

Members present: Tina Altenhofen, Amanda Andrews, 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, Daniel Jones, Beth Lackey, Michele Kay, Brenda Maldonado, Michelle Melish, Sue Murphy-Angel, Sara Nicolas, Kara Olding, Tina Peebles, Steve Slone, Steven Smith, Terri Smith, Jennifer Stephens, Terkerah Washington, Brandon Weinel, Vanessa Wieland, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Connie Seiter

- I. Call to Order at 1:01 PM
- II. Guest – Bonita Brown, Interim President
- III. Approval of April 13, 2023 Minutes Motion: Vanessa Wieland
Second: Dave Groschen
Approve: Voice Vote
- IV. Liaison Reports
 - Board of Regents – Staff Regent - Cori Henderson
 - Administrative Liaison – Chief Human Resources Office - Lori Southwood
 - Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
 - Student Government Association – Isaiah Phillips
 - President’s Report – Steve Slone
- V. Standing Committees:
 - Benefits – Chair 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
- VI. University Committees:
 - Benevolent Association – Kimberly Wiley
 - Food Service Advisory – Michelle Melish
 - IT Advisory Committee – Dan Jones
 - Regent’s Distinguished Service Award – Ali Hannig
 - Sustainability – Tiffany Budd and Christopher Witt
 - Transportation – Chris Bowling and Tiffany Budd
 - Employee Engagement and Wellbeing – Amanda Andrews
- VII. Ad-Hoc Committee
 - Roundtable – Steve Slone
 - Staff Advocacy Committee – Kimberly Wiley
- VIII. Old Business
- IX. New Business
- X. Non-Member Discussion Period
- XI. Norse Uppecciation
- XII. Announcements

XII. Adjournment at 2:25 PM

Motion: Carolyn Willhoit
Second: Vanessa Wieland
Approve: Voice Vote

Steve Slone – President

I just wanted to address something with Staff Congress members. You know we met earlier this week with President Brown and she had requested that we give a statement about a lot of what we talked about at the last Staff Congress meeting. If you were in that meeting, you know what we discussed, so I won't go into it here. We as Executive Council crafted a statement that we have provided to President Brown and to Lori for them to respond to the statement as a transparency matter for Staff Congress. We also sent it to Staff Congress membership. Any guest in the room currently, I'm sorry, but you will not be getting this statement until President Brown has had time to respond to it. I do ask that you treat that statement seriously, and that you give President Brown and her team time to respond to it, and that you don't share it outside of our Staff Congress circles. I have in my hand currently a document which was submitted to me for our bylaws. The membership of Staff Congress can request that a special called meeting be made, and once I get notification of that, I have 10 days to call said meeting. So literally just to have it on the record, we are submitting this request for a special meeting of Staff Congress to be held. The purpose of the special meeting is to discuss ongoing staff concerns, unresolved complaints, and whether a vote of no confidence should be submitted in regards to these items. So now that this has been submitted, I have to call a special meeting, I apologize to my Staff Congress members, because now you get another meeting with me. The meeting will be next Thursday at 1:00 pm in a hybrid format. It will be held in the UC Ballroom if you're able to attend in person. If you are able to attend only online, there will be a zoom option. Thank you, Gracie, for being willing to stand there at the computer screen like you do for Faculty Senate at this meeting. It is our intention, as Executive Council of Staff Congress, that we will immediately go into Executive Session. Now what that means is that it will just be Staff Congress members that are in the room when that discussion takes place. That discussion will focus on the information that the focus group that was formed at our last meeting will provide. We can give it to Staff Congress members. We will also at that time be able to do a deeper dive into the Executive Council statement. Are we going to do a statement? Or what is Staff Congress's on the record response going to be at that time in that Executive Session? We'll go into Executive Session. If you're there through Zoom we'll kick you to a breakout room. If you're in the room, and you're a guest, you will ask you to leave while we do our Executive Session and then we will come back to announce or state whatever it is that's going to be the official word that comes from Staff Congress. I think I pretty much got that covered. Obviously, the statement that was sent to Staff Congress members, please note that you got it at the same time that President Brown got it. Please do not bombard her with questions currently about the statement. She and her team need time to be able to respond to it in my report, and later on as Executive Council. Obviously, if you have general questions, you can ask them with the

knowledge that I may not be able to answer them until we get into that Executive Session format.

