

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Tiffany Budd, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Kyle Dorriere, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Daniel Jones, Beth Lackey, Michelle Melish, Sue Murphy-Angel, Sara Nicolas, Tina Peebles, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Teresa Walker, Terkerah Washington, Brandon Weinel, and Christopher Witt

Members absent: Chris Bowling, Vicki Cooper, Brenda Maldonado, Kara Olding, Autumn Ruehl, Juliane Stockman, and Kimberly Wiley

I. Call to Order at 1:01PM

II. Approval of October 12, 2023 Minutes

Motion: Sara Conwell
Second: Steven Smith
Approve: Voice Vote

III. Guests:

- Christina Roybal, Vice President and Athletic Director - Athletics Presentation
- Jason Allen, Director IT - Enterprise Systems Group - ITAC Report

IV. Liaison Reports

- Board of Regents – Staff Regent - Cori Henderson
- Administrative Liaison – Chief Human Resources Office – Lori Southwood
- Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
- Student Government Association – Lucy Burns
- President’s Report – Steve Slone

V. Standing Committees:

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

VI. University Committees:

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

VII. Ad-Hoc Committee

- Roundtable – Steve Slone
- Staff Advocacy Committee – Kimberly Wiley

- VIII. Old Business
- IX. New Business
- X. Non-Member Discussion Period
- XI. Norse Appreciation
- XII. Announcements
- XII. Adjournment at 2:44 PM

Motion: Tina Peebles
Second: Dan Jones
Approve: Voice Vote

President – Steve Slone

Steve Slone opened the meeting and introduced Christina Roybal, Vice President and Athletic Director.

Guest – Vice President Christina Roybal

Thanks for having me. I'm going to go ahead and share my screen. But many of you probably saw this if you were watching the board meeting board of Regents meeting yesterday. But I'll go ahead and share it anyway. So it was probably in, I don't know, maybe late September when the Board of Regents asked about enrollment efforts. And there was several inquiries about how Athletics might be able to help in this effort. And so I put some information together, and I started by pretty much talking about who our current student athletes are. The majors that they are that are most popular within our student athletes are listed on the right, and the colleges in which those majors reside is listed on the left. So that makes up, you know, really, where student athletes are attending their classes, and, as you can see, they are. It's a wide range of majors, and some of them very difficult, many of them very difficult majors. Our student athlete graduation rate is 82%. So this is our federal graduation rate. If you know the NCAA's ins and outs on transfers, you may know that there's also a different way in which we look at graduation rates, but this one's the direct comparison to our student body. So the federal graduation rate makes most sense. So 82%, whereas our general student body is 50%. Our student athletes are very well rounded individuals. They excel academically, as well as competitively, and they're serving our region. We've had very great success in athletics. 12 straight semesters with a department GPA of 3.37 or higher, and all of our teams at over a 3.22 coming here. It's been now about a year and a half that I've been here, and these are impressive numbers. You don't often see this across the country, so they're very impressive. We have some great student athletes. Yesterday, I explained a little bit about our scholarship, the way we scholarship student athletes. Not everyone receives a full ride. The NCAA determines whether certain sports are head count sports and certain ones are equivalencies. On a full ride, a student athlete like in the men's basketball, women's basketball and women's volleyball. They receive a full ride. That doesn't mean that everybody on the team receives a full ride, but the NCAA allows a certain number of them. And if you're not one of those individuals, then you're considered a walk on. You don't receive athletic

aid for equivalency sports which are other sports there. The NCAA says how many full rides you have and a coach and their administrator get to decide how that you're going to divvy that out amongst student athletes. Some still may receive a full if a coach thinks that they are going to be a great asset competitively they may still offer a full. There might be some that say they're a walk on, and so they're not receiving athletic aid. And there's quite a few that receive a partial. So this is just a snapshot of our current student athletes. 60 are on full rides. 55 are not receiving any athletic aid, and a 135 are receiving partials.

So as we looked at enrollment, the questions were, you know, can we look at what our current programs are doing? Do we look at adding programs? If we did, which ones would we use existing facilities, renting facilities, building new facilities? And we looked at over 20 different sports and those that we landed on were ones that had, you know, modest operational budgets where a conference affiliation made sense geographically. Of course, with sports that we could heavily recruit in Kentucky, Indiana, Ohio, even Michigan. And so there was a wide variety. We also have a couple of grants in the works. We were looking for some startup funds and hopefully we get all that aligned. And you start seeing that in the news as well, but those were the those were the pieces that really made sense for us. And so these are the ones that we landed on the right hand side are our new varsity sports that the Board approved yesterday, women's stunt, men's and women's swimming, men's and women's triathlon, and men's volleyball. I've had a lot of questions since that board meeting about what stunt is. It is an NCAA division one sport derived from cheerleading. It is actually a head to head, so on the left, on the far, on the bottom left. Excuse me, is a pyramid. This is actually Kentucky's team. They are National Champs this past year. So 2 teams go up against each other in the same component, the same element. There is actually 4 quarters. There is a half time. The uniform, as you might notice, is actually very similar to a volleyball uniform. And the others probably make more sense or you recognize. But women stunt and men's volleyball are quickly growing a popularity. Men's volleyball is the fastest growing boys sport nationally. The swim programs make sense because that is a sport within the horizon like Xavier isn't also a program that has swimming without diving. The reason why diving is not included, part of that is, it means one additional coach. The other part is, it requires dry land training like a trampoline, huge trampoline rig and so we are avoiding some additional costs by not adding diving into the program. And then the triathlon programs in the event that it's only for the required events is only for competition. So again, trying to minimize expense and in the event that we were ever wanting to host one here, we could do that, there could be the water component does not need to be in open water, it can actually take place in a pool. And then the as one heat, and then the rest of it be done around campus. So there was options there. The expansion that's currently underway is the expansion of the track and field program, cheerleading dance and pep band in the track and field sport. We are not competing in a variety of elements, in discipline. So in the throws category, which you all probably know in terms of like shot put, discus, hammer, throw. Those are those are elements that we are not competing in some of the vertical jumps. We're not competing as well. So there are high school students in the Tri-State area that are

not coming here, but maybe going elsewhere in order to perform in those particular disciplines. So this is the slide that I showed yesterday to the Board in the revenue category. It's we're looking at \$8,000 per student in revenue. The iPad actually states \$\$ 8,000. Also included in that revenue category is NCAA distribution. So when you add additional programs, you do get additional funding. So NCAA distributions are included in there any grants that we, the ones that we anticipate and we know we are getting are included in there and then some ticket revenue for men's volleyball. But women's stunts should we host an event in regents arena. It would also be a ticketed event in the expense category is the operating costs of these sports. And so there's a contribution margin there. There's a lot of assumptions that come into play. With this, I think Regent Smith asked about housing, and that's not included in there in that revenue category. So contribution in a minimum contribution margin of \$233,000. This is enrolling. That's the contribution of the new programs to the programs that were listed on the right. And, though that would bring in a new 150 student athletes, so those students like, I said, would not otherwise be coming here. They are attending other institutions that have those sports. So the hope is that student athletes get to high school students get to come to and NKU and compete in division one athletics and the sport that they love. I'll say. since yesterday, there has been quite a buzz particularly in volleyball and swimming. I've gotten several phone calls, and actually, it looks like we may hopefully find more startup funds to get those sports ramped up. So as Regent Perry asked me yesterday, he asked about recruiting, and whether this process was actually going to, you know, what would happen if we were not able to recruit these students, and my reply to him is that we have tremendous coaches that are already doing a fantastic job about bringing students. And we'd be doing everything to get the best recruiters for these sports as well. So I'm very confident in our ability to hire coach that would be doing the exact same thing that our current coaches are doing. And then this is hopefully creating some excitement and some experience for our students and our community. The broader community. There is, like I said, a buzz out there already that we are seeing which I'm happy when I can wake u and my phone has a ton of text messages and voicemail messages. So I'm very excited about it. I think it's an exciting opportunity for our community and for our new students coming in. So that is my presentation. If you have any questions. Steve Slone shared feel free as always, take the microphone. You could also send questions if you have them to me. I'll volunteer Sara as well if you want us to ask the questions on your behalf. I want to thank Christina for bringing this presentation to us. I first saw it at the Faculty Senate meeting and I reached out to Christina, asking that she do it here for us as well. So thank you for those that weren't able to attend the board meeting yesterday. Now you've seen it feel free. Some questions, Janel, go ahead. Janel Bloch asked do you ever foresee adding football? Christina replied that is one that we looked at. I don't foresee it happening. It's a huge facility. Well, in this particular reason why it was not at the top of the list is one. It's a facility that needs construction. There's major cost there, too. There's a lot of operating costs, expenses. How do you get it? A big team to travel collectively to compete? And third, and I think the true piece there is, is there a conference that would even want to take us? And the conference that made most sense said that they would not be taking us because there is another institution

that they're holding the spot for that meets more of their profile. So at the end of the day, even if we started a program, we wouldn't have a conference to plan.

