrections that need to happen to the minutes? At the time I'm seeing and hearing none, I will entertain a motion. Can I get a motion to accept the minutes as they were submitted? Thank you, Connie Seiter, is there a second? Thank you, Brenda Maldonado. All those in favor please wave with the screen. Thank you. Any opposed. Nay. All right. They stand approved as they were submitted. Let's go to our liaison reports, our staff Regent Cory Henderson.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared I just wanted to do a general thank you to everyone for providing your feedback at the President over forums, and then, just to give a heartfelt thank you to our staff and to everyone for hanging in there. We've been dealing with a lot this year, and honestly, since Covid. We've been dealing with a lot. So just a general. Thank you to everyone.

Administrative Liaison – Lauren Franzen

Lauren Franzen shared the following HR updates:

- **2023 Annual Refresher Compliance Training**
Compliance remains the responsibility of everyone throughout the campus community. That is why it is so important for all employees to complete compliance training and ensure awareness of important federal, state, and institutional rules and regulations. A big thanks to all those who took the time to complete the required training. Those who have not had an opportunity to complete the training just yet are highly encouraged to complete as soon as possible, as completion status is also part of reporting for insurance. The course can be accessed via Vector Solutions by clicking on this link - <https://nku-ky.safecolleges.com/training/home>. Also reminder for supervisors to ensure that new hires also complete their New Employee Compliance courses within the specified timeframe from the date of employment.
- **2023 Staff Annual Performance Evaluation Process**
Staff annual evaluations are to not only to reflect and gain others' perspective on past performance but also an opportunity to collaborate on future goals. The completion / submission of forms this year is even more important than before as we begin expansion of how we assess and grow our talent. The deadline to submitted completed forms is April 28. All staff are required to complete this process. Please access the latest form on the Staff Performance Evaluation Process webpage via this link - <https://inside.nku.edu/hr/traininganddevelopment/staffperformeval.html>. Also

reminder for supervisors to ensure timely completion of the 90-Day Probationary Evaluation for any staff member who is new to their role.

- **Personal and Professional Development Opportunities**

Remember that there are always learning opportunities available to staff by accessing the Employee Training & Development website for supervisors and non-supervisors via this link -

<https://inside.nku.edu/hr/traininganddevelopment.html>. Supervisors have a couple of opportunities that are upcoming like *The Basics of the Family Medical Leave Act (FMLA)* and *Leading Effective Teams* to register for, as well as recordings, so go to the website and check it out today!

- **Stress Management**

Given that stress levels are high across campus, Kim Baker, Director of Wellness is available to provide a group/departmental workshop on stress management and self-care strategies by request. This can be provided in person or virtually. Incorporating workshops into existing departmental/committee meetings is a great way to get engagement and show your staff that you value their health and well-being. Email Kim with questions or to request a workshop at bakerk7@nku.edu.

Faculty Senate Liaison – Janel Bloch

Janel Bloch said hello, just a few updates. In our last meeting, the Provost announced that twenty three of the voluntary separation offers were accepted, which would save about \$2 million. You probably already know this, but 17 contracts were not renewed, but the rest were renewed for next year. There was lots of discussion in our last meeting about the Presidential search, and some concern about just the representation on the Search Committee and that sort of thing, and also a lot of concern about whether candidates will be coming to campus. So there's still concerns about that, and we had a lot of discussion on that. We had issued a statement about that previously, and we did pass a revision to the Faculty Handbook that will allow faculty from other departments in certain situations to serve on RPT committees, particularly when that there is no expertise in that department that, and there is expertise in the other department. Then that there could be a request made to have someone from that department serve on the committee and currently that option doesn't really exist. So that's fixing a problem that we had there. And we are finishing up the administrator evaluations, and those are finished up in the results to the of those are being compiled, and eventually those will be available for review upon request. Once they're finished and then I guess I should announce just trying in with your discussion today about the vote of no confidence. The PCC has, which is the Professional Concerns Committee, they have been discussing, and I believe are drafting a vote of no confidence as well. It's just in draft form, and it hasn't been discussed in the Faculty Senate, but I thought it would be appropriate just to let you know that those discussions are going on too. So this one the is, I mean, you have some discussion about who your vote of no confidence would be, as of now it's the

Board of Regents that's being talked about for this one, just with all the concerns, just with all the things that have been going on with the budget and things like that which is a little bit different than what you all are talking about. But yeah, so and again, that's just in the discussion stage right now. But you'll probably hear more about that. As it is, it becomes more discuss. I think it right now. It's just a draft that that that has not been circulated yet, but I know it's being worked on.

