

**Members present:** Amanda Andrews, Chris Bowling, Tiffany Budd, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Kyle Dorriere, Dave Groeschen, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Beth Lackey, Brenda Maldonado, Michelle Melish, Sue Murphy-Angel, Sara Nicolas, Tina Peebles, Autumn Ruehl, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Juliane Stockman, Terkerah Washington, Brandon Weinel, Kimberly Wiley, and Christopher Witt

**Members absent:** Tina Altenhofen, Kristi Bishop, Melanie Hall, Daniel Jones, and Kara Olding

- I. Call to Order at 1:02 PM
- II. Approval of President Steve Slone  
Motion: Dave Groeschen  
Second: Brandon Weinel  
Approve: Voice Vote
- III. Vote on new member – Kara Olding (replace Michelle Kay)  
Motion: Tina Peebles  
Second: Ali Hannig  
Approve: Voice Vote
- IV. Appointment of Parliamentarian – Sara Conwell was appointed Parliamentarian.
- V. Election of Secretary – Kimberly Wiley was re-elected as Secretary
- VI. Approval of May 18, 2023 Minutes  
Motion: Ali Hannig  
Second: Steven Smith  
Approve: Voice Vote
- VII. Approval of June 8, 2023 Minutes  
Motion: Amanda Andrews  
Second: Michelle Melish  
Approve: Voice Vote
- VIII. Liaison Reports
  - Board of Regents – Staff Regent - Cori Henderson
  - Administrative Liaison – Chief Human Resources Office – Lori Southwood
  - Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
  - Student Government Association – Isaiah Phillips
  - President’s Report – Steve Slone
- IX. Standing Committees:
  - Benefits
  - Constitution & Bylaws
  - Credentials & Elections
  - Outreach
  - Policies
  - Scholarship

X. University Committees:

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

XI. Ad-Hoc Committee

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

XII. Old Business

XIII. New Business

XIV. Non-Member Discussion Period

XV. Norse Appreciation

XVI. Announcements

XII. Adjournment at 2:42 PM

Motion: Dave Groeschen  
Second: Tina Peebles  
Approve: Voice Vote

### Approval of President Steve Slone - Sara Conwell

Parliamentarian Sara Conwell opened the meeting at 1:02 pm. As Parliamentarian, and according to the bylaws, Sara shared that Steve Slone, who has been our Staff Congress President this past year, had the option to either step away and let our President Elect Vicki Cooper take the reins, or he had the option to remain on for his second term. Steve elected to remain on for his second and final term as President. Steve Slone shared a bit about himself and history with Staff Congress. A motion was made by Dave Groeschen and seconded by Brandon Weinel to vote for Steve to continue as President. He was re-elected by voice vote.

### President – Steve Slone

Steve shared that the first item on the agenda was to vote on new a Staff Congress member. Kara Olding is the first person on our list to fill a vacancy. She would replace Michelle Kay who is no longer with NKU. A motion was made by Tina Peebles and seconded by Ali Hanning to vote Kara in as a new Staff Congress member. She was elected by voice vote.

Steve shared that he had asked Sara Conwell to continue as Parliamentarian. Sara accepted the position.

Steve shared that next on the agenda was the election of secretary. We had only one nomination for secretary and that was Kimberly Wiley. Kimberly shared that she has

enjoyed serving as Secretary and would enjoy serving again. But asked that if there was anyone else interested to please speak up. There were no other nominations. Kimberly was elected by voice vote.

Steve shared next on the agenda was the approval of the minutes of the May 18, 2023 and June 8, 2023 minutes. Tiffany Budd commented that there were a lot of incorrect wording and misspelling and completely different words than what people were actually saying. Since these are the official minutes belonging to the records, she wondered if we should be more thoroughly going through them to correct them. Steve commented of course, please bring up any corrections before we adopt the minutes. Kimberly stated that it was hard to decipher exactly what was said from the transcript at times so maybe everyone should submit their report for the minutes. Steve suggested that we might give the committee more time to review the minutes before the vote at the actual meeting. Continuing with the agenda, Steve asked for the approval of the minutes of the May 18, 2023 meeting. Motion was made by Ali Hanning and seconded by Steven Smith. Approved by voice vote. Next approval of the June 8, 2023 minutes. Motion was made by Amanda Andrews and seconded by Michelle Melish. Approved by voice vote.

### **Board of Regents – Staff Regent Cori Henderson**

Cori Henderson shared that she didn't have much to report on other than the BOR has their retreat next week on 7/19 and 7/20. Typically during those retreats, they discuss what their goals are going to be for the following year along with some updates from the President as well as some of the fellow Cabinet members.