Thank you all for joining us for being here with us for the Staff Congress .I would like to welcome back President Bonita

Guest – Bonita Brown, Interim President

Hello, Good afternoon. Thank you all for I'll say I'm crashing your meeting. I've said I wanted to attend at least 2 meetings a year. So this is the second one kind of crashing it just to start off this again just by saying, Thank you for your work for this semester again. It's been a I use the word interesting, very lightly interesting year. But a lot of you all have continued your hard work and supporting our students. And that was evidence because when I talked to students when I was I was in groups with them. I took a walk with students. I had a pizza party with students. They all talk about the support of the faculty and the staff so that does not go unnoticed. They noticed your work and your support, and what you did for them. Commitment was exciting. So many. Thank you. To many of you who worked on commencement or anything to do with commencement. It was great. It's always my favorite time of year. I love seeing the families, the parents, and everybody in the already is supporting their students. So it was just an exciting time, and yes, my husband got his degree. That was the most. That was the highlight for me. So that was great. But I think the support that we give our students is evident in other ways as well. This is hot off the press news, but in our performance funding this year we actually did better. This year we received another 1.3 million dollars in addition to what we did last year. So that means what we're doing is working so. Yes, we can apply for that what we are doing is working. We were third in the state. Of course we can't beat those other schools who shall remain nameless, but we beat all of the other regionals in the State, because we are doing the right student success work. And I'll remind us of that every day, no matter whatever else we're going through, we are doing the work. We are graduating students. We're supporting them. We're helping them reach their dreams. So I think that's the kudos to everybody all across campus. And again, while that additional 1.3 million sounds good. You all know we still have a budget challenge so those funds again will take off the bottom line of some of the deficit that we have. So we won't get to go on the spending spree which somebody asked me like can we not go shopping? That we cannot but do know that we are improving, and I hope we can maintain that. But I do still fear there will be some difficult times ahead. We still have to implement the second part of the repositioning plan. We're still keeping a very close eye on enrollment we all know enrollment is directly tied to our budget. Early reports show that we're moving in the right direction, but we still have to be very cautious about what that looks like. We do have a new admissions, recruitment, strategy, which seems to be working with, and that's with us, engaging with the high schools in this area. I don't know if you saw that we all went on a road show the other Week at the High Schools, and that brought so much energy and excitement. The high schools have been begging for NKU to be in the schools, and we just had not been doing that. I would, I would say, before we didn't have to recruit, because students were

just coming to us. So we had to shift our philosophy and strategy on now being more proactive and aggressive, and going into the schools and doing the really hard recruiting work to give students. And so the energy in that buzz is now all across this region. We had other schools, probably wondering why we didn't come to their schools. Why don't we pick the ones that we picked? But that was great to talk to those students to welcome them as North, because, as we said, when people go away for school they get all the excitement and the height. When people are staying home they'll usually get that. And so we brought that to them, and they were so excited to get a t-shirt, the swag socks. Victor was the biggest yet of all. So it was just really nice to see. The other students were walking by. Wonder why they didn't get invited. And I said, because you need to apply to NKU. It was just a great energy to get that moving. We also have more work that we're going to do in our enrollment side. Because, again, that's the key. Our online enrollment is steady not significant growth, but it's not following. So I'll take that. We're also looking at new online undergraduate degrees. That's the new frontier. That's where there's demand that online undergraduate programs. And so we gotta look at how we can address that need, and we're working with the Deans on that. But with all that I want staff to do, take some time off the summer to rest, relax, recalibrate. Clear your mind, because, as you all know, we're going to be back in the fall, and it's still going to be fast and heavy. I tell people it's going to be heavy in the fall, but by that time we'll know what the enrollment is. We'll know what that means for our budget. It's why I tell people you have to start getting comfortable with change. Change is inevitable. Living in the gray space is inevitable. We can't keep doing the things the same way. We've done it, because the world around us is changing. And so I just tell people we have to keep that focus on through the success front center. Because we don't do that. We'll be having all the difficult conversations we don't want to have. And so we're going to be keeping our focus on that. I think we have to keep looking at the work we're doing to see if it makes sense. Do we need to keep doing that? Do we need to do it in a different way? Is it a different modality? And so we get Everybody on campus has to think about that as we move forward. But I also want to thank you all for your support of me. I felt the support and the love. There's some days when I wake up. Oh, my God, I want to go in! And then I remember somebody something nice. Somebody said to me, and I was like, Yes, they're rooting for me, so I gotta go in. We gotta keep this train moving, but I really do feel the support. I still feel like it's a service to be able to do this, even though there's no timeline on how long I will be doing this I just keep smiling and nodding. We will keep it moving, and we're just gonna we're gonna work through this transitional period and keep things going again. Student success has been and always will be, my focus. And we're going to continue on that focus. So with that I will stop talking.