President – Steve Slone

At our last meeting we voted on the parameters for our administrator evaluations. Hear me state that for certain, yes, those are coming. Gracie has been rattling the cages over in IT to get everything squared away. I promise those are coming, please, when you see the information, the correspondence from me on it, encourage your colleagues to fill them out. They are anonymous. Now that the Faculty Senate ones are across the finish line, it's our turn, and when you're like that we're coming up from there I will also jump on to what Janelle stated there about the Presidential Search. As you know, you saw my name as being part of the grouping for the smaller subcommittee that's drafting the profile. We have met, and we have already discussed the preliminary drafting of the profile. That draft is now going to go to the overall advisory board which is overseeing the Presidential search. I think that's later this week. Obviously, you all know me. Please go fill out the survey. I know there's a survey on the website. I'll fill out the survey . Seriously, send me messages. Anything you want me to take into those conversations into those meetings. I want to take a moment, and I want to thank, I know there are people that are currently here on the call that are on that Advisory Board committee with me. Stacey Green, Brandon Billiter, Karen Mefford. help me! I'm forget the other staff names. And especially Marquita Baron, who is the staff representative on the Search Committee. The staff members are actually on the Advisory board, and the other one, you know, to the search Committee. Just so you know we, the Staff Congress Executive Council, have a meeting with a smaller coffee conversation with some of the Regents, with Kara Williams, and with Elizabeth Thompson that is, next Tuesday. So I'm seriously look for the opportunities to weigh in, send me messages. Thank you for your participation in the open forums. I think at this point you all know where to find me to make sure that I hear your voice as we go into these conversations to do the Presidential search any specific questions for me at this time. I think that's all I've got.

Vanessa Wieland stated she had heard that there is some faculty being able to go to some of the coffee conversations. Will there be any other opportunities for staff in general, too? Steve responded this is a good question. At this point, I know I was going to say these smaller coffee conversations. The design of them was that there would be a liaison from the Advisory Board that would sign up, and then they are responsible for bringing people with them, you know, and we know, like when it comes through. Now I know there's several of them. There's an IT one you know the all about different options is like in different things. Vanessa, I haven't talked to you yet we will speak offline. It's limited as to how many people we can bring into those conversations you all know me. Send me a message, if possible I would do my best to include as many of our voices as

possible. And you know, when you're in those conversations, so it was designed as the Advisory Board people would pick who they brought with them. The Regents don't care who comes literally. It's just this person's responsible for bringing people, so keep your to the grindstone. Look for a different conversations, and we'll talk.

Credentials and Elections – Sue Murphy-Angel

Sue Murphy-Angel said hi, thank you. So I just wanted to give everyone a quick update. The nomination period closed and we had 30 nominations for 24 vacancies. So it was a good year for nominations now voting opens tomorrow on the fourteenth, and it will close at 4:30 on April 28. So please make sure everyone that you take the opportunity to vote. Watch for your email from Grace's office.

Outreach - Kristi Horine

Kristi Horine shared that there will be more outreach luncheons on April 17, and one on April 25 in the UC Ballroom. And yeah, just come, hang out and relax of it. We have not set up any online versions of those yet. So that is in process. Thanks.