Steve Slone asked Cori about at the last BOR meeting there was a statement about the \$5 million deficit. Cori shared that personally, she would like to see NKU generate \$5 million more in revenue and not take it from cuts. This is something she tries to relay constantly when she has conversations with President Brown and others on the Cabinet. She shared that they are working on putting something together, something thoughtful and intentional about what it looks like. The plan is for them to have something to put forward by the September BOR meeting. She was sure they would probably be sharing a little bit of what they're thinking at the retreat next week. So, for her personally, she is going to be asking and requesting that they see more of the generation of revenue in terms of the \$5 million. Steve shared that he can attest that every conversation he's involved in with Cori that she brings that up as a constant refrain. He thanked Cori for her continued advocacy. He shared for the new members that he, Vicki Cooper, Cori and our Staff Congress liaison, Lori Southwood, meet monthly with interim President Brown. They continue to advocate and will share as they know more.

Steve shared that he had a question from the chat. They asked Cori to speak about all the bonuses and raises that were discussed on the Faculty Senate Facebook page. He also asked Janel Bloch to respond as well. Cori shared that she had not seen the faculty Facebook page, but she could speak in general about what that was about. The

BOR gave some retention monies to the Cabinet members because what they did not want to happen when they named the interim President was for everyone else to leave the ship, if you will, and leave just one person trying to do all the things with everything that we have going on. They were really just trying to be mindful and thoughtful to ensure that interim President Brown had a team of folks that were going to work with her to allow us to hand off the torch, if you will, to the next President. So that was the reason behind those retention monies for some of those executive members.

Steve shared that interim President Brown came to the 5/11/23 Staff Congress meeting and he asked the question about the retention monies and she stated that it was just bonuses. And yes there were bonuses, but for some of them it was raises and bonuses. Steve asked Janel, not to put her on the spot, but asked if she wanted to comment. Janel shared that there was a very large discussion on the Facebook page that happened in February. She did not know a lot about it but heard it through the "grapevine" like everyone else. Apparently, it happened in February and March, and when she found out, she asked the General Counsel if they were considered confidential personnel matters and he said no. So, John Farrar, the Faculty Senate President, got the contracts and just last week posted the information on the Facebook page. They got a bonus right away and then a raise after a certain period of time, or possibly the other way around. Steve shared that he had copies of the actual contracts. They are set over a period of time, some for 18 months and some for 24. There are five cabinet members that were included. And as Janel has stated, John confirmed from Legal Counsel Grant Garber that this was not confidential, even though there's a confidentiality clause inside the contract for each person, and that we are allowed to know the figures. Steve shared that it was John's intention to find out if there were more that were given, maybe some stipends. We are also sure that Interim President Brown was not included in these contracts.

Janel Bloch commented that they did get raises right away and the bonuses would be paid after a specific time period, either 18 or 24 months, depending on the individual. The individuals involved were the General Counsel, the CFO, the Secretary to the BOR, the Vice President of Advancement and the Provost.

Steve apologized to Cori for "getting lost in the weeds" with this information. He shared the following: Grant Garber will receive a \$20,000 bonus after 18 months. Jeremy Alltop received a \$25,000 raise and a \$25,000 bonus to be paid out after 24 months. Tammy Knochelmann received a \$5,000 raise and a \$15,000 bonus to be paid after 24 months. Eric Gentry received a \$37,500 raise and a \$60,000 bonus after 18 months. Matt Cecil received a \$10,000 raise and a \$25,000 bonus after 18 months.

Janel commented that this was the information that John posted on the Facebook page and what is in the contracts. She did ask if there were additional raises based on the departure of the Vice President of Student Affairs and was told that some individuals got limited term raises based on taking on additional duties. But those are limited. Steve shared that it was John's intention to ask about these as well. Steve also commented on

a chat message. Steve shared that it was not CFO Alltop's plan for there to be across the board raises. And as Staff Congress President he will continue to advocate for staff in conversations and shared that Cori as Staff Regent will continue to advocate for staff as well.

Steve shared that with their meeting with interim President Brown the day before, that what she stressed was the word change. The landscape of higher education faces the changes coming, so to speak. And us as staff more than most, no offense, know that we understand change. And none of what you heard from what he shared about the raises and bonuses makes it any better. Steve stated that he appreciated what we do. We keep doing the good work on behalf of our students. Some of these numbers are sobering. Janel commented that it was also emphasized that it wasn't the people demanding the money but the BOR decision to do this.