Courtney Clark-Rankin shared I will say my daughter was super excited about hearing that we were going to have a swim team, so she's way too little. But she was very excited to hear that that news came out yesterday. Christina responded, so well, that's great. It'll be nice to have them in our pool. I will say that the Xavier administrators quickly were calling and very excited about the program, particularly because they're so close, and, too, they have a swim program without diving as well, and are liking that they're not an outlier.

Steve Slone shared that he had a question that came to me, Christina, when is the planned start of the new programs? Christina responded so we will launch a national search for the stunt swim and triathlon head coaches. They will be hired probably around January, February, so that they can recruit, and those students will come to campus next fall. The men's volleyball program because, it is a spring sport that doesn't conclude until May, that coach will not be hired until late June or July one start and they'll have a full academic year before students will arrive to compete.

Janel Bloch shared I just had one other question. When you say the walk-ons don't get any scholarships, does that also mean that they don't get room and board? Is that considered a scholarship? They don't receive room and board. Okay, now they may qualify. All of these students may qualify for the institutional aid that's there, you know, if there's an edge award, if there's merit towards, like any other student, they may qualify for those, but they would not receive housing? Thank you. Christina responded Dave I saw your hand. Dave Groeshcen shared yeah, just this is my two cents moment. At some point in the future will they revisit the diving? And the other reason, I say, that is, I had a diver from high school, and that is a huge tradition in the Cincinnati and Northern Kentucky area, like the current State Champs for the women's programs for both States or from this area. Christina responded I think it's definitely something we can consider in the future. The proposal was to go with the existing facilities that we have, and while we do have the diving board, as you probably know they need, they need a training, a trampoline. When you're learning a new dive, you don't learn the new dive in the pool. You learn it on a rig. And that's just an area and equipment that we don't want to do right now. Down the road, it's a possibility. There's always room for possibilities. Dave responded yeah, I just wanted to throw that shot out there, because I know that ongoing, it always switches back and forth between, like the Lexington area and Northern Kentucky, like the State Champs for this for high school around here. And then there's always a lot of kids that are involved in that sport that are looking elsewhere. They go all over the country instead of here because they either go to UC, if they're going to go local, they go to UC. It's a very specialized discipline. Steve Slone shared I had a question that came to me, somebody asked, that, their daughter is a senior, and is a swimmer who know when and how and who should they reach out to. Christina shared if they want to send over an email just of a name and contact information. You know, we'd be happy to hold on to it until we have that head coach in

place. Steve Slone shared feel free to email Christina. You can also send it to me, and I can get it to Christina when the time comes. I can turn that around any other questions. Here's one that came to me what percentage of our athletes receive foundation based scholarships versus Institutional University funded scholarships. Christina responded that's a good question. I don't have a number in front of me. When I get clarification on foundation scholarships. There are foundation scholarships that we're, let's say, an alum specifically gives a foundation scholarship for a particular sport. I'll just say baseball, for example. So those foundation scholarships are included in the numbers that I presented. About who receives age. Those are there. I don't have the number in front of me as to who receives institutional aid, and what institutional aid they qualify for. Steve continued thank you, Christina. I know that we often get lost in the numbers somebody has sent something to me. You may not be able to give more clarification, but more clarification about the revenue. I know that the initial startups with grant funding and all that. Christina shared but it's not really a question just that revenue versus the expenses, you know, when you're like conversation. Yup. So the revenue we went with a conservative \$8,000 per student. So, as you know, that's of a greater discount than 50% on our tuition numbers, but we went off of iPad. So we wanted to stay conservative there. And it does include a revenue distribution from the NCAA. So every sport that is an NCAA. Sports up after your thirteenth sport you receive additional funding. So that's included in that piece, and then the grant funding and we won't, you know, at we received or I received a phone call this morning. Somebody interested in providing more help to get swimming off the ground. And I think we're going to see more of that people interested in and coming forward to help support the funding of that program so that then the institution will hopefully realize more in revenue than what is listed on the slide. Steve commented thank you, Christina. Other questions...I'm seeing and hearing none. Thank you so much. Thank you for joining us. And no, you're welcome any time. Christina responded thank you.

Guest – Jason Allen, Director IT - Enterprise Systems Group

Steve Slone introduced Jason Allen from ITAC. Jason shared very good, thank you, Steve, and good afternoon, everyone. Thank you for the time. Let me share my screen here. Today's presentation for you is very much going to be an encapsulation of the same presentation and material that we gave to the ITAC group a couple of weeks ago. I have honestly added a couple of things here based on some questions that came out of the ITAC meeting that I thought would help offer some clarification. But the intention, meaning and overall detail level is the same as was presented in ITAC. This is going to be broken down into 2 sections today. First, I'd like to give just a summary report on some of the progress that's been made on. These are the towers that primarily our business analysts and some of our development teams and our reporting teams work with, a variety of you to accomplish when you have requests or when we need to improve business processes or add needed functionality or offer enhancements. So I'm just going to give a very brief overview here. If you do have any questions related to the details behind any one or several of these items feel free to let me know or reach out to the business analyst by which you may be already working with so just very quickly. I

want to kind of highlight some of the recent changes that have happened across student life, cycle management, finance, human resources reporting. And, as you can see, everyone's made some progress over the course of this year. We've improved graduation workflow in student life, cycle management and finance. We are rolling out the non-student centralized accounts, receivable module and ITAC. This was a popular topic of conversation. This is being staged in working through different groups. So if there's interest in this, please feel free to reach out, and we can always follow up and see where your team or your group may fall in the in the implementation for the non-student centralized accounts receivable for HR. We've recently done the grant time and effort certification, and as everybody is already well aware of and hopefully wrapping up the benefits annual enrollment. And then we talk about several of active and upcoming projects. Again, I won't go through all of these, but, as you can see here, there are several things that are in flight for each of the primary functions out of our ERP, one that's kind of near and dear, that's coming up is many of us have been held back using Internet explorer. And until recently, Edge Compatibility mode we are very close to a custom PR solution. We're targeting an early 2024 go live so that we can get away from that dependency on Internet explorer compatibility and using adobe forms. And for reporting there are several active projects. We will have the scholarship application dashboard about to be finished and be in production sometime near the start of December. Here in a few weeks, and in 2024, we'll have the financial aid query and BW, and foundation cash balance report ready following along with the point about Internet Explorer compatibility, requirements to do things like PR, now would be a good time that we want to remind folks when you're interacting with SAP or my NKU, what kind of browser should you be using. And right now we're recommending 4 different browsers, and this could be on PC or Macintosh platforms. And that's Edge, Firefox Chrome, or for Macintosh computer Safari. Now, there are a couple of exceptions that we want to make note of here, and that's as we just talked about. If you are working with PR or supplemental pay, you're kind of stuck right now until the custom PR replacement functionality comes into play in using edge with the i.e. capability. Or if you're using Advisor Ui, we recommend that you use edge but I think some of that may be changing soon here as far as Advisor Ui. And again, this is necessary. And some of the changes that we're looking at doing is simply because, as the browsers get updated by the manufacturers, whether it's Microsoft or Apple or Google, because of the age of our system and some of the limitations it presents, we have to play this catch up game to make sure you know the things that we're trying to accomplish from a business process and the tools that we're using, such as these browsers are compatible. And we're running into some issues occasionally with that we're going to switch to. What was my portion in the ITAC report, and we're tiling this, the ERP project update. And this is the wider project on what we're going to do with SAP, both in the short term and long term. I'd like to begin with a brief overview here and again. We are looking at near term plans and long term plans in the near term. The hardware that is currently serving to my NKU applications, and everything that we've just reviewed is on a hardware platform that was due for refresh this coming fiscal cycle that we're in now. Anyway, we might have gotten away with one more cycle in 24-25, but that was pushing it. So we were evaluating what a replacement for just hardware platform look like. Well., during that evaluation, we