Steve Slone opened up the floor for questions. President Brown, a direct question came to me asking if you could speak to the basketball coach raise in light of the budget situation that we're in. Bonita Brown responded, so absolutely as you all know, we had a very winning season this basketball season, and I think if anybody knows anything about college athletics, and university athletics in general, you don't let a winning coach walk out the door. He had a couple of offers, both of them much more significant than

anything we did ever pay him but he does have a commitment to NKU, and he likes the work here. He believes in the mission of the University, and so we did increase his salary a bit to retain him and extend his contract for a couple of years. Again we made an investment in and being a division one athletics. And so at some point you have to, you have to maintain and keep that we knew the searching for a new coach would have cost us probably twice as much as we have, and so that really, we didn't want that option either. So the decision was made to offer him a raise to extend the contract to retain our winning basketball coach, and that's how that worked out.

Another question in the chat and Steve shared, are there any plans for "no meeting Fridays" like we have done in the past? Bonita asked Lori Southwood to respond. Lori stated there is a memo that I know that you've asked for Steve that talks about our summer dress code and reminds people about the flexible work arrangements that you may wanna reconsider your selections. In the summer we are exploring and possibilities, but the difficulty with scheduling or spit pulling out a specific date in the summer is that every day is vital to us as far as our orientations and recruitment efforts, and so trying to find some lax period or some wiggle room in there is difficult in the past. If you recall one time we did virtual Fridays, where we didn't have offices open on campus. But that's not really that that desirable when we have Orientations on Friday. So we're looking at that haven't finalized anything yet, but expect that we will have a summer member that comes out next week to just kind of launch our summer. We're maybe a week behind what we did last year with that. But it's because we're looking at every angle and making sure that we create the best summer we possibly can. I was just gonna share with all of you that I get major grief every time I send out that summer dress code menu Memo. So I would like to avoid sending it out. But then every year you ask for it, so just know that there are people that poke a lot of fun at our what sounds like an arcade. Janel's nodding because she knows that in the President's Council meeting where we were talking policies. That was kind of the policy they were all poking fun at. But I will be sending it out.

Steve received another question regarding the President's Executive Team receiving raises for this fiscal year. Bonita asked Lori to respond. Lori stated that there's been no merit processes in place this year. That's for faculty and staff and administrators. So now merit increases. Steve responded asked about bonuses. Bonita responded so during the transition, the Board made a decision that they wanted to ensure that there were some leadership still in place and so the Board made some decisions. So I think there will be a question that really should be addressed to the Board as a whole about their decisions about that process and that transitional period.

Steve shared another question regarding the plan for performance merit increases for staff this year to continue the 5 by 5 plan. Lori responded there is no funding for the merit process this year, so we are not processing merit increases. The 5 by 5 plan is still in existence. The 5 by 5 plan basically says that we are prioritizing staff compensation and reviewing our staff compensation. And remember, there were 5 parts to that. I don't have that in front of me but 5 parts of that plan over the next 5 years, not to say that we

don't do that every year, but it was specifically calling that out. And again this year that is a priority. It's a priority if we have the funding, and then that's how we would prioritize our funding is to make sure they were competitive and recruiting the and have the right positions in the right pay to recruit and retain in those positions to carry out the student success plans that we have, so it's still a priority. Our financial situation means we're not moving forward with it this year but it will continue to be a priority in the coming years.