Tiffany Budd asked Cori if this was voted on by the BOR. And if so, was it a unanimous yes vote? Or were some people against these raises? Cori stated that it was just more coming of a consensus that we wanted to ensure that we were retaining folks on the Executive Committee and making sure that we had people helping us through what we're going through in terms of our financial distress. In terms of the "in the weeds of who gets what" I think we kind of allowed others to kind of take the reins of that. So for me personally, I can't speak to who that would be and how they got to those numbers. It's just for us that in general that we agreed upon making sure that we are keeping folks here so that we can get ourselves through to the next President. And like everybody else, she is frustrated, too. She really is trying to push for revenue, you can't keep making cuts. We have to find ways to generate revenue which does kind of go back to that set of thinking, different ways and different approaches and separate things we can do as an institution for us to generate revenue. We've been through a lot as staff. We know that we're not going to see any raises. But for her, it's we have to try to get through this. Try to see what we can do to work together to get there and ensure that we're not losing more people. So for her, that's her push. She is really more so pushing for that. She doesn't want to see more people getting cut and or losing jobs. So she is really trying to advocate on that side of things. We made all these cuts and are seeing a lot of people leave. She would like to not see more people leave. How can we be creative to ensure that we're not doing that because we need the people in order to do the work? So that's really what she's pushing for.

Tiffany Budd asked just a follow up. Now, we've got \$5 million and over \$100,000 to cover because of these raises. But what happens if the new President comes in and we have all these administrators that are under contract for a couple of years? So what if the new President's like, I want my own Provost. I want my own VP of this? That tends to happen. So how does that work with the contracts? Cori responded that that's a legal question. Like she said, for us it was more about how we can we show that we have people here to help with the transition and not so much about the specific details. But she was sure that Legal could speak to what that might actually look like. And she said

she does not disagree with Tiffany's comment. Oftentimes, when new people come on board, they would like to be able to select and choose their team.

Chris Witt commented that the optics of this are terrible. They want to reduce the budget by \$5 million but here we are shoveling money to people who were aware of the issue that happened. And it happened on their watch. And it seemed to him we are rewarding them for staying to help us through it, even though they were probably more than likely aware of what was going on. Not all, but most of them, probably were. It's just all bad, that's all. He just wanted to point that out.

Cori shared that we have a lot of new folks on the cabinet again. And like she said, she understands everybody's frustration. She is frustrated with where we are and how we got here. How long has everything been happening? And you know these things do not happen overnight. But she also understands that you can't nominate an interim President and have them kind of doing that work on their own if everybody else leaves the ship. So it's just trying to find a balance which she knows is hard and frustrating at times, too. Chris Witt responded that we are having people on staff leaving the ship. And like Tina pointed out, we're not being so incentivized to stay. People are leaving anyway. He said he understood the money. Staff are not being incentivized to stay but they are and we're the ones who run campus. If we're not there, then nothing happens. Cori responded that she would bring that up. How can we incentivize folks to stay and retain them in certain areas where they are short staffed? We know that there are several areas that are under staffed right now. So, and she thinks even Bonita has kind of talked about some of those areas where we are severely understaffed. What can we do to incentivize or recruit more people? And how can we ensure that they're staying here too? She said she can definitely make sure that we are bringing that up as well. Chris responded thank you. He appreciated that and he appreciated all her hard work.

Steve Slone shared that he received a question in the chat. He asked Cori if she could share any of her thoughts or ideas on avenues of generating revenue. Cori stated that she could share this in general that nothing is concrete right now. She thinks you all may have already heard about AOL and what we can do to find the right mix. How can we ensure we are increasing enrollments but making sure it makes sense for NKU? So that may be one of the things on the table. The AP contract is getting ready to renew soon so what can we do about that contract as well.

Steve Slone shared one thing he wanted to bring up at that point. And not to put Lauren on the spot. Lauren Franzen was there because Lori Southwood was out for a couple of days. One thing that he brought up is this idea of we need to be more strategic with how we do things because we need to get the \$5 million. The idea that we always talk about at Staff Congress roundtable is about promotional ladders, and the other is cross-training. He knows that cross-training is almost impossible with as busy as we all are. But there are some opportunities to explore with HR. And know that he will be pushing for those as we go through this, even when you're with the revenue generating ideas, it makes none of what we heard any better or any different. It doesn't make the fact that

we're paying more for parking while this happened any better. It doesn't make the money that went to the basketball coach that we know about any better. It makes none of this any better. He thanked everyone for being willing to be engaged in these conversations for taking the step and joining Staff Congress for not running me out on out of town on a rail. He will continue to advocate in these conversations. And he can speak for Cori...she did it yesterday. It makes none of it any better.