looked at a couple of options that we had looked at previously, and now was a good time to revisit it. Given that we had to do something with the hardware, anyway, and that was to potentially go to new and different hardware and a new operating system and a new database. Now again, all compatible with the things that we run today for the SAP application suite. But there's a couple of things that we noted. So as time has passed, we've been using the same system now for over 15 years at this point. We've seen organic growth increase usage, and that is putting a little pressure on a few of our processes that we have to essentially kind of oversee and babysit, such as the annual 1,098 updates some of the jobs just to make sure they complete. And this is simply because the age of the system both the hardware and the software. Some of you may have had some limitations as far as running reports. The report may run, but it may take 5 or more minutes to run, making it really an enviable solution for you. So we evaluated the cost of potentially changing the database because the database that we have today is called. And in the meantime SAP has developed a new database which they call Hana and the big difference is just like in a desktop computer. And you're going to hear me use a lot of desktop computer analogies today. The Hana database runs out of memory instead of running it off of the disk in the computer, making it much faster, making it more performant. And we thought, you know, for the cost difference, there seem to be more value in doing that for several reasons. First, even though the interface is going to look the same, the back end system that drives the data to those interfaces should be better, more performant for you. This may open up a limited number of reporting capabilities that we couldn't offer before, which gives you somewhat on demand or near real time reporting. And we have an example here. If you're generating a performance index value you can do that on demand, instead of relying on an aggregate table for that data. And frankly, Hana is both compatible with our current SAP application, and is the foundation for the next generation of SAPs ERP software called. So in this evaluation, we made a recommendation which, if you, if you watch the June Board of Regents meeting. This is what Jeremy brought forth, and it was adopted for the upgrade to the haunted database for that system. Now this counts within a longer term plan. And you know, we talk about 2030, seeming like a long time off from now on why are we talking about these things. But there's some details in there that I think are worth sharing. And the first one is, it is technically 2030. But really, it's 2027 when SAP stops their mainstream support. So the things that we have today and what we pay for maintenance will change on January first of 2028. They go from mainstream maintenance into extended maintenance in there, and they do some things to try to incentivize you to migrate off of the current ECC applications. There is an increasing cost based on the products that were using at that time. And where we're going there, there's the potential just as we talked about in the update for the MyNKU applications. As the web browsers further develop and grow and change and get patched, there will be more opportunities to see some of the issues that we see today with incompatibilities such as using the PR form day only an Edge in Internet Explorer compatibility mode SAP says they're not going to deliver support packages. This is the technical functionality that we currently get today from them. They're not going to guarantee any technological updates, no support of new interfaces, no Sla's. And this is not a comprehensive list. They're really at that point in 2028, telling you that you really need

to either get off the system or whatever it's doing now be used to the way it's going to function because your ability to develop on it is going to be very much stifled. And then ultimately, that leads to December 30, first of 2030, and that's when extended maintenance completely ends, and at that point SAP will deliver no new patches to this, no functionality, no security updates. Again, using an analogy. This would be the equivalent of trying to use an unpatched Windows XP machine with a browser that hasn't been patched in the last 3 years to do your banking, which I'm sure most of us would feel uncomfortable doing. You wouldn't do it. You wouldn't recommend your friends do it. So if we get to that point, we don't want to run things like payroll or HR, and all the key functions across the university on such a system, because if it has any issues, or if it breaks, we're completely on our own. There, will probably be third parties that would help us. But if any of you are familiar with technology you know. Go out and try to find someone who's familiar with mainframe or deck Alpha or AI. You know some of these older platforms like as 400 you can still find people that will support them, and they're extremely expensive, and they're extremely hard to find. And that could be where we end up if we don't take action soon. So I want to focus just a moment on our near term plans here and again. This is where we would be with the hardware. Refresh cycle now and this again, is a very simplified version of this. So if we look at the left hand side of the of the slide here. If you want to think of it as kind of these different components that work together, and again similar to your PC. On your desk. You might have a Dell, or you might have a Macintosh. It's got a certain level of hardware that's got so much RAM, so much disk space, so many processor cores, etc. And it may have an operating system. Maybe it's Windows 7. Maybe it's Windows 10 on it, and then you have applications in this case for SAP. We have a database, and we also have an application layer, and that's what you log in to see the interface, and put grades in there, or enter your time in for time, off, or choose your benefits, etc. Now in the background both the application and the database layer talk to other things, right? There are other databases that extract data, and we do things like reporting and other functionality. So just to kind of be clear on what we're doing today in the next, say, 12 months will be to simply we're going to get a new set of different hardware. We're going to use a different operating system. We're going to go to the new version of the SAP database. But on top of all that the application is still going to be the exact same. An analogy today would be if we were to go through a refresh cycle for your PC and we take your windows. 7, 2. Processor core, 4 gigs of RAM, 128 gig, hard drive. PC. That has, let's say office 26 on it and we refresh it, and we give you a new hardware with, let's say, 8 gigs of RAM, 4 processors, and 256 gigs of hard drive space windows, 11 for the operating system.

We could still run windows, or we could still run Office 2016 on that computer. It will still function the same. That's the same concept that we are. We are approaching in the SAP Hana database migration at this point. So on the right, the considerations we don't expect the core functions will change. If it works today, it is expected to work the same after the migration. The interface will not change. So you know, there are, observations that the application looks like it came out of the nineties, because it'll it probably did. That isn't going to change during this this part of the of the migration or the upgrade that will still look the same. But the functionality will still remain as it was before. Now you may or may not be familiar in the background that we don't just have

one system that supports my NKU, the ERP system. There are several non-production slash pre-production systems that we use to develop on that we test out functionality, that we stage planned releases of functionality updates and code before it gets into the system that we open up for everybody, students, faculty and staff to use on campus. So in a similar fashion, this migration that we're discussing to go to Hana is going to be taken in the same in the same way. So there'll be multiple test runs. There'll be multiple chances for us to try to do a data copy from the current system over to the new systems. Make sure the interfaces all remain the way they operate today that the data. Integrity is there that the functionality there, that the performance is there? And if it isn't, then we will stop at that point and figure out what the issue is. I don't want to make this sound completely sunshine and rainbows. There are some distinct benefits by going there with performance, and hopefully some new limited but new functionality. When we do get to the point where we have the production cut over and we do the data copy and the functionality migration to the production system. There will be some downtime. Now, how much I don't want to put a number on it right now. It's to be determined because we will learn those things as we practice with the non-production systems. First, however, I will tell you that we are generally planning it around the week of Memorial Day of 2024. Give or take. We are very sensitive to schedules, such as grade submission for intercession next year. We know that there are some enrollment events that will be working around things like that. We are also trying to do things in long weekends, and thus, why we pick the Memorial Day weekend because we want to take advantage of the 3 day weekend. So with luck in the way we've been talking so far. We might be able to maybe stop on a Friday, have a long weekend, you come back, and maybe things are back up and running. But again, I don't want to make any promises until we've had a chance to practice on the non-production systems first, and as we understand those things, then we'll be able to communicate that more effectively once we have that experience. Also, there's a backout plan. So, as I just described with the with the PC. Refresh. We're not just going to take your PC and refresh the operating system. Install software. We're giving you a new PC, same thing here. We're going to have a new hardware platform new operating system on that platform in a different database. And then we'll copy the data from the current system and the functionality that we need over to that one and test from there. So we're not going to be making any major modifications to the current system. If something happens where the new system doesn't work, as we expect, we'll simply revert back to the operation of the previous working system. And that way we if we do run to an unexpected situation, we can fall back pretty quickly and get everybody up and running. We're not going to go through this eye chart of a slide here, this, Steve. I'm happy to share this if you want to. If you want to share this with the with the team. But there are 2 things that I want to call out on this one. The colored chevron's at the top of this are meant to represent risk. If we do nothing after we move to Hana. We're clear and understand that we have some budgeting challenges right now at the university level that we're working through. That there are some options that we need to probably explore. But if we don't do anything over the next several years, it's going to be an increased risk to the university leading up to. If we're not off by December 31, 2030, we're operating on a system that no longer receive support officially from SAP. So just understand, this is a very high level, slide. There are more

