

Members present: Tina Altenhofen, Amanda Andrews, Tiffany Budd, Amy Clark, Sara Conwell, Vicki Cooper, Kyle Dorriere, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Daniel Jones, Beth Lackey, Michelle Melish, Sue Murphy-Angel, Tina Peebles, Autumn Ruehl, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Juliane Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, and Kimberly Wiley

Members absent: Kristi Bishop, Chris Bowling, Courtney Clark-Rankin, Brenda Maldonado, Sara Nicolas, Kara Olding, and Christopher Witt

I. Call to Order at 1:01PM

II. Approval of September 14, 2023 Minutes

Motion: Dave Groeschen
Second: Teresa Walker
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 – Lucy Burns
- President’s Report – Steve Slone

IV. Standing Committees:

- Benefits
- Constitution & Bylaws
- Credentials & Elections
- Outreach
- Policies
- Scholarship

V. University Committees:

- Benevolent Association
- Food Service Advisory
- IT Advisory Committee
- Regent’s Distinguished Service Award
- Sustainability
- Transportation
- Employee Engagement and Wellbeing

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 Appreciation

XI. Announcements
XII. Adjournment at 2:08 PM

Motion: Tina Peebles
Second: Sara Conwell
Approve: Voice Vote

President – Steve Slone

Steve Slone opened the meeting and introduced President Cady Short-Thompson.

Guest – President Cady Short-Thompson

Thank you, Steve. Well, good afternoon, everybody. I hope that you are having half as good of a day as I've had. I've had a whirlwind of meetings and zoom calls and conversations, and it's just kind of looking like all the other days I've had here so far, jam packed and full of people and I'm just excited about the work that I'm doing with and for you. So one reminder that I was asked to share with you is to complete the campus climate survey. If you haven't already. I just met with Daryl today, and he was just mentioning that we could certainly use more responses. Just to let us know how we're doing and how things feel on campus. So I've been to a bunch of sessions, as Steve knows. I've met with students and faculty and staff and gosh! Everybody it feels like elected officials and community members and superintendents and the list is long. What I will say is, I'm really just drinking from a fire hose and learning a lot about what's been going on here for the last 13 years. I was here for 14 years, as most of you know. So now there's just this gap of time I'm getting caught up on and really trying to understand what's going. What could be better, and how I can sort of help to bring in what could be better improvements, and the ones that I'm best at right now are those that don't cost anything. But I will say that my focus right now, as you probably know, is on growing our enrollment, strengthening both our in person and our online enrollments for the upcoming semester and year and years to come. And then along with that to really make the most of our revenue streams, and to think differently and more long-term. So how can I be helpful to you today? Things that you'd want to share with me or questions you'd want to ask? I'm happy to respond to anything, or just listen to you. Whatever would be useful for all of you. Steve Slone asked anyone to take the microphone. Just unmute yourself. I can call on people. If you feel more comfortable sending things to me in the chat, my chat box is always open. I'll volunteer all of Executive Counsel as well. So that's Vicki Cooper and Sara Conwell and Kimberly Wiley as well for their chat boxes. If you want to send questions that way. Cady, we had a question last month which I put to Interim President Brown. But I'll start off just with that question to you. Someone had asked me to ask how Staff can best be of assistance to you as you are ramping up and just looking to getting started on the job. So I'll just pose that question to you. President Short-Thompson (CST) responded yeah., so I love being asked that question. It's a big one, right? Because it could take a lot of different forms. You know, one thing is what you're doing, and that is just talking to me and communicating how things are going. What could be better? You know what ideas you have? You know, as

we go forward, they're going to be a number of different initiatives where we're moving together to address some areas that need attention. So I'm going to need your help. I think that one thing I would say is that there are some opportunities, in different units, to modernize and to make some improvements in technology usage. And essentially make what I would hope your lives better at work by automating some things and using technology where paper is used right now. Maybe it's not a database, and a database is obviously better than using a spreadsheet, for example. So I'm a big fan of using your talents well, and not being engaged in too much busy work. So if there are opportunities where you think gosh, if we use these different products when we're able to afford them. It would be helpful just to know about them, because I don't know every detail of your work and work environments. But you do, and if you would just help us to keep advancing the institution and making us as productive and as enjoyable of a place to work as possible. When I've been in a couple of different institutions they often would show me just how antiquated the system might be. I know SAP needs to be replaced, for example. But you know, in many cases just a lot of paper and a lot of touching paper and efforts that take a lot of time as you move paper from one office to the next, etcetera. The other thing, I would just say is keep talking to me and sharing your experience. And I often joke that I'm not a great mind reader, so if you're not telling me, and if no one's telling me, I don't know it's a problem or an opportunity to improve. So it's particularly true in this roll because I move it a pretty fast clip. I'm in a lot of different conversations, and sometimes I just might miss something if you don't share it with me. So I just welcome you to give me some feedback or input as we go through the upcoming years. And then I would also just ask that when you are hearing things about what's going on here, if you have concerns about those things, share them with me. And I say that because I know that NKU has a pretty robust rumor mill I was saying that to Steve and Vicki, and Cori the other day. But you know, sometimes fiction gets out ahead of us, and so maybe it's about channeling it to the leaders of Staff Congress and saying, "Can you see if there's truth to this?" Because sometimes we chase things around here that have no basis in reality. And, by the way, that's not unique to NKU, I just am saying it's a pretty healthy rumor mill. So I'm happy to answer things honestly, and I think the only things I won't be able to speak about are personnel issues and legal matters. But, frankly, all other things I'm happy to speak to you about.

Steve continued I've got one other question which is completely self-serving on the Staff Congress front. We're about to go into our election season, and one part of our election season is we have to determine representation across campus based on employees for how many members we have. And one of the things recently we've gone through with all the organizational changes with Student Affairs. You may not know yet, but obviously if you know what your plan is, as far as the Student Affairs Division. Is it going to remain split up as it is now? CST answered it's a good question. You're quite right. I'm on day 9, and I don't know I have a lot of listening to do, and including the folks that are there. You know, I met with a handful of students and organizations. But obviously, that's not the same as listening to the people who live in Student Affairs. I think that, to be candid, one major priority for me to think about in terms of positions and that sort of thing are really around revenue generation. First, because, as you all know we've been in a deficit

position and building our way out of that not just immediately, but for the long haul, will be in all of our best interests. So I don't know. It's a good question, and I welcome people to sort of think out loud with me. I don't know if you want to do that here. But sometimes it's helpful. Just to think through it with me, and just to know what are some alternatives or ideas about what it could be. Without making any promises that will make that happen. But, I don't know if anyone on this call has ideas or suggestions related to Student Affairs. I know that's a really hard thing to do with 20 people on the call, and it's got to be a tough question to answer quickly. Frank Robinson shared, yes, thank you. It's not necessarily about student affairs, but about revenue generation. I thought I remembered when we first launched success by design a few years ago that there was listening sessions. But one of the sessions that we did was specifically around revenue generation ideas and I know there was a lot a pretty big, comprehensive list of ideas that came out of that I believe it might be worth going back to that list to see if we never did that. I remember I submitted one in particular that was we do a lot of professional development workshops here on our campus, and there are some universities. I'm not saying we need to do this exactly, but there's some universities that will partner with third party companies or other places to charge other schools to purchase those workshops so it can generate revenue for that institution. By things that we're already doing naturally. And it doesn't cost us any extra other than just setting up those partnerships and the infrastructure to take the payment. But there may be other ideas that were on that revenue. I think I submitted that one, but there was other ideas that might be just sitting there in that that list. I don't know. CST responded okay, that's helpful. Can you tell me, Frank, who ran that project and where I might find it? Frank responded well, at the time, I think Bonita was leading our successful by design efforts, but I don't. After the sessions were over I don't know where those things went after that. CST responded, okay, I'll ask Bonita when she gets back. She's on vacation right now. Thank you. Great idea. Steve continued with are there any other responses to that or other questions? Obviously, you can always send them to me as well. But any other questions, comments, things you want, Dr. Short-Thompson to know? Tiffany Budd added so for many years now staff have been requesting pathways for advancement. And so I would say in relation to Student Affairs, maybe considering somebody internally that is able to step up into higher level positions. Create some pathways for them to move. Pathways in general at the university is something that has kind of been lacking in certain areas that I think would be good for staff retention as well. CST responded Tiffany, that's the third time that I've heard that in two days. So you're onto something and I appreciate you raising it. You know, it'd be interesting just to work with HR. To think about strategy across the institution and really look at, especially as we find our way back from this the deficit position to finding our way into a healthy financial state. So, in other words, do some of the same work now, and see what might be some possibilities, especially because we do have some cuts that were made. That may have not been advantageous and not appropriate but necessary financially. And so what are we missing? That's one question I keep wondering is, you know, I know you're missing folks as people, because they're friends. But my other question really is, what are the services or what are the activities that these folks were doing that either we're not doing anymore, or other folks aren't as well equipped to do. And it would be helpful just to