### Administrative Liaison – Lauren Franzen for Lori Southwood

Lauren Franzen shared that the only update that she had that pertains to this discussion, too, is the implementation of the TalentED system that Marquita and her crew have been working on so diligently, and that really, actually is a great platform for building the succession planning, because the whole idea of it is that it's going to be a one place where we're going to have not only just evaluations, but it will have all the training, people's resumes and their backgrounds. So it's going to be kind of a one place that managers can go, and that upper level management can go, to look to see the talent that we do here on this campus and make sure that we are knowing who could be the next step for what things. So she thinks a lot of things come down, just like we all know, a million different ways on this campus is getting information where we need it, and getting all the information that we need into one place to have people be able to look at it. She thinks that it will take a big step towards retention and trying to build a plan around succession planning. So she just wanted to kind of throw that out there. There's a lot of things that we have been working on and have been building on the back end. But of course, things like putting plans into place for different career ladders and things like that. But then that all kind of requires more money to implement right? So you can't say, "Okay, if you had this many years of experience in this education you should be at this level in your position if we don't have budget to make people be able to move into that position." So a lot of work has been done, and obviously still needs to be done too. But know that a lot of things are in the works. And hopefully, this system will help from a good retention standpoint from HR.

Steve shared that he received a question asking about any more discussion about re-implementing the 5 by 5 plan. He knows that it is the intention of everybody that he's talked with to get back to 5 by 5 as quickly as they can. There is nothing in this year's budget to go on to the next step of 5 by 5. So that's on hold till next year is what's been conveyed to me. He's thankful that we got the first step.

Steve continued with another question for Lauren regarding TalentED meetings. Lauren responded that the idea with this was that we did kind of a soft roll out. So we're making everybody come to the meetings and trainings that are held in the first month. We're not making that kind of stuff mandatory. By next year's performance evaluations and everything are going to be in this system. She was actually working with a department who needs to extend somebody's probation, and all of that is going to be in this system. So we're not going to start forcing managers to come to the screening initially. But two things: one, they're going to start having to do things in the system over time, and

especially by next year when we're getting performance evaluations in the system, so that might kind of work itself out naturally. And there is a question about holding on staff positions. That is not something that is like an across the board. Vice President areas have put their own things into place for what they need from a financial standpoint. But there isn't anything mandatory at a university level holding to post positions. All positions are going through a huge amount of scrutiny, having the last stop even after the Budget Office and your chain of command to sign off a sign off on them. Then Jeremy and Bonita are reviewing positions. So she didn't think there's anything saying a specific amount of time. But things are just taking longer period to make sure everybody's got their I's dotted and T's crossed.

Cori shared that if we have any ideas around generating revenue, or even some cost saving things, please feel free to send them her way and she would bring them up at next week's BOR retreat. Steve shared that you can always send them to him or any other member of Staff Congress Exec Team and he would pass them along to Cori.

Tina Peebles had another question for Lauren. In her college, they have been told that there is now a three months wait to post vacant positions the exception is grants. So is that not a university policy? Lauren said she had not been told about any mandatory waiting period for every position. She said she would check into it and that it might just be Academic Affairs.

Steve shared another question for her or possibly Cori. It was asked how much the BOR treat costs. Cori responded that she did not know but that Tammy could provide that. Regent Williams has agreed to host it so she didn't think there was a fee. But she did not know the details.

Steve shared one more question for HR. It was stated that there needed to be a virtual option for all meetings. Is that message changing? In some circles there is a move to have people come back and meet in person. Is there still conversation around that? Lauren responded that she didn't think that's been brought up in a while. A lot of the protocols that were Covid driven aren't really in place anymore. She said she would double check and see if that's something that going to be an ongoing requirement. But generally, it's however it works best for that chain of command. So generally, we say, put an option for zoom or teams just so you can get the most attendance. But she will check into something being like official guidance.