details and other slides. This is just to kind of represent where we think we were able to use timeframes to get things done and something I want to call out here as well is we're also sensitive to that. Many people that are here today, and that would be part of such an upgrade. We're here during the first upgrade in the early 2000s and as times past I'm sure everyone's excited to do this, but we're also sensitive to the fact that there are many people that are probably close or at retirement, right? So, why we're talking about this now, instead of 2 years from now, is we want to try to make sure that we have a longer tail to work with to allow people to be able to continue the jobs that they're doing today to be able to continue some of the updates and upgrades that we're putting forth for the current system while also planning for and then moving to the new replacement system that we'll eventually have to get to. With that said, I want to make it very clear that our focus today and we'll talk about all the other stuff. You know, after we get through this. But our focus today is really on just moving to the Hana database. So if you are working with any of the BA's if you have any projects that are currently in flight, and you hear Memorial Day 2024, these things are mutually exclusive. If you, have a project to change something in your processes, and it's going to go beyond Memorial Day 2024, continue down that path. We will, other than any kind of outages to take us from the current system to the replacement Hanna based system. There is no requirement that you have to finish things before we get to Hana. Now, if there's some synergy there, and there's something that you want to take advantage of work with the vas, and we can talk about what that might look like. But I just want to be clear, and I want to try to relieve any kind of pressure. Anyone may think about this, that you feel like you have to do something before May or June of 2024, when you don't. At this point the expectations are if it's working today, it will work after we migrate. So any other functionality that you're working on, or if you're working on decommissioning an old processes and replacing them, and it's any different schedule please continue to work against those schedules without fear of this interfering with what you're doing. And again, the second point, I just want to make sure that we're all clear that this is a staged plan. So in 2024 we're not just done. We're done with the first part. At that point I think the second phase of this, which will happen in fiscal year 24-25, will be identifying all the correct people in your groups and the academic groups who would be part of this, and what their role may be and understanding what this replacement or migration might look like to get to the new S4 platform. Or if we have other functionality that we need to prioritize what that may look like, so that we can figure out how much this is going to cost and where we need help so that we can take the appropriate steps to get. As you probably heard Jeremy say in the June Board of Regents, the \$20 to \$40 million dollars that we're probably going to need to just get the system upgraded. So again, this is not something that we want to wait and put off to the end. This is not something that we want to take as a small project. It's going to be long. It's going to have a lot of implications. It's going to be a lot of change. But we're hoping to minimize that as much as possible and make this as smooth as possible. But, this is something that we will concentrate on after the Hana database migration happens. And just to put up a cleaner focus on where we are today. Now, through February, we have hardware arriving. We're about to make the RFP Award. We have the software order going through for the Hana database. We have the operating systems ordered so things are moving along. In

December things should be stood up or getting ready to be finalized so that we can start heads down work in January again focusing on the non-production systems at this point to get them up and running so that we can learn how much time it's going to take and what the data copies look like, and any kind of issues that we run into and how we resolve those that will lead into more detailed testing, putting the test plans out and after speaking with the BA's. This is probably going to involve some amount of time with some of the some of the functional areas. So we're still determining that at this point more information will come out as soon as we know it because we want to give everybody an early heads up. And again, I want to be very clear that we're also sensitive to the important things that are going on at the university. So we know that we have enrollment happening in the spring, and we will have great submissions. And there are financial milestones that we need to do certain things at certain times. And we're going to work around that together. So just to be clear, this isn't a stop. Everything you're doing. Drop it so that we can get this done. It's a we'll build the schedule out together and make sure that we're clear on this. We'll communicate clearly and consistently with you, and then make sure we get a good balance here, and that's what I try to represent on the right side of the slide here that there'll be some new system, build out activities. There's be still some system, current system development and support, and then planning and testing. And if all goes well, we are planning for that week of Memorial Day 2024, hopefully starting early on that Friday. And with luck we'll be done by the time everybody gets back on Tuesday. But again, no promises. We'll communicate when we know more information too. So just a few key takeaways that I'd like for you to think about. And again I'll open this up for questions, and I'll give my information if you have other things that you think of after this presentation. But again, there's a lot of moving parts in this, and if we look at the long term right now it can drive you in a lot of different directions on the how's and why's, when's? And you know, what's this going to do to impact me or my group? So we're going to focus right now, just on the short term goal of getting us to the to the Hana database and we're doing this basically because we're going to have to replace the hardware anyway. So this seems like something that would benefit everyone else at a good value. We will do this on the non-prod systems before we do anything with Prod. We are targeting the Memorial day week of 2024, and we will have a communications plan to keep everybody updated on progress. Timelines, challenges, steps, and all of that stuff. So we don't want any surprises here for sure. And then, just to reiterate whatever works today should work the same way after we get to the Hana database. And if all of the material that we've read so far is correct, it should be a little snappier, a little faster. There might be a couple of opportunities for reports that you can't run today because it takes too long for them to do that but it won't be any prettier and it won't introduce any new functionality, either. So to be clear on that, while we're focusing on that in the background we've already started. But the long term goal of what are we going with the RP application and the business processes? Because we need to do something for vendor, support, security, support, and the support of you to do your jobs. So with that questions for me?

Steve Slone asked again questions? Take the microphone or send them to me as well. I can't promise I'll understand them cause my IT knowledge is minimal. Jason, I appreciate you taking the time to make the presentation to us. I appreciate Dan Jones, our Staff Congress Representative, or one of our ones on ITAC, approached me because of how complicated this was, and thought that Jason could do it more justice than he could. Thank you, Dan. Thank you, Jason. I'll shut up now any other questions. I'm seeing and hearing none. Thank you, Jason, you're free. Feel free. Send this to me. I'll make sure it gets in the minutes, and when you're like any questions that I get, I'll send your way afterwards as well. Jason responded thank you, Steve. And again, if you do think of something after this, my contact information is here. You can find me on teams or send me an email. And I'm happy to include any considerations that you have or any questions that you have, I'll get them answered. Thank you.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared hi, everyone! Good afternoon. As you guys know, yesterday was our Board of Regents meeting and so several of the things that we talked about does include the athletics report that Christina just share with you all. So I believe those were the exact slides of presentation that we saw about that, and then afterwards we did do a vote on the expansion which also pass again as Christina just talked about. Some of the other things that we talked about and discussed was the AP or the accelerated online contract. And so again, if you were there, you saw that we did move forward with that extension. Bringing on board some more of those online accelerate online programs. The MSW program did come off, I think. Believe that was the only one that we did take off of the AP contract. And we were also able to get a little bit more of the share. So instead of 50%, it was 47% for the more mature or older programs. Which is excellent for us. Some other things we talked about is the enrollment strategy. We also talked about these new subcommittees, and so I am sitting on the Budget and Finance Committee, and we had our very first meeting prior to the Board of Regents meeting and Brad Zap did share kind of a report out on what we talked about during that meeting. And then I'm also within that budget committee looking at some other metrics that we can look at as a board just to kind of look at some financial sustainability. What does that look like for us? And how can we continue to keep the board just abreast of where we are standing as an institution? So there are several other things that we want to do as a committee, and I'm sure that we'll continue to keep everyone abreast of what we're working on. So very excited to be serving on that committee. And then in the afternoon we had the opportunity to honor Dr. Simpson. with the staff emeritus status. As you guys know, we don't get very many staff that get that status. So that was definitely an honor to be able to do that and also give him the opportunity to speak as well. So that was really good for us to be able to be a part of that and I believe that's pretty much everything that we discuss. So if there's any questions about that, or just any questions in in general that you guys have for me before other questions come in, Cory. Steve Slone asked I wanted just to ask for clarification. Brad is chairing the committee that you're on the Budget committee? And then, is it Rich that's chairing the audit committee? That slide went by really quick, and I wasn't sure about the chairs.