really get a greater sense of what are those sort of promotion opportunities, especially on a bigger org chart. So you raise a point that has been raised a few times. I've had several people make clear that they want to stay here, but they also need to see themselves being able to advance. And I said to the person, well, you're preaching to the choir. I left for an opportunity, and I came back for an opportunity. So I get it. We'll have to think out loud about what that could be, and maybe HR might be a good place for us to do some dreaming out loud. So great! Great idea. Marquita Barron added hi, this is Marquita. I'm actually already started that process as we have a new learning and performance management system. And so part of phase one was to first get everybody acclimated to, particularly for staff with their performance evaluation was our first little pebble that we need to do. And then the next thing that we're working on is actually talking about career pathing, career ladders, succession planning and all those other good things. But I have to get people started in the system. So we're already on the path of doing just that. CST responded awesome. I'm glad to hear it, Marquita. Thanks for letting me know. And that's another thing I always have to remind all of you is, don't let me go and recreate the wheel or do something we're already doing, because that doesn't help anybody. Right? So sometimes you don't know what you don't know when you're new. So thank you for that other question. Thoughts, things you'd want me to be thinking about or know.

Sara Conwell shared hi, thank you for being on the call with us today. I just have two things to say, and I promise I will be quiet. The rest of the group knows I like to talk, and I'm not afraid of shying away from a microphone either. So I work in the Adult and Transfer Center, a newly created office that was formed out of our Adult Programs and Services Office. So when it comes to things that are happening, and not just with my office, but with every office in general. In the past it seemed like plans were created or things were envisioned at the higher level, and that information was never disseminated down to the people actually doing that work who knew what was happening. So my request, and I think it would be for all of us is that, please don't make decisions in vacuums. Just as much as you want us to communicate with you, we thrive on the communication of working with you on a daily basis. So just keeping us in the know about what's going on is huge. And from a systems standpoint, just as far as advising is concerned, we work out of multiple systems on a daily basis. It is not uncommon for me to probably open up at least 5 or 6 systems a day. So if there is any possible way that we could streamline some things that would be fantastic. I don't have any ideas on what that would look like, because it is not my realm. It is not my wheel house. But if there are any opportunities to where we could streamline some things. I think that would make things more efficient. CST responded this is also a theme, Sara. So you'll be happy to know, people have been very quick to say we have a bunch of inoperable systems that we've had pieces and parts to for years, and for one reason or another not all of them can communicate with each other. This gets at the modernization point. So I actually spent the morning with the Dean's counsel, and this was a big theme there, as you can imagine, and so for sure we need to get there. I think, unfortunately, some of the stuff has a big price tag. So, working our way forward and finding the buckets of money that are buried in the parking lot, you know, I'm going to take my shovel and the

metal detector out. But in all seriousness, they have to be top of mind for us to. Just if we're going to grow, we need to get more efficient. And we need to have the tools that we need to do our work well and serve our students well, so couldn't agree more. And I don't know enough about these different systems that you're using. But the people that I talked to are saying a lot of the same things. So hopefully, we'll get to a point where we can sketch out here are the first things that we need to work on and communicate that throughout the whole organization. Your first point, I'd love to hear a little bit more about the communication throughout. So I, of course, work closely with a cabinet. And then all these other bodies and with a regular sort of frequency. What I'm trying to do is, my gut is telling me, which is share more than less, and be inclusive, more than less. And so what you'll often find with me is that I'll share what we're doing, and consult people on how to do it before coming up with the exact details of things. But I also sometimes share what I'm thinking, and it's a risk, Sara, because sometimes people will think I'm doing that for sure. But sometimes what I'm thinking doesn't actually happen. So I just want to warn you that it can be a risk of sharing that. People will think I've made up my mind when sometimes I'm just thinking about something, and I need some thought partners. So know that if I'm thinking about something else I often say I've been thinking about this. I haven't decided about it. But does that make sense? So over communicating can have its risks Because people will think I've already come to that decision point. But sometimes I actually hear something from people that say it's not the right approach, and I back up, and I go a different way with other folks. So do you have any other advice for communication? And what works? Well, cause obviously, we're a big place. We have a lot of people. We have a lot of modalities to communicate. I welcome your advice. I'm a communication professor by trade, but at the same time that doesn't mean anyone's perfect at it. Sara Conwell responded No, I'm all about throwing spaghetti on a wall and seeing what sticks. So talking out loud and brainstorming is 100%. I'm on board with that. I think you've had enough conversations with Steve where Steve has probably said, "Send me an email. Send me 1,000 emails". I'll send out a thousand emails because I would rather have more information than not enough information. And I think, based off of this group of Staff Congress, I think we're all in that same boat. You know. We have gone through a lot of transition, a lot of things you had mentioned yourself, you know the heavy rumor mill. Yes, it is very apparent. So I think getting out in front of the communication, in front of the messaging, being proactive instead of being reactive, is huge. And I think we have gone through a stretch where communication has just been lacking. There's just not been enough communication. You know, I mean, and not even for like final decisions. Or this is what we're doing, or this has been decided upon. It's, hey, this has been a project that we've been working on and talking about for a really long time. Here's my update on where we are. With that, just an update would be fantastic. So that's I mean, that's off top of the head right now. But I'm sure anybody else could back me up. Steve Slone commented that Sara is secretly the President of Staff Congress. Don't let her tell you otherwise, shadow government. She pulls all the strings. Go ahead, Tina. Tina Peebles added yes, first off, just to reiterate what everyone else has been saying. Thank you so much for joining us today. But I wanted to kind of piggyback on what Sara said, and kind of reinforce that a consistent message is important. Especially like you said the rumor mill that we have

here. We do talk and if a message is given in one meeting with one college or with faculty or staff, and then a completely different message is given at a different meeting with a different college or faculty and staff working, and know that inconsistency is out there. And I think a lot of times, it's kind of like at the upper levels. They're trying not to release too much information because they don't want to scare people. So they put a spin on it and sometimes that spin gets a little bit out of control. I think. So the more information and just being consistent, regardless of the audience that you're speaking to. It would be extremely helpful. CST responded so quick question for you, Tina. You mentioned consistent message. So I think what you're talking about is the content of it? Right? So because it was just one of the things I'm trying to wrestle with right now is how often I communicate with the full campus community. And right now what I've said is every other week, every other Monday, you know, I'll send out an email. You'll all get a note from me on Monday sometime. I think it'll be Monday morning and that's when I'll typically have sort of a cadence that has 3 to 5 points about essentially priorities or things I've been working on or focus of my thoughts these days, or I'm not sure exactly what I'm going to write to be honest with you for Monday. So that's one thing. I just wanted to let you know that that's what I'm doing right now. I don't know if that'll stick, if that'll be the way that I communicate consistently or not, I would think so. Because there's always a lot going on. The question is, what to focus on for you. But, Tina, I think you'll quickly learn that I'm a straight shooter, and I'm also not a panderer, and you know you'll also recognize that. If I can say everything, I'll say everything. If I can't, I'll have to hold some things back. But I like to be positive, but I won't call it sugar coating or spinning it. But I do try to be positive just about people and about life. But I also like to be honest and candid, and so you'll hear me say some things really directly if something's not working well. I mean, someone referred to something as a hot mess in a meeting this morning, and I just started laughing because I thought, well, that's candid. So you know, sometimes we just have to be honest about what's not working well and commit ourselves to doing better, right. And I think we have a lot of opportunities here to do that. And so it would really help me to work with all of you to really identify what are those things, and how can we identify them? Especially where it involves work more than money, more than money because we have less money than I'd like right now. But a lot of things that we can do just involve working differently or approaching the work differently. They don't have to involve \$20 million dollar investments in it, for example. So you know the thing I would ask of you and I don't know if I just said this. So forgive me if I'm repeating myself is you're going to get to know me just from like you'll see me on campus. I'll be the person that will talk to you and ask you questions, or whatever else, too, and you'll get a sense of how I'm wired if you don't already have a sense of it. And what normal looks like for Cady Short - Thompson. And if you're hearing things that don't sound in line with what you know to be my characteristics. So in other words, if you don't feel comfortable asking because I get it. I mean, I'm the President, and it can be weird to ask me questions like that. But ask Steve or Vicki, or whoever to ask me is this true? Because I don't want you to fret? I mean, I don't want you to be worried about things, or you know wondering if things are true. I'd rather be asked about it and put it to bed and move on than have you worried about any of that you know something that's not worth worrying over. Does that make