Benevolent Association – Kimberly Wiley

Kimberly Wiley shared good afternoon, everybody. We had a great benevolent event. Finally, after years of not being able to get together. There wasn't as big a turnout as we had in past years. But we thank everybody for coming. We thank everybody for contributing. After begging for crock pots of chili and or soup, we ended up with too much for the people that came, but that's a good problem to have, you know, and we sure appreciate everybody. We ended up getting 406 hours donated and \$474. And we think there's approximately around 200 people that we're able to come, and usually we have 300 or more. So thank everyone for coming. Thank you for participating. It was so good to see everybody there, and finally get to see faces again. You know President Votruba and Rachel were there. That was wonderful to see them. So good event, and we'll have the next one in November. So be getting up to recipes and get ready. Thanks again.

Food Service Advisory – Michelle Melish

Michelle Melish shared I just have a couple of updates. There have been some discussions that Callahan Food Hall may need to close in the fall, but they are looking at options for other machines or things to have, so that students have access to food there and then also, we continue to look for options for foods, those with food, scarcity, faculty, and staff members. So we're looking at maybe different apps or ways that we can help people in need. So more to come on that as well.

Regent's Distinguished Service Award – Ali Hanning

Ali Hanning shared I hope a lot of you were able to attend the staff appreciation breakfast where the winners were announced. We had Jennifer Richmond, Mary Paula Shuh, and Tiffany Budd that were the winners this year. So it was great to have the hard work of our staff recognized, and I'm sure we'll have a great pool of candidates next year too.

Sustainability – Tiffany Budd

Tiffany Budd shared the following report:

- If you are planning an event and would like to make it as environmentally-friendly as possible, feel free to reach out to me for a consult: Tiffany Budd (buddt1@nku.edu)
- NKU Sustainability is partnering with the Cincinnati Recycling and Reuse Hub to reduce landfill waste by recycling non-standard recyclables. We're starting small but plan to grow this initiative over time. Items that will be accepted to start with are:
 - Used/inactive parking passes (drop off only at Parking Services)
 - These items can be dropped off in the box outside my office in GH 358:
 - Used/inactive plastic gift cards
 - EMPTY toothpaste tubes
 - Contact lens cases, blister packs, EMPTY eye drop and solution bottles
 - Empty/dry writing tools such as markers, pens, mechanical pencils, dry erase markers, etc.
 - Reusable eyeglasses, including sunglasses, reading glasses, RX glasses and cases in good condition
 - I would encourage anyone interested in recycling these items to start a collection box in your office and then bring items over to drop off in my box outside GH 358.

Mark your calendars! Earth Week is next week, April 17-23!

<https://inside.nku.edu/sustainability/get-involved/earth-week.html>

April 17

Celebrate All Things Nature in Honor of Earth Week

12-1pm Planetarium, SC 409

The wonder of nature is often something we take for granted. The truth is, as humans we are not separate from each other, and we are not separate from nature. The myth of separateness often keeps us from the truth of ourselves. Come experience the

Planetarium show Earthscapes, followed by a guided relaxation practice that cultivates gratitude for the natural world around us and reconnects us to the amazing gifts that nature has to offer on Monday, April 17 at noon in the Planetarium, SC 409. Faculty, staff, and students are welcome.

April 18

Earthing: Wellness through Nature

12:30 pm, NKU central plaza under the trees.

This event will be cancelled if it's raining.

Earthing (also known as grounding) is a means in which to improve mental and physical well-being by mindfully connecting with the earth. Join us for this 30 minute wellness through nature event where we will do a short mindfulness exercise followed by discussion. Chris Lawrence, Associate Professor in Counseling, will facilitate this event. All are welcome to join. We will end by visiting Loch Norse and feeding the fish!

April 19

Environmental Narratives through Storytelling

11 am - 1 pm, SU 105 & 106

Environmental Narratives Through Storytelling, organized by NKU's Sustainability Engagement and Action Group, focuses on bringing the NKU community together by telling our environmental stories and listening to others. You can tell your story through art, music or audio recording. Building the environmental community at NKU is important across campus, and this event will take place during Earth Week.

ECOS movie night

5pm- 7pm, SC207

Join the Environmentally Concerned Organization of Students for a free movie showing of BBC's Planet Earth. The showing will follow with a brief discussion. This event is open to all students, faculty and staff.