Cori responded yes. So the auditing committee, that's kind of has always been a thing. So yes, he chairs that. And then you're right. This Budget and Finance Committee is one of the newer committees and regents. Zap is chairing that one. Steve commented sounds good, thank you, Cori. Any questions Cori's way?

Michelle Melish shared I was just wondering, do we know what the process is to get staff to get to emeritus status, or what's under consideration like, are there ways that we can support each other to get to that point? Cori responded that's an excellent question, Michelle. Steve, I don't know if you probably know more than I do about that. This is terrible and awful, because I don't know the answer, Michelle. I know names of staff that are staff emeritus, Carole Ziegler. I always bring up Carole's name, Chuck Petit. Those are 2 that I know that have staff emeritus status, Laurie. I see that you're unmuted. So if you want to handle, go ahead. Lori Southwood responded sure. So it's fairly new, I think it started just in the last few years. It's not that. difficult. It's that we haven't had that many that have been submitted. It requires the same process is on the faculty side. It is they need to be nominated, and it goes through the chain of command for approval and then to the BOR. So there is a process that I can send that out. I'll send it out with my report, and what we put in the minutes so that you have that. But I believe that it's a fairly similar process. There's some time involved because there's levels of approval that it needs to go through. But so we have I believe at least one person, I don't remember which one it was, but at least one person. It came after they retired, that it was then the next Board meeting where it was presented. Steve commented I want to thank Sara. Sara put links in the chat. So hear me state that obviously, if we know of staff that are worthy. You know me and my messaging when you're like. I'll throw my voice behind when you're like bomb means advertise that we have it more often. Oh, thank you, Sarah, for keeping me on straight and arrow. Go ahead, Cori shared that Marquita Baron was on the call and not to put her on the spot, but she as the president of BFSFA kind of went through that recent process of getting Dr. Simpson to that status. I didn't know if she wanted to share her experiences. Marquita Barron shared for the most part, Lori took care of the business. She told it what it was. And really, if you just even though there's the link in the chat, if you just simply put into the search on our Internet site staff emeritus, it's right there. And it was really easy. Well, my story is, I knew that there were faculty emeritus, and because this man was the founding father of Black Faculty and Staff Association, like I put in the chat. Please go out to the Board of Regents, video recording and check out his story, because it is just one that is for the record books. It is a historical moment that happened yesterday, so please go and check that out but it was a really pleasant experience to get this man the recognition that he definitely deserve and it's it is a one pager document. It appears simple, but it's very time consuming. So, if you recognize any staff that is deserving of this, please check it out and do it. Steve responded thank you so much Marquita. Any other questions Cori's way? I want to take this opportunity to publicly, as always, thank Cori for her advocacy, and thank Cori for all that she does for us at the board level. So round of applause! Thank you so much, Cori. Cori responded thank you, Steve. Always happy to serve.

Administrative Liaison – Lori Southwood

Lori Southwood shared a short report. I have one announcement and that is today is the last day for open enrollment, and everyone who wants to be enrolled in benefits needs to go in and take action on their own behalf. In the past, we've had years through covid times where you didn't need to go in and reenroll, and you would just keep what you had. We're not able to do that at this point, because we're switching plans. So, as I've announced before, Humana will no longer be offering their services to employers, and so we will be exiting the human plan. December 31, and we will start with our new plan with United Medical Resources and United Healthcare, starting January 1. So you need to go in and enroll for the coming year if you want to have benefit coverage for the coming year. Dionna and Patty ran a report to see how many had accomplished this, as of, I believe, yesterday or the day before, it was only 60%. So I don't know we haven't run those reports in the past, how good or bad, that is, maybe a lot of people wait till the last day, but it's making us a little anxious. So if you haven't been able to go in yet and do that, please do. You go into MyNKU and you can click on the open enrollment link on the employee self-service site and it'll walk you through that process. Any questions for me on that or anything else. Steve Slone commented I was going to say, Lori, in the event that you run those numbers again, do you think they'll extend it? And when you're like out, I don't know if that's even possible to extend open enrollment. Lori responded we probably won't try to do a hard shutdown. Is it midnight tonight. I believe we'll try to keep it open into tomorrow so that we can check on where our numbers are and depending on what that is, we'll see what we can do to extend. What happens is when we announce an extension is people take that extension. They want to wait till the last day. We've just pushed back the last day. But we will try to track people down and make sure that they do get in the system. But there's a lot of work that has to happen after you enroll for us to make sure that you're in there and able to go get service in January and that you have the card you need to show is proof of insurability, and that everything works smoothly for you. So we're limited as to how far out we can push that. But we have never had a situation where we've cut somebody off after the deadline. We've always been able to get people added in but there are some legal restrictions that we have, as far as how long out that that can go. So we want to make sure people take it seriously and don't, don't get in in a situation where they go to their doctor and with their Humana card and the first week of January, and don't have coverage. That would be that would be very difficult to fix at that point. Steve commented I want to take the opportunity to thank. I've had a couple of questions that have come to me between the meetings that I've sent to Patty and to Lori and we've always got responses back. So if you haven't done it yet. Today's the day. There's your warning. And any other questions. Lori's way? Seeing and hearing none, and nothing's come from the chat, either. Lori. Thank you so much. Alright lot of our next is our faculty set up liaison. Dr. Janelle Bloch.

Faculty Senate Liaison – Janel Bloch

Dr. Janel Bloch shared hello. At the Faculty Senate meeting last week, we had the same report that you all just did about Athletics, and, as you may have noticed, if you've watched the Board meeting from yesterday, we, as John Farrah, discussed, we did have some questions and concerns about that proposal. For example, there seems to be some cost like of additional like if they're adding 250 students. That's obviously going to add instructional costs. And those didn't seem to be included in the calculation. So we had questions like that, and also a lot of questions about why this initiative and not others? Cause there's an investment. And there's other investments that could be made. But this one was obviously chosen. So that's just some of the discussion about that. Another big topic of discussion was the AP contract that you also heard about in the Board meeting yesterday. Some faculty still have a lot of concerns about just the whole idea of AP and the contract negotiations that there does seem to be better than what we have now. But there's still some just ongoing concerns about the whole AP thing .And finally, I guess we have our elections going on for the Interim Regent to replace Michael Baranowski. His last day as Regent was yesterday. And yeah, so that will be that person will do it for next semester, basically. And then we're going to have another election similar to the model that you all follow for your Regent. And we're also currently in the process of electing our at large senators and various committees. And that's my report. Steve Slone responded thank you, Janel. Any questions, Janel and Faculty Senate's way? I want to throw a plug in here for John Farrah for the faculty Senate President, if you haven't seen he did an op-ed for Linked in Ky about the crux of the of the op-ed is why is the student at Morehead or Murray worth more than a student at NKU or Western Kentucky. Making the argument about us being underfunded in Frankfurt. I'll ask Sarah or Gracie cause they're better than I am finding stuff. If you could find that link and drop it in the chat for those that haven't seen it. But I wanted to give that plug for John's opinion piece, I thought was very well written, and he made some very excellent points. Do that now for Faculty Senate time. Any other questions. Thank you, Janel.