sense? Tina responded yeah, absolutely. Most people who know me will say that I'm a pretty straight shooter as well. I don't have a really good filter. I kind of what I think is what I say, and sometimes I catch it half way out my mouth, and it's late to get it back. So I love the straightforwardness of that, and I'm with you. I would rather nip something in the bud with somebody just asking me about it and letting it go on and people wonder. And then, I think that's a great approach. I'm excited about that.

CST continued with other questions thoughts, concerns. Amy Clark responded so I am Amy Clark. I'm the Director of Counseling, and I know that you're still meeting with all sorts of people. I'm just curious about the former president had a presidential initiative with the Mental Health Advisory group thought about as a result of resolution from student government, but also Faculty Senate. That's obviously been something that I have been a part of and have really loved. Kind of the collaboration of faculty, staff, and students. And I was just curious. From your point of view, kind of like, if that's something that you see is being something that will be continued, and just kind of your overall perspective on, kind of like as a campus community and mental health. Just kind of your perspective related to that, if you don't mind. CST shared I can tell you that I think that mental health is a major issue of our day, and will continue to be so. And I'd love to know what kinds of things you've been up to, and how I can be supportive. There's a lot of work to be done, I think, on most university campuses to support all the people to be well and so I I'm listening. I imagine there are a number of things you could forward my way that I could read just to get caught up. I think, is the acronym MHAG cause if that's the case, that's a funny group thing, the Mental Health Advisor Group. I'm having a lot of acronyms here, though, Amy, you know that right? Right? Amy responded I know this probably isn't necessarily like the forum for me to go into the details of it. But Dr. Chris Lawrence and myself are happy to kind of share the information with you, and also just work from you and share what we've done, but also kind of like, if you have perspective or thoughts on what you'd like to see as a campus, I would love that. CST responded so I welcome you to share the information with me. If you have reports and that sort of thing, and then give me a little bit of time to read through it, and then Tammy can find a time for us to meet. So if Chris and you want to find time on my calendar, that's perfectly welcome. Alright, yeah, of course. What else?

Steve Slone asked for other question, comments, anything? He continued that I had somebody that sent me something in the chat, Cady, and you may not know yet, but we're about to have a presentation about the Academic Commons. Somebody had asked if you could speak to your thoughts on the Academic Commons. CST responded is it starting to ramp up? I know that we're getting some recommendations from that workgroup. So I've heard this much about it just in terms of the idea of bringing different units together to serve students. In my mind, I'm still trying to sort out the different units that have come together. What I'm curious about is its location, and I know there's some different ideas about where that might be. One of the only thoughts I've had about it in terms of trying to be constructive is asking the question of how can we bundle as many of these different centers and services in proximity so that students can easily navigate them? So I just don't know where the commons is proposed at this point, and I don't

have any of the right answers or suggestions about where that might be. But I will just say that I've experienced great success before by clustering things that have shared purposes, or good opportunities for student access to them simplifies their lives by not having to go to a bunch of different buildings to find things. So, I feel like I'm still in the learning mode about it. And I think can learn from the presentation itself. But I'm eager to see how we can have them as either neighbors or adjacent, or something, so that I know we have, correct if I'm wrong, but we have a One Stop Center in Lucas, we have a First Year Student Hub, I think it's called, in University Center, and then this new Academic Commons. And one of my questions was, is it possible to have both of those Student Hub commons concepts in the same building so that whether your first year or not, you could have all those things in the same facility. And I don't know if that's possible or not. But I just know that students sometimes get worn out running around the campus trying to find what they need, and I don't know what's possible with this project, but that shows you the extent of my knowledge about it, and some of you are far more involved and affected by it, and I welcome you to also share your thoughts about the Commons.

Steve Slone asked if there were any other questions for CST while we have her here? And obviously Sara took the words right out of my mouth. Communicate, communicate, communicate as much as you can give me. I'll state that again. She knows where to find me. You all know where to find me. Anything else? CST continued with let me just tell you really quickly that you're all going to get an email from me on Monday. Not just my regular email, but in that regular email there will be a heads up that we are launching a transfer campaign for January, for students who have started someplace else and have realized that it wasn't the right fit for them. And essentially, it's going to be what we're calling a Come Home campaign and trying to remind folks that we're a great place to learn and live and be. And there are a lot of folks who go off to some big school and think it might be the fit for them, and find out by about this point in the semester that it's not what they thought. I don't know if any of you were transfer students. I was a long time ago, and you know, frankly, I was just an environment that did not fit me, and so I stuck it out for a year. But I actually remember wishing I had left mid-year because it felt like I was just stuck in a place I didn't want to be so I would love to welcome home 500 or more transfer students this Spring semester and show them what it means to be known by the faculty and staff here, and taught in small classes, and cared about in ways that they may not currently be experiencing. So the reason I'm telling you all this now is heads up. I'm going to ask all of you to help with word of mouth. I don't know about you, but I think most people know folks whose kids have gone off to school and aren't thriving or aren't thrilled with where they are. And we're going to have some scholarship funding available for those students. We're going to defray their tuition cost by \$1,000 as well as offer reduced rates of housing. So that we can fill the beds in our residence halls, or at least fill them more. So just heads up, that's coming, and I just beg of your help because I don't have marketing money, but I do have you and I have a lot of friends on my own social media network. And I think across all of us faculty, staff, and students, we can really blanket this area with the opportunity to come home and to thrive at NKU. So heads up. I didn't want to not tell you that, because here we are

today, and it's coming out Monday, and I think that you all can help me to spread the word. So anything else? Janel Bloch commented you were talking about campaigns and one of the issues that we always have is the differential funding that NKU has compared to the other state universities. The per student funding is quite different, and couple of presidents ago, during a budget cycle much like we have coming up, President Mearns organized a campaign for publicizing that deficit, and or that that inequity. And I was wondering if you had got any about how you might approach that. CST responded thanks for the question. Since the minute I arrived, actually, before I've been meeting with elected officials in this region, and you know we are working through the CPE's recommendation that actually gives us less than we're due as it relates to performance funding, as some of you know. So we don't like that decision. We didn't vote in favor of it. And yet it's going forward because all the other schools are pretty well positioned by it and in support of it. In a nutshell, we're right now finalizing our different requests of the state and socializing those across all of our elected officials as well as partners in the region. We are a pretty strong region, and we have a lot of people who are supportive of us and I'm working as hard and as fast as I can to get to those folks and to mobilize them to help us to get other funding approved. Because it looks like since essentially the first option, what was put forward earlier which gave us a recognition and performance funding for what we did achieve as a university wasn't honored. We're going to ask for some additional funding related to everything from the Young Scholars Academy Fund. And we're going to be working on some online technology infrastructure support requests. And you know, frankly, a handful of other things we haven't finalized yet. So we're within about a week or so of working through finalizing those details Janel and frankly, it's going to be all hands on deck for the session and I head to Frankfort next Wednesday to meet with the key leaders down there. I've had calls with everyone from CPE to every elected official that we can get on the phone. I will tell you, I've never spoken to more elected officials in my life, and that should tell you something, because, frankly, my background's political communication. So it is ironic that this is like ramped up as quickly as can be. But you know I'm committed to working with Eric Gentry and others in Frankfort to make the case and make it clear who we are, what we do well, and why they should think differently about the youngest regional comprehensive university. It is a decades old battle, there is no question. So I'm here for the long haul. So I think about playing the long game and trying to think about in biennial funding. You know what are some of the ways that we can approach what we need and what they're prioritizing? So it's not an insignificant amount of work ahead. And one question that I've been thinking a little bit about is, how can we make sure that we're represented down there as fully as possible when I'm up here? Because, as you well know, some campuses are closer than others, and so it may be advantageous at some point soon to think about, you know, do we have a governmental affairs? representative that we used to have in place? Because without one, frankly, others are filling that void and speaking about their universities and not ours. So long. Answer, Janel. But yes, is the quick answer. Steve Slone commented hear me state that as you get the messaging, Cady, feel free to bring it to us, I know, with the pension conversation, we had little contact cards so if we need to ramp up or put more pressure we can.