Steve thanked Lauren because he had reached out to her before the meeting with a line of questions. There were a lot of questions that were coming around about the recent change to the websites when you log into Chrome or log into Firefox about how it defaults to Inside NKU. When it's your homepage as opposed to the home pages that you set and how that's controlled by the organization. Lauren got him in touch with Eric Gentry and Eric wrote to him. He wanted me to let you know that he is in communication with me, that we are aware of several of the concerns that people have expressed. Our goal was to create a better connected campus by making



communication more centralized and easier to access for everyone. If people have specific questions or concerns to ask he asked them to contact him directly by his email or to stop by his office. He'll happily sit down and talk through concerns. Steve stated that obviously you've got him as well. He will pass on any questions and concerns with this. It was a marketing decision. He thanked Lauren for engaging Eric.

Steve shared a question from the chat regarding payroll deductions. Lauren responded that HR takes the payroll deduction that the departments tell them to take. So if Campus Rec changes their fees or Parking changes their fees, then they update the system based on whatever department is telling them to charge for whatever service. So they're not the ones making the decisions of that kind of stuff. She actually just got a clarifying email on this and it was that if employees choose to do a month to month membership with Campus Rec where that is not a payroll deduction, that it will be \$15 a month. If paid via payroll deduction, then it is eligible for an annual membership which is a \$120 a year.

Dave Groeschen asked Lauren regarding one more comment back on the website change for the homepage. That was something MarCom had discussed a few years back that they wanted to redirect traffic so that we understood what kind of traffic we were getting hit from outside, for interest as a marketing tool, versus from inside and with us having everyone inside hitting that website, the NKU website. There was no way for us to do any kind of search engine optimization or anything like that to use as a marketing tool. So it just took us a few more years, and they actually did. So it was never an IT thing. It was always a Marketing thing. And they're just trying to fix things so that they can understand what kind of revenues we have potentially coming to us through search engine optimization and by us using that and there is no way for us to get clean numbers on who new is actually trying to get information from us. Lauren shared that the other thing to that came up in conversation was the idea that when everybody is starting out at the same home page, then there's additional information that can be sent out to campus because we all know that we get 80 gazillion emails and nobody can really keep track of all the information that everyone's trying to communicate back and forth to each other. So the idea was, if we have a central location that is just for faculty and staff. Dave continued stating then it can also be a better place to send out messaging and to kind of reiterate all the things that we're all getting in emails but might be missing. So yeah, we were dodging the whole concept of an intranet for way too long. There should be an intranet and an Internet, and the Internet should be everything from outside, the intranet to the inside. So it's just way overdue. It should have been done years and years ago.

Chris Witt asked of Lauren regarding whether there any information on how much we're going to pay for health insurance next year yet, or is that still being worked on? Lauren responded that her understanding was that it is still being worked on. She knew they've been working to get all that stuff in a good place to be able to send it out. But she wasn't sure that it has all been decided yet, and they were working on kind of how Livongo will fit into new health care stuff, so she said she will check on them.

Autumn Ruehl asked if when an employee pays for the annual fee for the Campus Rec center and later leaves the university do they get a reimbursement or not. Lauren responded she thought that is why they are doing the payroll deduction option but she assumed that they would be able to issue a check back to anyone for a refund. Steve responded sharing that Mary stated in the chat that she talked to someone in Campus Rec and they told them that they just be out of luck. So Steve shared that they could ask about it and get it in writing.

### Faculty Senate Liaison – Janel Bloch

Steve shared that Janel Bloch had to leave the meeting for a Presidential Search Committee meeting but she stated that she did not have a report.

### President – Steve Slone

Steve Slone shared that he had not been able to send out the Staff Evaluation Administrator surveys that we completed. He is planning on sending them out as soon as possible. He reported that we had 539 individual responses, not all of those included comments. Some did include comments and some were described as “spicy”. Last year we sent them to the administrators through encrypted emails. That is his intention to do that again this year. Bonita gets them all.

Steve shared that Jim Parker and the folks at Fuel NKU had reached out to him and Nick Bliven, our friend over from Fuel, about expanding and putting more donation bins across campus for more Fuel donation items. He has a flyer with a list of items they need. He will share with Kimberly to add to the minutes. He will also share an email so watch for that as well as the new donation bins.

Steve shared that he did not have much that he could share on the Presidential Search front. There have been conversations with the search committee with the hopes of conducting first round interviews soon. So again, Regent Williams had told all of us that there was no timetable on the presidential search but that they were going to go until the job was done and they found the right candidate for our university. But if they're already talking about first round interview, it seems like they're moving a little bit faster now. Steve is on the leadership team, the Advisory Board to the Search Committee. Our representative on the search committee is Dr. Marquita Baron. He thanked Marquita for serving in that role. Obviously, he will keep us updated on what he knows as the time goes through with that process.