Student Government Association

Steve Slone reported for Lucy they are 5 students short of reaching a quorum so literally in all of your circles feel free. If you have students that are interested, you could send them to me. I can get word to Lucy. I said that I would throw a plugin to attract 5 more interested students so that they can reach quorum. We had a regular meeting with SGA with Isaiah earlier this month, and it went wonderful.

President

Steve Slone shared First, I wanted to give an update on the migration of Norse Uppecciation over to TalentEd. Last month I think I reported that we were going to get to the rest of the Norse Uppecciations that I didn't have an email form. There have been 460 Norse appreciation since we started Norse Uppecciation. Of those 460,

about 300 of them are in a form now that they can go into TalentEd. So when we met with Executive Council yesterday, I'm going to put that on our network drive. All my ladies are going to help me by starting to migrate those into TalentEd. And I'm going to keep working on getting the other 160 or so out and into a form. So that is on the horizon that is still coming. On the front with John's op-ed, there's a lot of conversation about the funding model in Frankfurt. There was a little bit of that at the Board meeting yesterday. And about CPE's recommendation. I know that Kimberly, with advocacy, had reached out to me like asking what we needed to do, and at the moment it is trust that we're in regular conversation with Cady, with Eric Gentry, about if we need to mobilize the troops like we did with pension, and like call legislators and all that. So if and when that time comes we will. Right now, currently they're talking with legislators. Other than they're doing work behind the scenes as opposed to us with our targeted campaign. But when that time comes we'll get the messaging out there. So put a PIN in that for the time being. I have also reached out to Tammy about getting the President suite for the basketball game. We did that free Covid days. I haven't heard back yet, but when I do know more I'll let you know. Outreach is going to partner with me. With that I like to thank Outreach for that. I think that's it for me. I apologize literally. I've got some family stuff going on, so I may have to jump off at 3. Sara has been gracious enough to volunteer to lead and take over if I do have to jump off. I'm not telling you to keep your committee report short. Please speak as long as you need to, but just FYI, if I jump off and Sarah handles Norse Appreciation at the end. That's all I've got. I think anything else any questions for me. All right. I'm seeing and hearing none. I'm not far, you know how to reach out to me. I was going to say, Email, me call me any time we'll go on to the standing committees. The first one I've got a report for is Credentials and Elections. Beth, the floor is yours.

Credentials and Elections

Beth Lackey shared hello! So my report is brief. Sorry, Steve. So the committee has the meeting this fall. We have a busy season coming up. A few of the highlights tomorrow at the Staff Friday event we will have a table set up to promote the upcoming nominations and elections that we have. And first off, the Staff Regent nomination will happen in early 2024. The nomination period will be January and early February, followed by the election in April. Then Staff Congress representatives will have a nomination period in March, followed by an election also in April, so it'll be a busy spring for us. You'll see lots of information shared as we near those dates, and we ask that you help spread the word when that time comes. And then I think that's it. A brief one, unless anyone has any questions for us. Steve shared thank you, Beth. I'm also thank you for reminding me. The final Staff Friday of the semester is tomorrow from 3 until 5 over outside of the UC. Ballroom, there on the third floor. Feel free to come. Encourage all your co-workers to come, even if it's just for a little bit you pop in, you say, Hi! You know, grab a snack, grab some lemonade. I mean, then go about your business. Come join us 3 to 5 tomorrow. They've been wonderful events. I want to thank Kimberly on the record because her office planned all the booking of all the food like in the beverages, and also, thank Provost Cecil and the Provost Office for footing

the bill for these events. I think they've been wonderful, I a good way for us to connect. So watch for that election table tomorrow with flyers about the election, so feel free to pick all of our brains any other questions for Beth at this time seeing and hearing none. Thank you, Beth.

Outreach

Steve shared that Amanda and Kristi both had to hop off, but they did have a report that they sent to me. So let me read that verbatim to you. They have decided that they are going to cancel next week's lunch hangout event. Sara, you'll have to pull it down off the Facebook page in order to push support for the Benevolent luncheon, which is next Tuesday, and I'll let the Benevolent ladies handle that in a second. The other thing they're working on is college showcases, where we will have lunch hangouts next semester taking place and academic colleges and programs to spotlight their work. We'd love to get colleges or academic departments to reach out to either Amanda or Christy to begin booking these and taking lunch hangouts on the road. It be it would be a gathering, not a presentation. So no pressure. It's just a way for people across campus to visit departments. They are unaware of and we will start with departments that reach out to us. Also, a note about the basketball game which I mentioned. And they are also going to beginning with Lori. Lori, sorry I'm putting another meeting on your calendar to discuss the picnic next year. So all these are ongoing. So that's the outreach report. Our next committee is policies, Mike. The floor is yours, my friend.

Policies

Mike Irvin shared So just a brief update. Our committee met last week to discuss dress code policy. And then, ironically, if we sat down, I realized 3 of the 5 required to wear a uniform for their work. So well, they gave some feedback there. I don't feel quite qualified to cause I've never really had a choice, because I'm you know, work for you up here. So I we did still have a good discussion. But I'd love to extend thank you to Tina and Steve for taking a look at that. I'm planning to connect with Natalie Gabbard, because she's been drafting something herself. But if anyone else would like to weigh in, even if it's just, you want to take a look at it and shoot me some feedback. Just so I can taste. It's not just like a couple of us writing something because I'd love, because I know everybody experiences or interacts with dress code differently depending on what department you're in. And I'm speaking outside of. If you're required to wear a uniform because it kind of is what it is with that. But if you want to give me feedback, I'm happy to share it with you. Certainly you could look it up. But I'd love to combine as many thoughts as possible from as many different perspectives to make sure it's, you know, fully inclusive. And there's a lot of things that even just you know, Tina and Steve, who sent me info. I wouldn't have thought about that at all. So I'm going to hold off and drafting anything for a little bit till I have a chance to give an open the door for anybody else. And then the next time our committee meets getting a couple week or the week after Thanksgiving, I believe we'll hopefully start to draft something and collaborate with Natalie just since. That's something that you know among all policies.

It affects pretty much everyone in some level, and especially given the state of the flexible work arrangements and just everything that's happened since Covid. A lot of it, while still relevant, it's missing some things, not because it's a bad policy, just because so much has changed since it was last reviewed. So if you're interested in kind of weighing in, if you could either message me through the zoom here or feel free to shoot me a team's message or shoot me an email. So I'll keep you all updated on that. But I want to keep the window open a little longer, because I realized really only 2 of us on the committee have to even think about that in the first place. So I think that's all I have right now. But again, anyone to comes across a policy that they want to someone to take a look at again. It's as simple as if you want to come and join us at our committee meeting. great! If it's just you want us to take a look at it, feel free just to shoot me an email or Kyle, my co-chair. Happy to answer any questions if anyone has them. But otherwise I think that's all I got for now. Steve Slone comment perfect. Thank you, Mike and Kyle. I will make sure that we put you on the agenda unless you as a co-chair as well. My apologies that you're not there when you are currently any other questions from Mike and Kyle and Policies way. Thank you, Mike. Next is scholarship, Stephen. The floor is yours.