Steve shared another question regarding the new health plan. Lori responded we are moving forward with the transition plan. As many of you know, Humana has decided to get out of the business of providing health care for individual organizations like ours, so much so that they're not even funding their own employees. They will not be covering their own employees moving forward. We will continue with Humana through this year and they will continue to support claims beyond the end of this year. So things that started in this year, they may still be fall under their claim will continue, and we're working for a smooth transition there And I believe we've signed and sealed on moving forward with a new provider starting in January, and that's gonna be a united health care through with UMR and we will be rolling out a lot of information during open enrollment. We're exploring the plan designs and a lot of work is happening right now to make sure that come January, we have good plan. There's very little difference in the per their provider list. So for most people it should not change. You know your who you can see your doctors, your specialists there's really not a lot of difference there. Beth Lackey asked will we have access to reach out to this new provider prior to January, one to get things like prior authorizations for certain treatments needed, and such, since many people will have treatments they need in January that require extensive time to get the prior authorizations in place with the provider. Lori responded that's probably a little bit premature to be talking about the particulars of that, because I don't know that you would need to reach out to them in advance. We may be able to smooth out that transition, so that some of those pre-authorizations these are the same providers. We're not saying that you would be changing providers in most cases. So that's part of the leg work we're doing to connect all this. It's kind of like disconnecting, you know, at some big electronic thing and trying to make sure we connect all those wires as smoothly as possible for that transition. So, yes, whatever it takes to make that transit smooth come January, that's what we're going to do. Steve asked about potential cost increases with United and also Express Scripts. Lori stated as you may remember, we separated from the prescription, part of Humana and outsourced that to Express Scripts, and we're planning on that to stay the same. But we're looking at utilization right now. So we don't yet know what our current experiences and how that's gonna drive our costs moving forward. But that was part of what we were looking at when we made the decision to go with them that we wanted to do everything we can to minimize any cost increases for our employees. I'm going to jump ahead a little bit to my announcements. But my final announcement that I was gonna make is was to introduce you to Patty Burke. She's on the screen as Patricia Burke, her emails Patricia Burke, but she is by Patty, and she is our new benefits director and she started May 1. She comes to us from a long experience as the Chief HR Officer for another higher ed institution. But why we are most excited to have Patty on board is that she used to be with us in Benefits here at

NKU. She is an alum and a Chase grad and Patty; can you wave so everyone can see. Patty shared thanks, Lori. I'm excited to come back. I am actually not a Chase grad. I'm an NKU undergrad alum and but I have my law degree from that university in Lexington. So I'm really excited about coming back. My roots are here. I worked with so many of you or some of you I have worked with previously when I was working with Lori and her team and HR. So I'm excited to be back. I know we have challenges. I'm glad to hear some of your questions. I'm writing them down. I don't have the answers, but I'm excited to find the answers for you, and we'll be communicating a lot over the next few months, so I'm excited to get to know all of you. Lori shared that we'll be bringing Paddy back. Usually it's in August or September they we come back to staff Congress and talk more specifically about some of our thoughts about the benefits that we'll be rolling out in January, so she'll be back and have some dedicated time with you, and of course, working with the Benefits Committee, for with Staff Congress as well.

Steve shared a question for Jeremy Alltop. When the board decides to provide bonuses or pay increases, or renewal of contracts, do they speak with you before making those decisions and consider our current budget situation, and is there a designated treasurer of the Board to help determine these costs? Jeremy responded my understanding from the Board by law is I would say, in reference to the question you asked President Brown earlier, that she answered, I was not consulted.

Steve continued to thank the Lori. Thank your team for the investment that 5 by 5 was in staff and you on and when you're looking for prioritizing, you know, to when you like staff a salary some as we go. I know we're all cognizant of the heavy lift that all of us are doing, and I want to thank the President, Benita Brown, for joining us today. Know that you're always welcome at our meetings. Thank you for your leadership and of course we'll be talking, going forward. So thank you so much.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared that she did not have a formal updates but it's always good to see everyone.

Administrative Liaison – Lori Southwood

Lori Southwood shared we will be continuing the beginners yoga. Actually, they started yesterday. They'll be on Wednesdays from noon until one and you can register by going online to the wellness site. Let's see also from Wellness, Wise Wellness Webinar recordings a lot of interest. We've heard a lot of interest from people who weren't able to attend the Wise Wellness Webinars, that happen during the spring semester. But you can still now watch the recordings at your convenience. So I encourage you to do that, and if you see something interesting, share it with some of your colleagues again, you can find those on the website from it. Tomorrow there will be a network outage in the College of Business. They'll experience outage while they upgrade, and that's from 6 to 8 am. It's actually by floor: 6 to 8 am is second floor; 8 to 10 am is first floor; 9 am to