Steve Slone continued before we get away I do officially want to remind everyone about our Staff Friday tomorrow from 3 until 5 in the university center on the third floor, right outside the ballroom. and I want to, officially invite Cady. If you're here tomorrow, feel free, come over and join us. He continued with asking for any other questions before we turn the President loose? CST responded thanks for having me. It's good to see all your faces. Hope to see you on campus soon. Steve continued with thank you, thank you for joining us. And you know I'm not hard to find, reach out to me. Our next guest is Pete Rinto, for the Academic Commons conversation. I did send out the recommendations to all Staff Congress membership. Also, maybe some questions came from that. But, Pete, the floor is yours, my friend.

**Guest – Pete Rinto, Institutional Effectiveness Analyst
Strategic Planning and Implementation: Academic Commons**

Pete Rinto stated all right. Thank you very much. Hello, everybody. Glad we got the opening act out of the way onto the headliner. So, as you all received already, Steve sent out the recommendations. That's kind of the abridge version of the full proposal we'll send with some of our process and things built in there as well. We didn't want to overwhelm you with all of that. First, I did just want to back up a little bit to make sure we've got context as well. Big, thanks to Sara and others that have already kept many of you apprised with what's going on with the commons and discussions we've been having. As a reminder. The idea of the Academic Commons did originally come out of the repositioning plan. However, laying out our charge was something that was not really tied to the budgetary aspect of that while budget savings are probably an anticipated outcome. That was not part of the charge of the work groups. I did just want to state that from the beginning. The work group did begin meeting in January, having robust discussions about really the key things of cataloging what academic support services we currently have, thinking about our current and future student populations. The different types of learners we have, how they engage with the university and then, looking to make recommendations for how we can align our support services, how we can enhance them, how? What kind of organizational or administrative structures would go into that? Exactly. So. Really, our focus was on how we can enhance, expand, and better coordinate our academic support. Learning services. One big key distinction we did make as we were having our discussions was the difference between academic administrative support and academic learning support. So our group really did hone in on what our academic learning supports and those services that are currently offered, or gaps that might exist currently and opportunities where we could expand to meet our student's needs. But really, setting aside areas that we've been surfing services and functions that we felt were academic administrative supports. So in the proposal, well, throughout the time that we've been meeting with a number of individuals across campus, we really focused on what are the services that we feel belong in this academic commons. Not necessarily as we're going through our discussions. What are the individual offices and units? It's a little hard to separate some of those. Obviously, as you're going through things, of course, because when you say a particular function, it obviously automatically keys into a specific office. But it is something that we did want to

make sure we're honing in on what is the function of this comments, and how can we best serve our students. So the Board did approve the creation of the Academic Commons, just the general structure, organizational structure, and the idea of that in the March Board of Regents meeting, and we're nearing submitting our proposal to the Provost for review, and then he would take all those things into consideration and make, recommend, or make his decisions based on that that review and further discussions obviously as well. So our role, really, as the work group, was to put together what it is that we felt would best serve our students how this common should be structured. As I said, cataloging what services and functions are currently existing, and where those gaps and opportunities are really currently within that. Our recommendation really focuses on three phases, really trying to take steps along the way to make sure this isn't a seismic shift in what's taking place and disrupting folks work, especially in that first phase. Where we identified what we consider to be really kind of the core services both that would function as the core of the commons, but also just what would be the least disruptive to the current environment as well on campus. So within that chart, and I can actually pull that up. That might be a little easier for folks, Steve, if you could grant access. Thank you. There we are. So within the first phase, you can see here that we've really kind of broken into different categories of what types of support, so content, comprehension, learning skills, navigating college research, assistance and learning resources, slash learning, technical support as well. And then within these, broken down into kind of who provides those services, and that's something we outlined for the regents. With our initial vision documents as well. Now you can see within this. This is kind of a blend, a little bit of services and specific offices and units. Cause, I said, it's kind of hard to separate those two from each other. But these would be really the areas that we feel would best represent and comprise what the Commons would be initially with the timeframe. That's really not necessarily our groups decision to make, but most likely looking at something along lines of a of a January kind of implementation for the first phase. With all of these, though, really, it's not a hard set January 1 kind of date. It's a little more wiggle, and some things are more. It starts at this time, and some things are more over a period of time this would take place. But really the emphasis would be on these specific areas. And an emphasis really on triage as well. A lot of different units provide some triage services. But that would, we think, be a hallmark for the Commons as well? Really something where a student can, as we talked about earlier, how are these students, as the president, was speaking earlier, how are these units clustered? How is the support provided? Where they go to one place to receive this access so that triage would be a big aspect of this. Not only physically can these units be located, that's kind of a bigger question. I think that we'd get into in the long term. But really, how can they be even organizationally clustered together and have greater lines of communication and coordination with their services. They're providing in the second phase. Then it would be looking to really take those services and how can they function together a little more, and how? Not just that we're shoving different offices together. But is there a new way, a new approach, a new direction to look at how those services are being provided to our students. And then also exploring, are there different ways? There are different areas that we want to provide support within the unit. There's some areas that we felt just needed more exploration, especially some of those extended kind

of academic support units or that offer enhanced experiences that grow what the students experience is academically on campus. So just a things like honors college or study abroad or undergraduate research, testing services. You can see some of those different items listed in there, really, just some areas we identified where further discussions need to take place. We felt that we didn't have the time to really devote to fully dive into those, or we didn't feel prepared to make those decisions. And some decisions we felt were best left to the implementation team and those that were actually in charge of the unit to make the determinations rather than handing them a full, complete package of here's your unit, enjoy. We wanted to make sure that those folks had input and what shaping what the Commons looked like, and what kind of functions would be included in there as well. The third phase then would be really then that location aspect of things. Where is this located? Both physically and virtually. And that's a big piece of this as well as how are we adjusting to our growing online student population or hybrid student population or even the students really, that are just right down the street here in the dorms that don't necessarily want to engage in person, making sure that we're providing different modalities of support for them. One big piece that we a message that we want to communicate as well within this recommendation is that it's a purpose built space as well. Our hope is that it doesn't become something that's just well, we have some space over in XYZ building. Let's throw these folks in there together. And it's not really conducive to the learning, environment and support environment that those students need so really push towards something along those lines in the future. I know when some of the budget materials for the Board of Regents. That's something that's already been talked about as possibly being in the library. But those decisions haven't necessarily been made as of yet. But we do have recommendations that really needs to be a space that can be collaborative for students, multi-purpose, really welcoming, engaging for them, and that it has a strong online presence. One thing I forgot to mention earlier is that we did survey students as well. We did have committee member, a student committee student member on the committee as well. But attendance wasn't always there, but we did survey our students as well, getting to some of those implementation points also of what kind of hours would you be seeking this kind of service? What kind of modality your courses in? How can we best support you? What obstacles have you encountered with receiving support as of right now? And some of those things of hours of availability, and those types of things have really popped up. So I think that's something. Again, a message will be passing along to the implementation team. One last item of note that we did want to include as well is really that we wanted to bake into this as well some type of additional advisory and assessment and oversight as well. Not just saying, let's get the Commons built and let it be off and running under one person's charge. But we did want to still be involved in what and how this is shaped moving forward, making sure that there's continuity between the work that's been done by the workgroup and the implementation team and into the future as well to make sure that that vision isn't lost, and that we haven't lost all this great information and knowledge that we've collected over time here as well. So that's going to be a big point of emphasis also is, how can we have that additional input throughout the process and continue to assess that is this working. And how does this need to continue to shift? To meet our student populations needs as well? So this is