April 20

Tree Sapling Giveaway

11 am - 2 pm, SU plaza

NKU Sustainability and NKU Horticulture are teaming up to offer free baby trees! Stop by our table at the SU plaza anytime between 11am-2pm to pick up your free tree.

April 22

Earth Day Celebration Hike

Join us to celebrate Earth Day at the NKU Research and Education Field Station (NKU REFS) on Saturday, April 22! Guided tours through the St. Anne Wetlands will be available every half hour (2:00, 2:30, 3:00, and 3:30 pm). Bring your rain/muck boots and dress for the weather! Celebrate Earth Day by getting outside and learning about the flora and fauna that call these wetlands home. We request that people refrain from bringing pets for this particular activity. However, dogs can be taken on the trails if they are on a leash at other times. Address: 99 Harrison Ct, Melbourne, KY 41059.

Academic Commons – Vanessa Wieland

Vanessa Wieland shared at our last meeting, we basically have started to go over the feedback from some of the groups that's may or may not suit the Academic Commons. That's what we're trying to figure out is what would be the most appropriate and best fit for across campus, and what within our guidelines of what we have. We got some feedback from unit heads, as well as from people in the units themselves. And so now there are two committees, each looking at one aspect of those to collate the information you know, basically create a report. A third committee which I am on is looking at and doing a more thorough research of other universities that have comments, both looking at their websites, things like that, but also breaching out to the heads of those comments where we can find them and asking some questions, You know, just basically about their experience. Things like that overall people are being very helpful, within one, not even less than a day, not even 24 h. I got responses back from 4 people across the country, and that's a 4 out of 4 that I sent, so I got responses from everyone. So we're continuing to do that. And so that's where we're at right now. Is, we're still just continuing to determine the size and scope and what the Commons is going to look like.

Non-Member Discussion Period

Marquita Barron shared that she just wanted to share from a Black Faculty and Staff Association perspective that we had our signature event happened last Wednesday. It was a celebration of black excellence for our faculty, staff and students. If you were not able to attend, or if you had, I had a chance to view it on those live stream. I'm going to be adding a link into the chat that you can go and see the actual event for yourselves and help celebrate those that that were recognized.

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 March had 3 staff and 1 faculty.

Staff

Kristi Horine

Kristi and the outreach group are great for hosting the staff lunch hangouts. It has been a great way to connect with staff across campus and engage in great conversations.

Holly Vasquez

Holly is so amazing! Any time I need assistance with a purchase, she is always willing to help me and our department. Even during their busiest time of year, Holly still takes the time to walk me through the purchase order process. Her patience is unparalleled! Thank you, Holly, for what you do for NKU!!

Vanessa Wieland

Vanessa is a go-to place for information about technical support, accessibility, how to use third party tools, and how to help students locate assignments and instructions. She works to problem solve issues and is unfailingly patient with questions and requests. Vanessa is particularly skilled at trouble shooting and is quick to offer effective solutions. She is unruffled by commotion and handles panicked requests with grace and competence.

Vanessa is smart and motivated and is always sharing some new information that she has learned in a course or webinar. She and I have been taking courses this spring on Digital Pedagogy and Practices in Antiracist Pedagogy. We learn from each other how to best serve students. Vanessa has been critical to the success I have had as an online educator.

Faculty

Suk-Hee Kim

Dr. Suk-hee Kim is my faculty advisor for the graduate student assistantship for the faculty research-funded project “Human Trafficking, Healthy Equity, and Academic Collaborative” this year. However, she is not only my current mentor, but she was also one of my earliest professors as a graduate student. Throughout my time knowing her, Dr. Kim has continually demonstrated how to be an excellent leader and a kind and encouraging mentor. She inspires her students and mentees through her integrity, professionalism, and kind demeanor to want to mirror the excellence that she demonstrates each and every day. I would love her to be recognized for her amazing contribution to the school and the lives of the students lucky enough to work with her.