noon is third floor. And then next Friday the nineteenth, There's an Internet outage, and you will be experiencing a brief Internet network and Internet, outage between 10 and noon on 10 and 1159. To be precise, on next Friday, May 19th. Just a reminder....the compliance training that you were all to have completed. If you have not, you are still able to complete. There's still time available to complete, so that you are compliant with your compliance training and also the staff performance evaluation process website. You'll still have access to that. If you Haven't submitted your performance reviews and coming soon is, we've been talking about Talent LED, which is the arrival of our new learning and performance management platform. This platform will service a central location for NKU employees to systematically manage their career, development and growth and is scheduled to go live in July or August. So stay tuned, and you can read an overview of how employees learning and performance at NKU is being reimaged. I will send out a link for that so that you can have that overview. If you have any questions, you can contact Marquita and she's with us today. So reach out to Marquita if you have questions.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared we had our last meeting of the year just this last Friday, and it was a very long and busy meeting trying to get things done. So I'll just quickly overview the things we did. We passed a statement on academic partnerships, which is basically a statement saying as the end of the contract, it's still a couple years away. It's getting closer, though. And so as that date approaches, the statement was basically just indicating that NKU should exercise more control over the marketing of AP. And also fact that as that faculty have more input into the decisions regarding AP. AP Being Academic Partnerships, which is the company that has been managing the online programs for NKU for the last several years. We had initially entered into an 8 year contract, and we're starting to get to the end of that contract is becoming insight. And so this statement was just kind of an in in anticipation of that. Another statement we passed that had to do with the support for the LBGTQ+ community, and this was third by the passage of Senate Bill, 150, which had to do with limitations on how things relating to students in K -12 can be can be true treated. And so this was just expressing concern about the possible ramifications on that in to us in higher LED, and again just expressing support in general for that community at NKU. And the another one was an important one that you might have seen in the news, and that was our statement on engagement with the Board of Regents and this was kind of the outcome, as I had mentioned last time about this from our discussion about a vote of no confidence we ended up, as you know likely know not expressing no confidence in the Board. But we did issue this statement on engagement with the Board of Regents, and this has been publicized in the press. I can post the link if you want to take a look at it. But it is basically just talking about the Presidential search and just a lot of the things that have been happening with the budget, and just asking for more communication and interaction with the Board, with the essence being that we are for the most, we do seem for the most part to be working towards the same things. But there just needs to be more just more communication and collaboration. I guess so that's that was kind of the

gist of it, and finally there was a lot of discussion about at the end. We had recently had some constitution changes that we had approved by a very large margin. But then there was some confusion about the representation on the Senate from departments, as they become converted to schools, particularly SOTA. They used to have several departments that each had a Faculty Senate rep, and now that they are a school, the Constitution actually says, and it said this before our change as well, the Constitution change as well. But it's not just kind of coming to light that instead of having every program with the rep that the entire school would get a single rep. And there's some injection as to how that will work, and whether that's the way we should do it. So that was a very heated discussion at the end. was not results. They do have individual reps from each program. So we're just as far as I understand going to continue that for next year while we try to work that out so that was the end of the of the meeting I won't have a lot of reports over the summer hopefully, because we're not meeting over the summer. So that is my report. Oh, and as Grace pointed out in the chat, we did have an election for a Faculty Advocate and Dr. Brandelyn Tosolt was elected for the new Faculty advocate.

Student Government Association – Isaiah Phillips

Isaiah Phillips shared thank you for I guess the shout out. I look forward to working with all these, some of you I already know within my involvement Faculty Senate and I have all missed that part in this past year within my role as Vice President. But look forward to working with all of you, and I'm excited for this upcoming year.

President – Steve Slone

So first thing first, I want to point you to the let me find my paperwork here. The email that Gracie sent about our admin surveys, which are currently live. We have requested that they'd be completed by midnight on May 12th and that's tomorrow. So if you haven't had the chance to go do an admin survey, please do. I want to stress again that these surveys will remain anonymous. The results come to me, and they come to Executive Council. And then we will send it to the administration through an encrypted email message. That's how we have handled that in years past, and how we're going to continue to handle it this year. So if you haven't filled out a survey yet, please do take the time to do it. If you have anybody that is nervous, and they want to hear me state to them my sales pitch about them being anonymous, please send them to me. I will happily have that conversation.

So, the focus group that was created at the last Staff Congress meeting has met on a couple of different occasions. They do have a letter that they want to be presented to Staff Congress. That's what we're going to do in the Executive session in that special call meeting next week. So I just want to give an update that focus group has met, that things are moving forward. We have the statement that we've sent to you that I said off the top of the meeting as well. I guess at this point I'll just shut up and ask if there are any questions my way that I can address. Now, at this time, I do apologize to you and to

your calendars for making you attend another Staff Congress meeting. But I think that this conversation is serious enough that the Council of Chairs didn't want it to be an agenda item on our regular agenda. So that's the reason for the special meeting. Also to our scholarship reception is our next meeting, and then we have the business at that meeting. Obviously, this is too pressing to leave till that meeting being respectful of that meeting. That was the reason for the special meeting. So watch for after this meeting, Kimberly will send that invite out. Any other questions my way?