something that we do plan to present to the Provost here in the next couple of weeks. Actually, by the end of October, at the very least. And we're continuing to meet with different governance groups as well. Touching in with Faculty Senate and Staff Congress. Obviously, Dean's counsel, and so forth. So with that, I'd like to open up to any questions you all might have any recommendations, whether it be about the recommendations we have outlined, or just questions about the process or thoughts that we'd like to. You'd like us to consider moving forward and so forth. Steve Slone shared as always feel free to send questions to me in the chat. Any executive council member. As well, Sarah, I cut you off. Go ahead. Sara Conwell commented, no, you're good, Pete. I just wanted to mention last week during Council of Chairs, a question came through about faculty, and how faculty will be involved within the Commons, and I had said that that is a later conversation, a later phase within the Commons. So I just wanted to put that out there just to let you know that you can take back to John and Abdu that obviously faculty are asking questions as well. I know that you all have already presented this to Senate, so I'm sure that you got a lot of good feedback from there, too, but wanted to make sure that that was on your radar from the staff side. Pete responded excellent, thank you. And we did have faculty members on the committee as well, and some of our earliest conversations were is this something that the Commons is this unit going to be strictly focused on student support? Or do we want to include faculty support? It's something that I think we definitely thought there was merit to the faculty side of things, and how we can provide support to them and the work they're doing. But it was something that we felt needed to be tabled for right now, so that we really could hone in on one piece, since this is a big beast to tackle already. Michelle Melish commented I had a question. Thank you for coming and presenting today, but I was looking at what you have put together, and the phases in phase one and even some of the offices in phase two and a lot of it is already clustered within the university center. So I was just wondering what you see are the main differences between what we provide in the University center now versus what you envision with academic commons? Pete responded that's a great question. I think part of it is, and that's something that certainly has been addressed and has come up in a lot of different dialogue over the several months here as well, kind of. It's a whack-a-mole that pops up every once in a while. One thing, I think, is, there is some units that we don't feel are included in there. But we also felt that there was an opportunity to better coordinate them. There was almost a point where several of those units, I think, and this came from members of the committee where there was the grand vision of the University Center would serve as basically what this academic commons is as well of let's bring all these offices together into one space. But then it kind of stopped after the location piece was built in that there wasn't necessarily as much of that coordination aspect of things. Also, I think, it is just simply that it's maybe not on the first, the bottom floor, first floor, however, you like to call it, of the University Center, the most welcoming environment. Necessarily the offices have done a great job down there working with what they have. But just the descending down the stairs, I think kind of aspect of things is a piece of it as well. Or not having some type of central location necessarily, or that's being utilized at least as of right now for a student to go to receive that support. It's more so, needing to go to that individual office wherever they might be within that building, I think. Michelle

responded, thank you, of course. Steve continued with and that floor outside down there in the first floor, so loud whenever you push a cart through delivering something that's my nightmare. Other questions, comments. You know me. I tend to move fast. Obviously, you heard Pete. The recommendations are hoping to go at the end of this month to the Provost. So if you think about other comments, you can spend more time looking at the recommendations, feel free to send them to me. Send them to Pete. We can get them to John and Abdu. They're chairing that committee. We've also got Sara who is our Staff Congress representative on this work group. You send them to Sara as well. I know that Vanessa Wieland, who used to be on Staff Congress, I saw her log on a little bit ago. She, too, is on the work group. You can send things to her as well to get it onto the radar before the decisions are made.

Steve asked if there were any other questions? Before I turn Pete loose as well as Kristi Bishop also a Staff Congress, member which is on this work group. I'm seeing and hearing none unless I'm moving too fast. Thanks, Pete. Anything else? I'll send your way. Thank you for coming being with us today. All right. Thank you so much. Everybody have a great day.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared I don't have any formal report out, but just wanted to echo what others have said is that I'm just very excited to have our president, Cady Short - Thompson, on board. As you guys have heard, she's already hit the ground running, so excited to be working with her. Just wanted to also put out a reminder about our next board meeting, which will be on November 8th. So make sure that you're tuning into that if you are available. Steve Slone commented thank you again, Cori, for all that you do, for your tireless advocacy for our staff. Cori responded thank you, too, as well, Steve. And to staff Congress. You guys know I'm always picking your brain. And I've been taking notes as people have been talking too, just to make sure that I'm staying aware of some of the things that folks are concerned about, too. So as always, please feel free to reach out to me to share your ideas and your concerns. Steve shared much like me, Cori's not hard to find, but you could always send them to me, too. I will get them to Cori. Well, so any questions before we move on?

Administrative Liaison – Lauren Franzen

Lauren Franzen sat in for Lori Southwood. She shared she just wanted to give a couple updates. Kim Baker sent has a bunch of good stuff going on in wellness. If you want to check out her website. There's cardiovascular screenings, the essential oils which I am signed up for. I'm excited about that one as well as just all through reminders about our wellness coach and just other things that we've got going on. So when I give you that information I know Marquita touched on this a little bit with TalentedEd, and she can definitely go into more detail for you. Regarding getting kind of the full transition of everything into TalentEd. So we can start having data to build on and to start using it for decision making going forward. And then just a reminder at that end is that for anyone

that has staff that are new in their area from July 1st to now, there's going to be a luncheon on October 24th for like a new staff luncheon. So I just wanted to remind people of that and lastly, the information about annual enrollment went out today. The website is up and there's a lot of information out there. So just wanted to make sure that everyone received that email. And if you have questions, Patty's on the call and can take any questions that we have kind of at a high level or but just really wanted to make sure that everybody saw that that information is out there. Steve asked if there were any questions Lauren or Patty's way. Michelle Melish shared thank you. I was excited to see there's an in person health benefits fair again this year. I was wondering if there was any possibility we could bring back flu vaccines or covid vaccines for all the faculty and staff. I think that was a great one day way to get as many people vaccinated as possible, and to keep us all safe on campus, and I know things have changed upstairs. But I just think, offering something like that, rather than having to take a half day just for something that can be done in 15 min by walking upstairs or going to the fair would be a great benefit for everyone. Steve commented I hate to jump in here. But, Michelle, you're stealing my thunder. That was in my report when we sent out the minutes for this meeting. Christy Blackburn, who is a friend of Staff Congress, who is still up there in Saint Elizabeth, reached out to Kimberly Wiley and myself and she wanted me to share at the time that the flu shots will not be a part of the benefits fair, but they have been given permission to give flu shots out to faculty and staff. She recommended that you call and make an appointment to the office. I'll put the phone number for the office in the chat. (859) 578-5660, anytime, 8 to 4:30, the Monday through Thursday, appointments are recommended. They are hoping to maybe do a clinic like a walk-in clinic like they've done the past. But that's not been set in stone yet. So if they are able to do a clinic, they're going to let me know they're going to let Gracie know we can blast it out to the listserv. so she reached out to me about that. I want to put it out there, Lauren. Sorry to jump in there, if you had something more on that. But Christy saw our minutes and wanted to get that word out there. So I'll put that phone number in the chat and other questions. Feel free. Go ahead, Michelle. Michelle responded no apologies. I'm sorry I missed that. But that's wonderful news. So thank you.

Steve shared that he did get a question in the chat. When will updates to department information be implemented in TalentED? That may be a Marquita question. A staff reporting structure is very wrong and request to have it updated haven't happened yet. Anything you can speak to for that, Lauren. Yes. Marquita Barron responded so in TalentED, there is no one but me really trying to do things in there, plus Dionna. And so know that for all the other things that we have to do being teams of one, we're trying to get to everything, but know that last year we submitted something to each division for them to provide us with the hierarchy. Hierarchies have changed since last year because of everything that's going on, and it continues to do so as many times as things changes as many times that we have to be in that system to make those changes. And so we're trying to help do that for all the different areas. And so it does take us a little bit of time. But if you want to send us, whoever put that in there who, if you want to send me personally an email. Please be patient. I appreciate it. Just send me an email reminder to make sure that happens.

