

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, Tina Peebles, Steve Slone, Steven Smith, Terkerah Washington, Brandon Weinel, Vanessa Wieland, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Kara Olding, Connie Seiter, Terri Smith, and Jennifer Stephens

- I. Call to Order at 1:02 PM
- II. Approval of May 11, 2023 Minutes
Motion: Steve Smith
Second: Carolyn Willhoit
Approve: Voice Vote
- III. 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
- IV. 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
- V. 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
- VI. Ad-Hoc Committee
 - Roundtable – Steve Slone
 - Staff Advocacy Committee – Kimberly Wiley
- VII. Old Business
- VIII. New Business
- IX. Non-Member Discussion Period
- X. Norse Uppecciation
- XI. Announcements

XII. Adjournment at 3:15 PM

Motion: Vanessa Wieland
Second: Christopher Witt
Approve: Voice Vote

President – Steve Slone

Steve Slone opened the meeting asked Kimberly Wiley to call roll. Roll was called.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared that she did not have any formal updates but reminded everyone of the Board of Regents meeting scheduled for Wednesday, June 14.

Administrative Liaison – Lori Southwood

Lori Southwood and Patricia Burke shared the following:

Change in Medical provider (Patricia Burke)

- Because Humana announced their exit from the employer sponsored health care market, NKU must change medical plan providers for plan year beginning 1-1-2024.
- UMR/United Health Care was chosen as the new health care provider for NKU based on the RFP process conducted in 2022. (UMR/UHC was the second choice behind Humana.)
- Details and implementation plans are being developed to facilitate a smooth transition to UMR/UHC.
- There are no anticipated plan design changes nor disruption in networks/coverage.
- Minimal premium rate increase is anticipated.
- Annual enrollment is expected to be on or about the same time as last year.
- UMR/UHC will be present and available during annual enrollment to answer questions, present information, explain UHC plans.
- Detailed communication plans to employees are being developed.
- No changes in providers for other benefits for 2024.
- Rate holds for vision and life insurance.
- Waiting for dental renewal rates. (Delta Dental)

Retirement/ TIAA

Migration to the Norse Lifecycle Portfolios is complete. No major issues reported. As always, TIAA is available to answer employees' questions by calling 1-800-842-2252 or scheduling a one on one meeting with our NKU TIAA representative. (www.tiaa.org/public/login/schedule-meeting)

From Marquita Barron:

- IT's ALMOST HERE! On July 5, HR Training and Development will be launching NKU's central resource for learning and performance management called - **TalentED**. TalentED, is a SumTotal platform, which is an affiliate software of Cornerstone. With this tool, NKU will better equip employees to drive and track their personal and professional development and enable NKU to view, analyze, and build a talent pipeline for the work of today and tomorrow. Big thanks to CITE, IT, and Wellness for their partnership in building a better learning environment for NKU employees. Staff will also have the benefit of an automated process for performance evaluations, notation of 1x1s with supervisors and other feedback, ability to systematically ascertain skill gaps, a supervisory view of entire team's progress with learning and performance, and much more. Although Faculty members have their own performance system, they are more than welcome to use TalentED. Please click [HERE](#) to view more information about the future of learning and performance management for NKU employees.
Note: The on-demand learning platform, Percipio by Skillsoft, will be unavailable until the go-live date for TalentED.
- **Call for Onboarding Program Recommendations**
Having an onboarding program is a high priority for NKU. If you are interested in joining a future onboarding project focus group or have ideas for what would be great to have as part of an onboarding process, please volunteer or share your ideas by clicking [HERE](#) no later than June 16.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that Faculty Senate would not be meeting during the summer months so she had no report.

President – Steve Slone

Steve Slone shared that the Administrator Evaluations have been closed and received. These will be distributed like we did last year. Thank you all who participated in the surveys.

Steve shared that he will have updates on Presidential search. Marquita Brown was involved in the development of the questions that will be asked during the interview process. The numbers are encouraging with applicants. There were several nominations from the NKU community. Please see the Presidential Search website for information regarding future meetings and future opportunities to engage. Reach out to Marquita or Steve if you have questions.

Outreach - Kristi Horine

Kristi Horine shared that there are two events on the calendar, June 20 and August 9. If the weather is favorable we'll meet again on the plaza. If not, in the UC Ballroom. We are also working with Campus Rec to possibly start some different kind of leagues for staff. Right now there's pickleball, 6:30-10:30 every Monday-Friday.

Norse Appreciation – Kimberly Wiley

Kimberly Wiley shared the following Norse Appreciation submissions. He encouraged and “challenged” everyone use Norse Appreciation to acknowledge staff who deserve some recognition. The month of May had several staff.

Staff

Dionna Sholler

Dionna is must amazing! She is ALWAYS willing to go above and beyond to help out when and where she can! She steps up and does the jobs that others won't/don't do to make sure our students get paid in a timely manner! You are so appreciated! Thank you for all you do!!!

Suzanne Kirst, Lauren Franzen, Valerie Mattingly, Kellie Ziesemer, Nikki Kramer, Khloe Geiger, Tom Barnett

I would like to express my gratitude for the HR and Payroll team members who helped with the backlog of PAR processing for Student Employees. They immediately stepped up with a sense of urgency to get the PAR forms processed so the students would get paid. Thank you for your hard work and customer service to our students.

Steve Slone

Steve works hard to ensure that staff have the recognition they deserve for the work they do. He provides a conduit between staff and administration and the BOR, so that even when people are uncomfortable speaking up, he will do so for us. He leads with honesty and integrity, never allowing his personal feelings on the matter override anyone else's voice. Thanks, Steve, for all that you do for this campus!

Announcements

Steve Slone shared that Brandon Billiter just hit 25 years with NKU.

Old Business

A motion for Staff Congress to enter into Executive Session was shared by Vicki Cooper and seconded by Sara Conwell to discuss an amendment to the statement regarding Dr. Eddie Howard from the 5/18 special meeting. Congress entered into Executive Session. Guests present in the room were asked to leave and guests on Zoom were placed in a waiting room.

Steve Slone began the Executive Session. Discussion lasted until 3:00pm. Open Session began and the following statement was shared.

*“Due to the announcement this morning about Dr. Eddie Howard’s departure, Staff Congress has decided not to engage in a Vote of No Confidence regarding Dr. Howard. We support the decision for Dr. Howard to transition out of university employment. [...] Staff Congress will continue to discuss and monitor the overall campus climate in an effort to help restore trust between staff and leadership.”**

(* Redacted statement per the request of NKU Administration.)

A motion to accept the redacted statement was presented by Vanessa Weiland and seconded by Carolyn Willhoit. A paper ballot and private Zoom ballot was used for the vote. The amended statement was approved by majority vote.

Tina Altenhofen share a statement that she hoped there would be no retaliation for Staff Congress Executive Team and all Staff Congress members.

Meeting was adjourned at 3:15pm.