Scholarship

Steven Smith shared thank you, Steve. Scholarship Committee wants to let everybody know it is time is now, you need to be getting your applications completed. So any with spouse or dependent of a staff member. We have scholarships available and you need to apply for them. The easiest URL to remember to find out where the application is simply scholarship.nku.edu. That'll take you right to the application for the freshman application, and on that top of the page. The continuing application link is available. So if you are currently enrolled, you would use the continuing application scholarship process. If you are a new student, new freshman for Fall 2024. That's the freshman application process that you would complete. And one to get the word out. We're trying to get flyers sent around at different activities that are going on, but we do have trouble with getting people to fill out the application. There's two spots of the application. There's an essay within the essay tab. There is a Staff Congress essay that we ask for nothing too elaborate. Just a simple essay. Tell us a little bit about yourself and then within the family information, you got to remember to click the checkbox and enter in the staff members name. That's an important part that has to happen. Both pieces are needed to qualify for the application. If you want to know more about the applications, we have a nice web page on a Staff Congress website that lists all the different opportunities and all the different requirements. That completes my report. Steve Slone responded thank you, Steven. I want to highlight, too, that the Scholarship Committee has a letter which I submitted to Jeremy Alltop. I'm asking some questions about our scholarship and some budgetary questions with Vice President Alltop departing the University, that letters been given to Karen Mefford, and I think Karen will come to a future Staff Congress meeting to address what's in that letter. You know me. I'm also all over the place. I've been tapped to serve on the search committee for the CFO and the Vice President for Admin and Finance. Through discussions with Executive

Counsel, it's me. So feel free to send me any questions, comments you have in that process. I'll keep you updated as the time goes. Any other questions on scholarships and Stevens way? Seeing and hearing none. Thank you, Steven. As I said, I'm all over the place. Not that I'm not always all over the place, but I'm especially all over the place this week something that should have been in my report. And I'm going to do it now, just in case I do have to jump off at 3:00. Next month is our holiday luncheon at our December Staff Congress meeting. So before we run down the process of picking a menu and whatnot, I wanted to give you, Staff Congress, the option to vote on how you want us to handle the December meeting. I'm going to launch a poll. Please, only Staff Congress members vote on this poll. Any guests, I'm sorry you don't get a vote at this time. Three options leave it the same in zoo, we have a luncheon and a hybrid meeting. Even though I don't like hybrid meetings because I feel bad, because Grace always has to stand at the podium behind us when we do a hybrid meeting or the luncheon, and a completely in person meeting. So I'm going to go ahead and launch that poll now, and give you a couple of seconds to vote on it. Last call. We have a quorum. So we're good. But last call stragglers. Alright. Thank you all for participating. The decision was made by this body for a luncheon and an in person Staff Congress meeting for the month of December. So watch for updates from timing and whatnot. It'll be around one. I think we probably booked the room for noon, so they're for the luncheon component of it. So we'll update that when the time comes. Thank you for participating in that poll and for letting me know what you think. The masses have spoken. Alright onto the university committees. The first is the Benevolent Committee. We have an event coming up next Tuesday, the fourteenth Tina. The floor is yours.

Benevolent Association

Tina Peebles shared hello, everybody. We met earlier this week to finalize all the details. I think we're in pretty good shape. As Steve said, it's going to be next Tuesday. It starts at 11:00 and goes to 1:00. We're going to have drop off for chili and desserts over at Central Receiving. You can also pick up from there as well. Ali has been communicating with volunteers and those who have already signed up as of our meeting earlier this week. I believe we had 13 chilies and 11 desserts. I don't know if that number has changed, I'll let Ali weigh in. If it has. Ali Hannig responded that we've gotten two more chillis. Tina continued with so if anybody is interested, we could certainly use some more chillies. We could always use more desserts as well, and I have no doubt we could use some volunteers to help with setup events processes during the day and then breakdown of the room when we're done. We did some final details. Our new President is coming to give a nice welcome. Rachel and Jim Votruba are going to be there as guests, so we're excited to see them come in. Steve Slone, our distinguished Staff Congress President, is going to serve as the emcee for the event. And we have our holiday market. I don't have a note of how many vendors we have. But I'm thinking we're around 11 or 12 and we've got so many we're going to have them outside of the UC. Ballroom on the third floor, and then also some down on the second floor, which is kind of nice. We have some students who are going to perform music for us. And we're going to have some slides playing in the background,

lots of good food. And hopefully, some good fellowship. Does anybody have any questions? I know Kimberly's better at these report outs than I am, so I probably missed something. Connie Seiter shared I just wanted to throw out there that I think we were still in need of judges, too. Tina continued with that's right. I think we only had like 5 or 6. They were not as interested as we had hoped. It had been mentioned early on, and then no one followed up. So that was a ball that was dropped on our end. And I know that they're super swamped right now. So finding somebody who has the time and inclination is probably not going to work out, but we did throw that ball out there for Chartwell's if they wanted to include anybody. We also. And Connie made me think of this. We have some great raffle prizes. I haven't seen them, but I have heard some amazing feedback on how beautiful they look, and some of the gifts that are in those baskets. Connie's spearheaded, that group putting those together, and so be prepared to come and buy some raffle tickets. Steve Slone shared I'll throw in here, too. It's what \$5 is the donation for the chili, or \$6? Tina answered it's \$6. We upped it this year, although now that we're trying to figure out the change to have available for people. We're wondering why we did that but \$6. And then the raffle tickets are a dollar each or 6 for \$5, not included in sorry, Steve, raffle tickets are not included in your lunch purchase. Those are going to be separate. Steve shared I know there was a push for vacation and sick hours, that those are for certain needed Benevolent fund. Before I turn it over to questions, I do want it on record that when they asked me if I would consider being the emcee, I asked if there was somebody at the committee that was more interested first. So while Sarah is not wrong that I never run away from a microphone in this instance, and you're like, I tried really nice enough to give me talking points. Feel free to share it with faculty colleagues as well, Janelle, to get faculty participation. It's not just a staff event So any other questions. These ladies wait, I see Sarah has a question. Sara Conwell asked can you do a split entry? Meaning, can you donate like 3 hours, if you only have 3 hours to spare, and then \$3. Is that even an option? Tina reposed absolutely? We would be happy to take that for sure. The one thing you can't do, and this came up in our department meeting. Some of our faculty were under the impression that they could go ahead and give early online and then that would give them entrance into the luncheon. That is not the case. We discussed that and this event. It is a fundraising event. It's not something that we're putting on to thank our donors, although we truly appreciate absolutely everybody who puts any time or any money into the Benevolent Association coffers. We truly appreciate that. If you give in advance, that is amazing. We hope you still come to the lunch. But you will be required to donate at the door for admission into the lunch as well. Steve continued with any other questions Tina, Ali, Connie's way? Michelle Melish asked you guys want me to try to reach out to Nick or Derricks and some on the Food Advisory Committee to get a response for, judging from Chartwell's? Tina responded I spoke to Sarah and I know she was going to push it out to her folks, and I do appreciate that offer very, very much, and if we were earlier in the game, I would say, Yes, please do. But I think, given that I think our committee kind of dropped the ball on that one. Ali responded I mean, we have like 8 people like it's not like we're not going to have judging at all. Tina continued but it is a lot of food to sample, for it is, and I and Sarah mentioned it was mentioned her early on, but then no one followed up, so I

don't want to push them at this point. Given, that mistake was on our end. So. But thank you so much for that offer. Steve continued with despite the optics of me being the emcee and also a judge. If you need me to judge chili, you know, and when you're like I'll eat it when you're so I'll just keep that in mind on the day. So. But any other questions these ladies way? seeing and hearing none. Thank you, Tina. Thank you. Everyone. Michelle, you're up food services next.