Steve shared that he had another question in the chat about from what I am to understand, it's just the flu vaccine that Saint Elizabeth is able to offer. There was no mention of the Covid vaccine at the time, but I'll mention that to Christy in my correspondence back, and if I get an update I'll let you know. So watch the listserv. You know that I will blow up that Listserv with messages some as things go through. So any other questions Lauren's way? I'm seeing and hearing none. Thank you, Lauren. Thank you. Thank you. Thank you. Thank you as always. Thank you, Marquita. Thank you, Patty. Thank you for being with us. Next is our Faculty Senate liaison. Janel, you're up

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared in our last Faculty Senate meeting, in conjunction with the Faculty Regent's Report, we and in conjunction with the kind of long discussion in the Board meeting about athletics. We talked a bit about athletics and the concern about how there were a lot of cuts everywhere else except well, athletics is not really having cuts, and is essentially promising to raise revenues. So that's just something we talked about. And we're going to keep an eye on that and keep watching that cause that's obviously a long standing concern with faculty. The Curriculum Committee on Faculty Senate are working on establishing a database for student learning outcomes. So for all the classes, because those are supposed to be consistent across classes and approved by the by the curriculum committee. So they're trying to establish a database where those will all be in a single place for people to access. And there was also, in conjunction again with the Faculty Regents report and also the PCC. Because they took this up a bit, too. There was also some concern about the in the last Board meeting. The Board established some new committees of itself, and one of these was the Student Success and Academic Affairs Committee, and some in the faculty are concerned about what that committee might do, and perhaps that the role of the Board might evolve from oversight to management, and being too involved in in in faculty affairs essentially. So that's just again, something that we're going to keep an eye on and make sure it's really supposed to enhance the oversight role. But they're just concerned amongst faculty. That that's what it sticks with and that's what it actually does. And I believe that's my report. Thank you.

Student Government Association – Lucy Burns

Lucy Barns shared I don't really have a ton, but we are still looking for new members for SGA. So if you guys could help us promote things that we're posting on our page. If you happen to follow our Instagram or promote our flyers around campus. And then we are looking at some upcoming events that are open for anyone who would want to attend. So let me pull those up real quick. So we are going to be having a Town Hall movie night. So it's over the Sound of Freedom movie that came out recently. And we're going to be talking about the themes in the movie and whatnot after we watch it. So that will be Monday, October 23 at 6 pm. If anyone is interested in coming. Yeah, that is our

upcoming SGA event, but otherwise just y'all are doing awesome. I love hearing everything that you all are working on.

President – Steve Slone

Steve Slone shared the other item that I'm going to plug today. As we have talked before about getting all of the Norse Appreciations into TalentED, I want to give you an update on that. So far, I have been able to create 183 PDFs of the Norse Appreciation contact emails that we can start implementing and putting into TalentED. I have discovered that Outlook record keeping does not go back as far as Norse Appreciation does. So I'm going to be talking with Executive Council about maybe getting into Qualtrics and making sure that we have all of them. So got 183 squared away. I know there are some more out there. I was able to get back all the way from when we started the program in 2020 and so I'll find a way to capture all those, and we'll get them squared away, and then thank you to Executive Counsel for being willing to help me put them into TalentED. That is still the plan. I think that's the only thing I have in my report. Any questions my way at this time? Thank you for participating, and all your questions for Dr. Cady Short-Thompson. We had our first meeting with her on Monday, Vicki and Cori and myself. It went wonderfully so if you come up with question, other things you want to make sure that she knows, send them my way. I will send them to her. Anything else for me right now. Oh, thank you. Vicki. One of the things that Dr. Short-Thompson had asked for in our conversation was the Administrator Evaluation surveys that we just did that we provided them to Bonita. She asked for them, so I sent them to her as well. So all of the administrators that we evaluated as a part that process, she now has them. She was going to be going through them. And I said, of course, any questions reach out to me, reach out to Vicki. I make no promises that I don't suddenly remember something later on. You know that I'm a little bit scatterbrained when it comes to that. Thank you so much. We'll go on to our standing committees. We'll start with Benefits. Tina, you're up.

Benefits Committee

Tina Peebles shared hello, everybody. So we last met on October 3. We had two main agenda items, one was to discuss our goals for the committee. We're reviewing those. Hoping to expand the language a little bit to include the fact that we're not just shuffling information from point A to Point B, that we're there to be proactive and to serve as more of a liaison for our staff. So we're looking at the language we want to use for that and then we are looking to update the vacation annual leave policy to include all previous employment experience so those who leave the university and come back to have that policy include those years that they invested at the university instead of starting over at day one, so we updated the policy. We've written a memo, and it is circulating in the committee for signature, and once that's done we will pass that along. And then we just wanted to reiterate that benefits email went out. Make sure that you take a look at that and you get enrolled before the deadline. And it looks like it's going to be open. October 23- November 9. Someone, please correct me if I am wrong in that

otherwise I think that's it. Ali, did I miss anything? Ali responded, good job. Steve shared while we are here with benefits, and since I forgot to say Ali as well. I'm going to embarrass her happy birthday, Ali. Ali responded, thank you. Yeah, Steve said I had a pass, but I said, I will still come to the meeting.

Outreach

Kristi Horine shared so we've got a lunch hangout next Thursday on October 19 in the UC Ballroom from 12-1. Amanda is going to bring her button maker. So if you'd like to make some very appropriate buttons to show your support of Staff Congress, feel free to show up. We can put those together for you. And then, on Wednesday, October 25 from 2-3, in the Student Union room 102, or outside if weather is fantastic. That's our recess get together. Last time we played some cutthroat Uno cause the weather wasn't very great. So those are the October events. And then in November we have Thursday, November 16, 12-1 for the lunchtime thing and then Wednesday, November 29, 2-3 Student Union for the recess thing, and that's it for the fall semester stuff. So come, hang out with us. I'll be nice.

Policies

Mike Irvin shared that we met last week. Janel was very thoughtful to join us as our one of our liaisons and policy experts. So we took a look just at generally. Janelle talked us through the process of policies in terms of how to effectively advance something there is if she wants to comment it on it. I better, too. But she is working on a policy about how policies are made. That's relatively accurate, which I never thought I'd yeah, but essentially, that should streamline things and allow Staff, Congress Faculty Senate and SGA to be aware of them before it just goes to the general listserv. So I think long term that should help us out. We're starting off looking at also trying to identify what are some policies that haven't been updated for a while, particularly those that are far reaching in effect, rather than just looking at what you know, what applies just to me. So we're starting with dress code, because we know that's something that's been looked at or at least thrown out there. Natalie Gabbard's had that on her radar. So we're going to partner with her and look at it when we meet in a couple of weeks here and then connect with her trying to make sure again that we're not duplicating work, and rather working with each other to try to build allies, and build momentum for things like that. And since that's something that there's always a lot of questions about, and just looking at the policy. If you were to pull it up and look at it initially, you can tell it has not been touched for a little while. So we're going to start there and then kind of go from there. But again I'll echo what I said last month, even if you don't want to formally come meet with us, if there's a policy that you take issue with, whether it's something that is unfair. Just, I mean, clearly, again, if you look at the date, some of these were last updated, or sometimes the policy might have just been based on one individual circumstance, right? So feel free to throw that our way, and we'd be happy to take a look and discuss it as a committee. But that's where we're starting. And just because it's a not a simple policy, but you know, it's one that clearly could use them clean up, even if it's just the language

being updated at the very least. So that's where at and then we'll review that, and I'll have more info next time around.

Scholarship

Steven Smith shared we're pleased to announce that the fall 2024 scholarship application website just opened so we are currently trying to communicate out to all staff members if they have a dependent or a spouse that they should apply on this scholarship website. Deadline is January 16 for new freshmen. There's also a letter has been prepared with details asking Jeremy for help on getting a better understanding of how funding of the scholarships and some of the other funding that's going on in campus sweeping a funds and hopefully that'll be sent out to Jeremy within an next couple of days. That's it for my report.