I see a direct question to me about the Staff Congress Election results, I believe that the election is done. It is over and the results are known. I believe that Gracie is waiting until after this meeting to reach out to everyone about the results of the elections. Let me just state that for anyone who did not get elected to Staff Congress this go around, I hope that you will not have hard feelings towards me. You know that you will stay on the shortlist. We always pull from that the list of people that ran and weren't elected to fill vacancies as they become available. I want to thank you for your willingness to serve.

I just have one question that came through a text message about the Presidential search, and I should have addressed that. Thank you for flagging me down. The profile is completed for the Presidential search. I've seen graphics of what the profile is going to look like when the job is actually posted. But there was a mix up because the graphics were with an old version of the profile so they are you fixing that and combining that before it goes live. I know that the Board has seen it. The Advisory Group and the Search Committee itself has seen all of that. I believe the intention is for it to go out here at the end of May and go ahead and get advertising it. If you know of people that you think should be applying obviously point them towards the Presidential search site. I'm going to ask Gracie to find didn't that link and throw it in the chat so that we've got it.

I'll just say I see it in something in the chat about parking again. I know we talked about parking last go around, you know, like that will be part of that presentation. Jeremy responded there will be a recommended increase to parking like as we discussed. It is consistent and we can modify items based on feedback you're seeing from Faculty Senate and from Staff members. So it is different slightly in the presentation that you guys are based on your feedback. One choice, and that'll be what we'll ask to consider as part of their right through the processes. Steve responded Jeremy, I don't think you came planning to make a report from you. Jeremy responded you know we talked about that last time, but we've had 2 out of the last 4 years with no increase in the single thing yet a proposed increase going forward as we talk about.

Steve added I see another question about student health services Jeremy responded I'll take that one as well. We have discussed in Board meetings and publicly that we are looking to outsource that we are working through that process.

Steve added, Jeremy, I had another question directly to me. Do you have figures yet about how much revenue is expected to be raised about the CRC change? Jeremy Alltop responded we expect that it will be slow to start with, and it will build, and we're standing by I think, the \$8,000 that you originally put in the projection over the couple of year period time, if it's not, and we have to reduce expenditures in the call structures. I met with Dr. Howard about this week talking about that because the you know the predominant source of revenue for them is predominant expenses that service. It's a very similar conversation to the parking garage conversation. We've now center and borrowed a lot of money to do it, and we'll still be paying for it for many years, and the predominant source of weapon is good and we're now on at the same population has not been growing, or has that been increasing because there's a cost to go to that. So we'll have to continue to look at that. But if the revenue is not generated, they want to get a revenue in other way. You know we need outside memberships or reduce expenditures.

Steve also asked Jeremy, can you say when the normal Transportation Committee will resume meeting? Jeremy responded no. Steve asked another question, is there any conversation about outsourcing facilities in different buildings like we've done with the arena and with student union? Jeremy responded you see, I believe that's more of a workforce conversation that we're having. We're using more contractors because we do not have the workforce for all the projects we have and all the things we've got with vacancies. We've got several over time. It's retirement this week in facilities so and I literally just sent the President or Inter Presidential a list of positions on it to replace. We are looking to maybe formalize our relationships a little more with some vendors. So the problem we have now is just like you and I calling them up. If they have one item or one, you know one toilet at one day to call them versus you know somebody that we have on stand-by that gets more of a business if that makes sense so top and replacement of facilities. So I think, are we looking to outsource more facilities type work not because of looking to save money or eliminate positions but more so to have people on and on hours, you know, in the middle of night, or just the fact that you know we are having a hard time finding people to be able to support those items. So it's not an outsource per se. Steve thanked Jeremy.

Outreach - Kristi Horine

Kristi Horine shared so we've got two events on the calendar. We've got May 17th for the lunchtime hangout and that is actually going to be collaborating with Tiffany Budd and Chris Lawrence. So there was an amazing grounding events as part of Earth Week. It was not attended as much as it really should have been, because it was awesome, and we all decided that we needed another one. So we're doing it on the 17th and there'll be a blurb in ThisWeek that Tiffany sent out. Tiffany, do you want to chime in me on the details there? Tiffany Budd responded sure. So the event is kind of a grounding event, basically connecting, reconnecting with nature as part of the health and wellness aspect. So there's a lot of research that's been done on the effects of nature being in nature, just even having a plant in your office, and how that can improve your mental