Food Service Advisory Committee

Michelle Melish share so we did have our meeting on October 19th, and just a few notes from that. Andy Meeks is looking for any input on hours of operation or types of meal plans for next year. He plans that early out. So if you have any input on that, you can send it to me or send it to him directly. The hours of operation should be updated on the website for the holiday breaks of when they'll be open. They are trying to make a bigger push for better food, quality and a rotation, a better variety of options to eat. And so they are looking for feedback as well. There's a Voice of Vision survey out on their website, or there's also a feedback form on their website to provide any. <https://dineoncampus.com/nku/feedback> You know, thoughts that you have on the food service. They just wanted to put a reminder out that they are available for upcoming departmental and holiday events if you need to partner with them. They're also looking to partner with various departments in any way. Some examples are the teaching kitchen using the outdoor patio for events. Open mic events, those sorts of things. There is a new senior executive chef. His name is Scott. Michael McIntosh left, and so he has replaced him. I had asked how things were going out in Callahan since they closed that dining hall. It seems to be going okay. But again, looking for feedback, they have something called a farmers fridge, which is updated daily with items like sandwiches, wraps, yogurt those sorts of things. And then another machine called just bait, which warms food up, and they have a wide variety of warm food items for students there. But any feedback like, I said, feel free to send it my way. I had asked about the student choice website. And so they're going to try to do better to update that. But just let me know if you don't see that updated. I also asked about having some sort of option like the just baked, or the farmer's fridge in different academic buildings, since some people have further way to go from the Union, and they said they've tried that in the past, but it hasn't worked well. But they are looking to do some sort of case study in the spring semester in an academic building. They just hadn't decided which one yet. So I will keep you all updated. That's all I have. Steve responded with thank you, Michelle, any questions Michelle's way, Food Services way? I'm seeing and hearing none. Thank you so much, Michelle. Next is our sustainability report. I turn the floor over to my sustain of our sustainability queen. Thank you, Tiffany.

Sustainability

Tiffany Budd shared thank you, just a short report. Campus Sustainability month events wrapped up so thank you to everybody who was able to attend. New this year was a showcase in the Student Union of Art and design students. Work of creating art from recycled cardboard the showcase was a big hit, and the Northerner did an excellent article about the events which I will actually share in the chat here. It's a great article that they wrote up. And then we also did an electric vehicle car show that was a very successful and fun event. We probably had about, I think, 50 plus students, faculty and staff, who stopped by. We had a lot of students stop by, which was great. And many of the attendees were sitting in the cars, playing around with the stuff inside and talking to the owners about their experience owning an electric vehicle. So very successful event overall. Next series events will be in April for Earth Week. And then just a reminder that we have a partnership with the Cincinnati Recycling and Reuse Hub where we can accept some non-standard recyclables, such as used gift cards, usable eyeglasses and sunglasses, empty toothpaste tubes, and we're now able to start collecting empty coffee bags as well and you just need to remove like the ties that hold them close. If they're a separate entity, but those can also go in to be recycled as well. If you have a paper coffee bag from like a local shop, those can just go in your regular recycling. So if you want to host a collection box in your office for your department, just let me know, and I'll help you out with that. Otherwise you can drop off those items to the box that's outside my office and Griffin Hall 358. And that's my report. Steve shared thank you, Tiffany. Any questions Tiffany's way? Seeing and hearing none. Thank you so much, Tiffany. We'll drop down to old business any old business that I'm forgetting at the moment that we need to discuss at this time. Seeing and hearing none, any new business. I know there's one item of new business, Sarah. Go ahead.

New Business

Sara Conwell shared as we approach the holiday season, I wanted to let you know that Parents Attending College, our PAC office, is hosting their holiday help again this year for our student parents in need for holiday assistance. If you are interested, I have a flyer. The coordinator of PAC, Karis Hawkins, is now a part of the Adult and Transfer Center umbrella. So she has sent me the flyer. I'm happy to share it. Steve, Grace, I'm going to send it to you that way. It can go out to the faculty and staff list serves collectively. My office has done this where the whole office has sponsored one family. You can go out and purchase a gift on your own because they're all done through Amazon wish lists. Obviously, if you have a larger team, then you can take on a larger family and support that family. We, as Staff Congress, have done this in the past, so I wanted to bring it up to you all in case we wanted to adopt a family this year as well. Steve, I'll let you take the reins with that. But if you have any questions, or if your certain area is interested in sponsoring a student parent for the holiday help program, you can email me and I will let Karis know or be on the lookout for the flyer in your inbox. Tina Peebles responded will you send me that flyer? I want to send it out to my folks. I'll post it in our department, too. Thank you. Steve Slone continued Sara brings up a very, very interesting question. In years past, we have sponsored a family, so we

can, as Staff Congress, sponsor a family again if that's what we are interested in doing, Or we can do as Sara said just individually, go out and sponsor families. Any discussion on that like, do we want to, take on a family? I'm seeing some nods. Ali Hannig shared I like that idea. Steve continued Sara, please give us a family. Watch for messaging from me. You'll see the message come from me about who our family I with all the Amazon links. You can go out and purchase items for the families and sponsor this wonderful program. My apologies that we didn't bring it up before November. But thank you, Sara, for keeping me under direction about it. So watch for messaging from me about it. We will adopt a family again as Staff Congress, and we'll get those flyers out. Thank you. Thank you. Thank you. Any other New Business.

Michelle Melish shared I just wanted to say that I thought the listening session with the President went really well this morning, and just wanted to thank everybody who was brave enough to ask a question or provide feedback. And I think this President is really open to hearing from us of what works, what doesn't work any suggestions. So yeah, thank you all. Steve continued with obviously you heard Dr. Short-Thompson at our Staff Congress meeting last month. I've already had some people from that conversation that have brought me questions, rumors that they're hearing, that I've sent to her that she's responded to. Thank you, Michelle, for calling that out. You can just send questions directly to her. But if you don't feel comfortable with that, feel free, send them to me. Send them to executive counsel. We're happy to do it on your behalf. So thank you. Thank you. Any other New Business? Seeing and hearing none on to the Non-Member discussion period of the Staff Congress meeting, the opportunity for any guests and non-Staff Congress members out there in Zoom land to take the microphone and bring something forward. I tend to go fast, and I'm looking to the clock, and I got 15 min, so I'm seeing and hearing none, we'll move on down to Norse Appreciation.

Norse Appreciation

Steve Slone shared one Norse Appreciation for the month of November.

Staff

Library Front Desk

Huge shout-out to the library front desk staff! The publicly accessible color printer was malfunctioning so the library staff graciously offered to print dozens of color prints for me. Way to go above and beyond!

Announcements

Tina Peebles shared just want to reiterate Tuesday is the Benevolent Association luncheon. We hope to see y'all there. If you have time, even half an hour, to donate or volunteer for the event, we would love to have you do that. Please, please help us out. But more than anything we'd love to see there partaking in the event and having a good time. Steve shared it is my belief that even though the drop off is that Central Receiving, it'll be Jim Parker that's getting them, not me. So I can report to everyone that chili will make it down the tunnel, and we'll make it to the event when it goes through the tunnel. Watch for messaging from me about room location. I think it's the UC Ballroom. But I want to put Gracie on the spot about our next meeting, since it will be in person with the luncheon for certain. It will be on that date, that second Thursday in December. I'm not looking at a calendar. I think it's December fourteenth. But watch your messaging from me. You know you get emails from me all the time. Any other announcements at the time.

Michelle Melish shared I just wanted to put in a plug next week is International Education Week, and we have a couple of events not on the same day as the Chili cook off. So on Monday we have our World Culture Fest, which will be in the Student Union lobby area. Our wonderful international students will be representing their country. So swing by 11:00 to 1:00. And then on Wednesday, from 11:00 to 2:00, in the Student Union ballroom is our Japanese Culture Fest, and that's always a really good event that the Japanese language school puts on every year. So feel free to stop by anytime and learn about our different countries.

Steve Slone continued with thank you, Michelle. Other announcements? Thank you. Gracie, UC. Ballroom, December 14. Seeing and hearing none. Staff Friday tomorrow, 3:00 to 5:00 up outside the UC Ballroom. If you are able to make it even for a little bit, please join us. I will entertain a motion to adjourn the Staff Congress meeting. Tina Peebles. Thank you, so much do I have a second, Dan Jones. All those in favor, aye, or wave at your computer screen. Thank you all. We'll adjourn the meeting at 2:44 PM.

Adjourn

Meeting was adjourned at 2:44 pm.