Benevolent Association

Tina Peebles shared so we last met on September 25. We have a new logo and email banner for the Fundraising Committee to use. And we've been using that to update our forms. And we're hoping to maybe get together funds for a tablecloth with the logo on it to use it events. And I can show you the logo if you all are interested, I can share that. I need you to enable me to do that, Steve. Okay, so can you all see that? So that is the standard side by side. We also have a stacked version hopefully that came up for ya'll to see. And then this is going to be our email template. Did that change? You all can see the new logo. No, okay, let me stop and reshare. There we go. Did that update? So this was taken from the art that is on the Benevolent Association website. And then we just paired it with the new logo that we have. That'll be our email header when it goes out. We're also using that for posters. Any type of flyers things like that that we're sending out since you didn't get to see the stacked logo, I'll show you that real quick before I move on. And so there's the stacked logo. and I want to thank Michael Fraser and MarCom for helping us to do that. And everybody had a lot of input into how they wanted it done. Jim Parker originated the idea of the heart within benevolent. And we appreciate that input as well and I think it looks really good. Everybody seems to be excited about it. So we're updating all of our forms. With that we are going to have a table at the October 23 Benefits Fair. We will be set up outside of the UC Ballroom so we can catch folks as they enter the fare. We have a draft schedule of who's going to be working there, and we've been getting materials ready for what we want to have on hand. Our event subcommittees are hard at work getting ready for the November 14 annual Fall Chili/Dessert Cook-off and Holiday Market. Announcements have been sent out hopefully y'all have seen that. And you're sharing that with your departments or your divisions. To date as September 25 at our meeting we had 5 vendors for the holiday market, and we had 5 to 6 raffle prize baskets. Chartwell's has agreed to donate additional food supplies like hot dogs and buns. They're also providing the tablecloths and the drinks. We've done an inventory of the supplies that we have on hand, and we're going to be ordering additional ones to supplement what we currently have available. The President is scheduled to attend, and her remarks have already been

provided. We will have students playing music for about an hour, thanks to Kimberly. She was able to get some students scheduled, and then before and after their appearance, we'll just have some Pandora music playing in the background. And we know that Rachel Votruba was interested in joining our efforts, and Rose is going to be reaching out to her. She was not available until this month, which was why there was a delay in us getting out to her. We can still use lots of volunteers. We're hoping to get some folks at the Benefits Fair but if anybody else is interested, just let any of us on the committee know. Kimberly Wiley and I are co-chairs. Ali Hannig shared we need some people to sign up for desserts and chili, but I'll put that link in the chat. But we need some desserts for sure. Great thank you. Tina shared oh, and it looks like Vicki's got a vendor table groovy. All right. Thank you for doing that, participating. If anybody wants to share with her just email or call her. Vicki Cooper shared I think it would be great to have even faculty or students show up and be part of the holiday market. Also, I think that would be kind of fun. Tina responded yeah, we mentioned it in our department meeting for Biology, and they are making their November 14 seminar series the luncheon. So faculty is going to be going over there instead of getting together for their seminar series. So hopefully that encourages you all to reach out to some of your faculty. I know a lot of them were surprised that, like me, they didn't realize it was for faculty. They thought it was just for staff, so, you know, reach out to your departments in your division. Don't assume that they know and if they already know it doesn't hurt to remind them. So get the word out. Dave Groeschen asked if there's a way to donate vacation time ahead of the luncheon. Tina responded absolutely, and how we would do that there's a website that you can do that. I'll find the link, and I will post it here in the chat for everyone. It's really as simple as that. You can go online. You can donate hours. You can donate money in advance of the luncheon. I'm not sure how that affects the actual luncheon. If somebody could test somebody who's maybe Ali or somebody who's been here in previous years? If they bring something showing that they've donated. Does that count as admission? Or do we handle the luncheon as a completely separate thing? Ali Hannig commented we didn't run across that and it was only my first time was last spring. But I think that's something we could talk about in our next meeting. Tina responded yeah, we'll discuss that how we're going to handle advance donations and report back to you all, so that you know I don't know if you feel free to hang off until you hear back from us, or I can send something to Steve as soon as we have an update. So people are aware I'll go ahead and pull that link, though, so everybody has it. Tina continued I will say we need hours more than cash. But if that's all you can donate, you know we're not going to turn that away. But yeah, I don't have the numbers in front of me, but we do need hours. Steve Slone commented you rock Tina, Ali. Somebody shared in the chat to me. It may be something for the committee to actually ask. I know that I experience it to me, and when you're like it's so easy to be maxed out on vacation, just lose like hours. I don't know if it would be something that could even be undertaken. But you know, like, if there was a way that maybe you know we can make you know HR, where you could capture those hours. Tina responded I don't know if that's something you know we could even do, but for certain to be brought up. So yeah, that's a great idea. I don't know if that's possible. And if so, what would be

involved with that. But that's a great idea. Whoever brought that up. Thank you. And we'll talk to the committee about that for sure.

Food Service Advisory Committee

Michelle Melish shared so yeah, our official first meeting actually isn't until next Thursday. So anybody has any questions or concerns that you would like me to bring up, just let me know. At our last meeting I had some questions about the changes in the Student Union with how payments are handled. So they did switch to credit card only at the end of the summer as Maddie pointed out in our last meeting. If you really wanted to do cash, you could just go down to the Allcard office and put that on your all card, and then use that to make payments. And if you use your all card for payments, then taxes are exempt. So that's one nice benefit as well. So they asked if split payments were accepted, credit card and all card. They are accepted, but they're not applicable for some things like meal exchange. And then finally, with Starbucks, you used to be able to order in advance with the get app that's no longer available, but they do honor the Starbucks mobile app now, so you can use that to place orders in advance. And then you can still use your all card to make purchases at Starbucks. So those were some of the changes. But again, if you guys have questions or concerns. I'm happy to bring that up at the next Food Advisory Board meeting next Thursday. Dave Groeschen shared I have a question there. There is a huge struggle on the website that shows what foods are available in like the different areas. Especially like the student choice that rotates every 2 weeks. And they've stopped updating their website. Is there any way they can start that back up? What they offer, but you don't know, unless you walk over there to see what it is, and it's kind of nice to in the past. You could pull that up on their website. Michelle responded sur, no problem. I'll let you know at the next meeting.

Sustainability

Tiffany Budd shared so I thought I would just read a quick little blurb about sustainability, since it is sustainability month. Environmental sustainability is about protecting and restoring environments, preserving biodiversity, sustainable development, and sustainable use of resources. It's about improving the quality of life by living in harmony with nature, not simply destroying and dominating nature. Sustainability involves more than reducing carbon from the atmosphere. Sustainability is about caring for people by improving their homework and school environments. To be healthier and more resilient. Sustainability is about equity and social justice, through improving physical environments, for the health and wellness of underserved communities and protecting vulnerable persons from the devastating effects of climate change. Sustainability protects natural resources so that future generations can thrive. Sustainability is about creating a healthy, equitable world in which our students and all persons can succeed. So as part of campus sustainability month I hosted two recycling workshops earlier this week. One was with Rumpke and they were presenting about what can go into the standard recycling event. And even if you don't have Rumpke