health and even your physical help. So this is just kind of a miniature of it to support mental and physical health among our staff and faculty by sitting out in nature and doing a little mindfulness session, and taking a moment to calm down and calm your brain and refocus. And so, yeah, come, join us May 17th at noon. We'll meet in the plaza underneath the trees. We'll sit in the grass or a towel. If you want to sit on a towel, and unfortunately, if it rains, it will be cancelled. Kristi continued and then so our next event is May 25th. We have UC Ballroom reserved again for the 11:30 -1:00 time period. We're also talking about trying to do more outdoor things. So if people want to, if the weather is nice, maybe meet on the plaza with some frisbees or some kick ball potential something like that just a little more, you know, enjoying the weather when it's nice. And then I know Amanda is working with the Kim Baker and Jill would on a couple of possible activities. Amanda Andrews shared yeah, so I reached out to both of them because we were trying to figure out if we could do something that kind of got that community feel back. So we're proposing potentially bringing together a kickball or volleyball league. And so we're working out how we can do that, what time would be best, and everything like that. So we're going to potentially have something like that run over the summer. They've also released that they have pickleball going on as well. So we're just going to try and keep something going to kind of do that and then go from there.

Kristi continued with something else we've looked at is Vanessa has volunteered to do a genealogy presentation at one of these going forward. She knows a lot of cool things, and she's agreed to share some of that. The idea there is like if people want to bring a laptop, or we can bring laptops and get on the libraries database, and kind of like, see actually how to use what we already have access to, because apparently there's cool stuff out there that I had no idea about. And then at some point we might get the portable planetarium at one of our lunch hangouts. But I know the Planetarium director is not on site these days, so that's kind of taken a back seat.

Food Service Advisory – Michelle Melish

Michelle Melish shared now that the semester is over, Callahan dining will be closing. We had a couple of ideas for machines to replace it. One was a ramen machine, where you have different ingredients that you can choose from to make your own kind of ramen. And then another was a farm fresh where they'd have salads and fresh sandwiches every day that you could choose from, and then check out yourself. So I'll here more as we approach the fall semester. But that's all I had for today. Thanks.

IT Advisory Committee – Dan Jones

Dan Jones responded that he was not at the meeting since his mom passed way. Steve shared our condolences. Vicki Cooper shared the biggest thing that was presented was the student survey results that they did that they do annually. And then also, AI was talked about a lot. So the different applications and the rapidly changing world, and how it affects the classrooms, and you know the positives and negatives of that. And I

thought, okay, that that's going to be interesting. How do you deal with that in the classroom? So that was the gist of it. For Hi Tech, I think there was some discussion also about budget, how the budget cuts are going to affect it. Also, again, you know multi-factor authentication is always a discussion that you always talk about. Beau said that was going really smoothly. I think they're maybe getting towards students now. So faculty and staff are, I think, finished, and they're moving towards students.

Sustainability – Tiffany Budd

Tiffany Budd shared the following report:

- Reminder: 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.
- Earth week took place in April. Thanks to those who were able to attend events.
 - A few new types of events: environmental planetarium show and meditation, climate storytelling and earthing events
 - Our tree sapling giveaway was as popular as ever!
- Check out the most recent Northerner edition for an article about sustainability - <https://www.thenortherner.com/arts-and-life/2023/04/30/the-state-of-sustainability-on-campus/>
- Additionally, I did a Norse Up Podcast interview and it was a lot of fun! If you're interested, please check it out.- <https://open.spotify.com/episode/3xqQtKVq9Am3mBzrHP1XCw>
- **Earthing: Wellness through Nature**
May 17th 12 pm, NKU central plaza under the trees
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. Please bring a towel or mat to sit on if desired.

This event will be cancelled if it's raining.