servicing your particular area, you might have Republic or a different Provider, a lot of that stuff ends up going to Rumpke, anyway. So they pretty much take the same types of things you should be able to look on your provider's website to see what type of items they take. And then on Tuesday we did a deeper dive into recycling with the Cincinnati Recycling and Reuse Hub. Rumpke takes a lot of stuff, but they don't take everything right? So the Cincinnati Recycling and Reuse hub kind of fills that gap. And they do take a lot different types of materials. So I would encourage you to check out their website, see what they take. Most of the stuff they accept for free. Some things they have to charge for like batteries and electronics, simply because the fact that they have to pay to send them to the vendors that purchase them. But they are a really great organization. So I'd encourage you to check them out. In the last week we had a litter cleanup with a student group Ecos and that went really well. Up next week, October 18-20, is an art display of student work using cardboard boxes that have been collected around campus. Sorry I'm going to drop the link for campus sustainability month, so you can check it out as well. The first class has a theme based on Anthropocene which is described by scientists as our current geological era in which human activity has impacted the environment and climate by our dominant influence. Historic and cumulative consumption of natural resources by humankind has modified and shaped our environment in our everyday lives. So as we're asked to think on this and create a sculpture around this theme of environment and consumption. And then second class was asked to focus on students picking a spirit animal that represents qualities that they possess, or qualities that they might aspire to be more like. The project helps students to see the wild possibilities of a non-traditional material. The cardboard typically associated with trash as a cheap and highly effective sculpture medium and almost endless supply. Now, I'll say I've seen the sculptures from last semester, and they are pretty amazing. It is just awesome what these students can do with cardboard. So definitely check it out. October 18-20 scattered throughout the Student Union. You can't miss it. And then on October 24, you're going to have a fun and interactive electric vehicle car show hoping to have about 5 EVs on display. You'll be able to sit on them, you'll be able to play around with them. The owners will be on site. So this is not dealerships coming and trying to sell cars. This is actual owners of the vehicles. They'll be on site to answer your questions about owning an electric vehicle. We'll also have Drive Electric Cincinnati, who's a partner in this event. They'll be on site and they'll be able to answer questions about federal tax credits and other important EV information that's out there. So I should say where it's going to be in the Student Union circle from 11-1. And that's on October 24 again It is on the website, so you can find all that information. So confirmed vehicles we have a Tesla model Y, we have a Ford lightning, we have a Hyundai Ionic. 5, and then we have a Chevy Bolt, which is one of the most inexpensive EVs out there. So this is an event I hope students will come to it as well, because there will be cars there that might be of interest to them. And then, lastly, I just wanted to remind everybody that I do have a sustainability listserv. So if you want to stay up to date on things like this and other things going on, please subscribe to the listserv. I also occasionally send out stuff that's specific for students, such as internships, job opportunities, conference opportunities. And then same with faculty and

staff. Sometimes it's specific to those entities. So a little bit of everything for everybody. So that's my report.

Roundtable

Vicki Cooper shared we did meet. If you are willing to join us on this committee, please let me know. Right now, we are looking for it to be part of our February meeting on February 28. We are looking at for it to be an in-person meeting at this time. Depending on if we have funding there may or may not be a lunch before the event. I know in previous years we have had a luncheon when we were in person. We are working on what the event is going to look like and the format, whether it is going to be open to the public or just staff Congress. And then what our content is going to be. Are we going to do the open questions? Submit your questions, and we submit that to Cabinet? Or do we go with a theme or targeted discussion points? We are determining that content. The President did offer her support of the event so hopefully we will have all of the cabinet attend. I am waiting to hear back from Tammy on that, and that's all I have for a round table.

Frank Robinson shared this may be more of a question than a thing to bring up earlier this semester. So this is kind of going back a few weeks. I know that they don't have the COVID-19 website up anymore. And we've kind of moved on from some of that. There was kind of a wrap up in in some cases at one point in time, but I had some people who were staff members here, and even students who were like, what do I do if I get it? And they just weren't sure where to go to get information on the website. It says, like, right now, it refers people to like the CDC guidelines. And I think that's what we're following at the moment, but I think it might be helpful just to have something that just says somewhere, like just what to do, like from a campus standpoint, not like the CDC guidelines, but just something like tell your supervisor, or you know that sort of thing. So I just wanted to bring it up because we're getting kind of into the time of year where sickness and things happens. And so I just think it would be helpful just to have like, just basic. It doesn't have to be anything major. But I just think that maybe something just in addition to the CDC stuff. I think it'd be something more NKU specific. I think that might be helpful for some staff and for some students and faculty. Steve responded thank you, Frank. I know we mentioned it as old business, I think last month and Lori had made reference to the website with the CDC. Guidelines. But I saw Lauren taking notes, and when you're like so literally I know we had a roadmap. Here's what you do back when we were in the height of it. Something like that again. Lauren Franzen responded I'll definitely have that conversation with Lori. I know Natalie and somebody else had like a wrap up meeting with the Covid Committee a couple of weeks ago, so I'm not sure what came out of that. I know some stuff got taken down after that discussion. I'm not sure kind of how that all went, so I will follow up on that but generally we're just treating it as any other illness. So if you get the flow, if you get Covid, if you get, you know, whatever else it is. But yeah, I will. I will definitely figure out kind of something that we can put back up there that you know, even if it's just saying that kind of stuff, but it that it gives somebody a place to look. So they know where to find it.

Marquita Barron shared hi, everyone. I just want to also let you know that October is National Learning and Development month as well, so please take advantage of the offerings by Kim Baker and Wellness. Also be sure to go out on TalentED to take advantage of those learnings that are out there. I also want to make you aware that training development also has an in person class for supervisors called it leading effective teams. So there's an option to either attend the one that's on October 25 or 26 so please go out and register for that. Also besides, just the luncheon that we're having for new employees, please, supervisors encourage your employees to complete their compliance training, and also know that HR has a new employee welcome center that has a ton of tools and resources out there for them, which includes a new employee online orientation. So that's all I got.

Norse Appreciation

Steve Slone shared I have several Norse Appreciations to read for the month of October, so get used to hearing my voice. Here we go.

- Amy Danzo. Amy is one of the best leaders I have ever had the opportunity to work under. She practices vulnerability and strength, and is always willing to pitch in when needed. She is an amazing human being and isn't afraid to put in the work alongside her team.
- Connie Seiter. She is always a great insight to go to for any questions as they arise. She truly juggles many circumstances with poise, and demonstrates a dedication to her coworkers and the students. She provides amazing feedback and takes her time to listen and give care to those she works with. The unit is blessed to have her working with us and supporting us along our journey. She deserves this recognition, and so much more. Thank you, Connie, for being a champion for us in the VPUA department.
- Kim Mccoy Kim is always so helpful and patient when answering my questions. NKU. Is lucky to have her.
- Nicky Kramer. Nicky saved me from a costly mistake when I changed my tax withholding and ran a simulation for me so that I could make sure I was getting the right tax amount withheld. I appreciate Nicky clarifying the information with me before pulling. Before pulling, based on the choice, I erroneously set up
- Sarah Conwell. I have known Sarah for several years, and she never fails to amaze me with her ability to hold steadfast in her passion for the reason NKU exists. Our students. She faces every question, obstacle, and discussion with one frame of mind what is best for our students, and I find that to be extremely admirable, her sense of humor is also a definite plus when I face a hard day.

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- Tiffany Mayes, after countless years of serving at NKU, Tiffany is currently in her new role as the Director of Student Wellness. I have been so impressed with her hard work and dedication to successfully launch various programs and events in order to enhance student wellness on campus. She has done a great job, collaborating with various offices, departments and student organizations. Tiffany is passionate about caring for our students and doing what we can to enhance their experience. So thankful for Tiffany and her willingness to embark on this new journey, this new journey we are already seeing the fruits of her labor.

Announcements

Sara Cowell shared Hi! Me again. So I just wanted to let you know that even though next week is technically fall break for our students, it is considered to be national transfer student week. So now, being the Adult and Transfer Center, we are now celebrating this week, in addition to Adult Learner Week, which will be in the month of November. So just wanted to let you all know that if you work with any transfer students, or if you were a transfer student yourself, we are going to be tabling next Thursday in the Student Union for a swag swap. So if you bring us something of a prior institution that you attended, we will give you something NKU. And we are planning on taking all of the swag that we receive, taking a big picture of it and making sure that we celebrate all of our transfer partner institutions to celebrate that week. We are also out and about throughout the entire state of Kentucky next week during transfer week for transfer visits and recruitment events. So it's a very busy week. It's our first one, so if you have any ideas on how we can celebrate transfer students in the future, please let me know. We have over 2,400 transfer students who are currently enrolled this fall semester. So and with Cady talking earlier, we are about to ramp that up and hopefully, that number will continue to grow. But I at least wanted to put that on your radar. So if you work with any transfer students, if they are a student of yours, a student worker, a peer coach, what have you, and you know that they're a transfer student. Please congratulate them and thank them for being at NKU.

Adjourn

Meeting was adjourned at 2:51 pm.