Academic Commons – Vanessa Wieland

Vanessa Wieland shared so we met Sarah, you may have to jump in on this because my memory is fuzzy. We met and we, I believe this is one of the last formal meetings we have for a while that we did just get a couple more on our calendar. So there's maybe some confusion about that. But with faculty a lot of them being gone now, we may not be having the same level of meetings over the summer. However, we are planning on doing some open discussion like open forum discussions. I don't think they're actually going to be truly open, open in the sense of everybody being invited all at once. But basically focusing on specific groups, departments, functions that you know we're still talking about, whether or not you know, they might be on the line of sitting in or not fitting into the academic comments. Our timeline has changed. There was kind of a unrealistic charge in the sense of when we started this, anyway, as far as I guess, to when we would be completed by July first. That's not going to happen. So we're going to continue to work into the fall. Sarah, what am I missing? I'm missing a lot, I think. Sara Conwell responded, no, that's basically it. The last two meetings just like Webinar. So saying that we're trying to focus on functions of units and seeing where there is overlap. So we're trying to be very mindful and cognizant of not calling out actual departments or actual units by name, because that's not the intention. The intention is the functions of what each of our units do, and to see whether or not they closely align with what our recommendations will be going forward. The forums are more or less directed towards units that we need more clarification of, or we have additional questions regarding, just because we don't have enough information. So we're just still information gathering and data sleuthing is really where we're at this point. So yeah, to have anything done by July 1 is completely unrealistic. I think the idea is to have something more tangible to bring forth to the community in the fall semester. And when I say fall semester, I'm talking like October, November. So until then it's really just kind of ciphering through data filtering through information, and then hopefully, when the fall semester opens back up and we have faculty back on campus, the group can get back together collectively as a whole, and be able to proceed from there. Vanessa continued the other thing, too, is that we're still seeking to get student feedback, since this will be directly servicing the students We would like to actually get in some conversations with them. If Isaiah still on the line, you know we we're kind of looking at you guys, and as part of that as well. So you know again, that's not something we can really do until we get a lot of students back on campus. One other thing we probably want to mention, because Sarah and I and everybody in the meeting talk about this a lot is that we very much want to make sure that you know, when we put out the recommendations that it's very clear what we're just recommending. So that because we don't have the final

decision making in the final saying, you know we don't want to have any confusion as to who said what things like that.

New Business

Vanessa Wieland asked about the summer dress code. Lori Southwood stated that the email will be coming our soon regarding the summer dress code.

Tina Peebles shared that I talked a little bit about it with our policy committee the first time that I met with them and I haven't thought about throwing it out to Staff Congress., At the time that I spoke to Lori there were 77 staff members who have left and come back at various times in their career to the university. We have a ending person that just came back to us an HR and one of the questions that a lot of us have, and I'm surprised to how many people have mentioned this to me since they knew I had brought the question up is the vacation policy. So when you leave, even if you've been here, for example, I had been here, I think, 13 years. When I left the first time I had reached that 10 year mark and I had all my extra vacation and everything. And then when I left and came back, you start over. You start from day one, and even though I've been with the university 16 years at this point, they consider me here 3 years. So you don't have that option to come back in at the same vacation level. And I do understand some of the concerns there are. If we leave again, we have that option to get the pay out at the higher level, because we've been here for so long. But there's always an option to sign a waiver for that, indicating that you won't request that type of pay out. My question is, is this something that other people on Staff Congress are interested in discussing, and what I'm talking about? Because I realized I never actually said it. I've kind of gone around and around is if you leave and come back, and you come back in at the same level of vacation you had when you left and the idea behind it is what makes you such a good candidate for that role coming back in s the years of service that you have at NKU you previously, that makes you markedly a better candidate and a lot of situations, because you bring with you that culture, that institutional knowledge. Knowing who to talk to knowing the processes and the programs, all the information that you bring with you, and what makes you such a great candidate. But yet that's not reinforced. Once you're hired, they start you over as a newbie. You don't get the vacation that you had on previously that type of thing. So I completely understand if you guys don't want to explore this. My thought is looking at rewriting the policy. I started this with another individual in the college. She was very interested in it. She brought it to my attention because her was accidentally kept at the same rate. When she left and came back until she brought it to their attention and then it was changed. So we know it's possible. I've talked to people who handle that type of information, you know told me it's actually quite an easy change to me. Very easy to track. Once it's changed, it's changed, and nothing needs to be done on a monthly basis or a yearly basis. And since I first addressed it and I've talked about it with other people, I've had more and more people talk to me about how this is kind of a, for in their side they feel that they're brought back to NKU because they're such a valuable asset, given their information, their history, and their knowledge.

And then, once they're hired, it's kind of left of that. So I guess I'll stop now. But if that's something that you guys are interested in doing, I'd be happy to work with the Policy Committee on maybe reviewing it and rewriting it. If not, if Staff Congress feels this is a no go, then I will leave it at that. Thank you.

Norse Uppreciation – Steve Slone

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

Staff

Blake Tharp

*Blake is always so very helpful with web issues. He always helps me correct issues that I can't seem to make work! I do appreciate him helping out and "fixing" things I can't!
He's the BEST!!!*