Michelle Melish asked whether we had had any feedback on the revised statement regarding Eddie Howard. Steve responded that of all the feedback that he got in regards to it was positive. No offense to our Constitution and Bylaws committee when you are set, but he thought it was probably wise for you all this year to sit down and determine if we need something in the bylaws about going into the executive session since we did it

twice last year. Are we doing it the right way? That's going to be one of my asks for you. Thank you for amending it. Thank you for the question.

Vicki Cooper asked whether our meetings will stay Zoom or are we going to have some in person? She said it's nice for us to actually get together in person but thought it might be easier via Zoom for a lot of people and we get better attendance. Steve responded that if the overwhelming feeling of the entire group is that we would like to be back in person, by all means. It's not where we were with some of our conversations last year. There are 58 people that are logged on to this call. During some of our more spicy conversations last year what we at 100 - 152. He feels personally like we get more engagement. It's easier for people to log on, if it ain't broke, don't fix it. His intention is to use Zoom as much as possible with the caveat that he's hoping we can actually do in person in December so we can celebrate. And obviously the scholarship lunch in the Spring. Not to throw John under the bus at all but he does not like hybrid format because he feels like Gracie has to stand in the room and stand behind us, and she's standing there with the computer. Now obviously some of our conversations like the Executive Sessions we had to do hybrid. He's not opposed to it in the future. But his intention is zoom, unless we have to go hybrid, for whatever reason, with as much notice as possible.

Steve shared a plug for the Outreach committee that has not been established this year yet. The lunch hangouts are held monthly during the summer.

### Committee Appointments

Steve stated that it was time to leave the general meeting to go to predetermined breakout rooms based on different committees. He thanked everyone for responding to Gracie and to the committees. He believed everyone is either on your first choice of committee or your second choice of committee. We had to go with the second choice on a couple of things, so we could spread people across the different committees as we saw fit. When you go into the breakout room this is what he ask of them. Welcome to Staff Congress. You not only have the Staff Congress monthly meeting, but monthly meetings based on your committee when you go into the breakout room as the committee. Just talk amongst yourselves. Introduced yourself to each other if you don't know each other already. The committees meet once a month at a time and a location of your choosing. They can be zoom or they could be in person. They can be down in Gracie's office, and the Staff Congress office, if you would like. That's always an option. doesn't matter where you meet. It doesn't really matter for how long you meet just to do your committee business. If you can sit down amongst yourselves talking, talk with each other, come up with like every third Thursday, every fourth Wednesday, some type of pattern. And also, if you can determine if you have somebody that's willing to serve as the committee chair, we have another group and staff Congress which is called the Council of Chairs. We meet every first Thursday of the month, going into the Staff Congress meeting mostly to set the agenda. What are you working on things that we

need to share in that situation? It can be a single chair. It can also be multiple chairs. If it's a multiple chair situation, obviously, both of you would be invited to that Council of Chairs meeting. You're kind of the point person for that committee for Executive Council for whatever we need. So talk about when you want to meet, talk about a chair, if you know one, and when we come back together he will ask you if you have that information. Grace Hiles asked to be considerate of those who may work second shift when you set up your meeting times to make sure they can participate in the meetings. Steve shared that the breakout session would last about 10 minutes and then everyone would return to the general meeting.

Steve welcomed everyone back to the general meeting. He ran down the different committees and asked for their decisions. See below:

#### Standing Committee Formations:

- Benefits - Ali Hanning/Tina Peebles
- Constitution & Bylaws – Tiffany Budd/Chris Witt
- Credentials & Elections - Beth Lackey/Teresa Walker
- Outreach – Amanda Andrews
- Policies - Mike Irvin
- Scholarship – Steven Smith

#### University Committees:

- Benevolent Association – Tina Peebles/Kimberly Wiley
- Food Service Advisory - Michelle Melish
- IT Advisory Committee – Dan Jones/Steven Smith/Vicki Cooper
- Regent's Distinguished Service Award – Tina Peebles
- Sustainability – Tiffany Budd
- Transportation - Chris Bowling
- Employee Engagement and Wellbeing – Amanda Andrews

Steve also shared that we have three Ad-Hoc Committees. The Roundtable Committee that is chaired by Vicki Cooper. Vicki shared that they are still determining a viable format for the Roundtable. We have the Staff Congress Portal to ask questions all the time. Do we want something slightly different? So if anyone is interested in serving, please let her know. Steve also shared that we have the Staff Congress Advocacy Committee that use to be the Pension Committee. Kimberly Wiley is the chair of that committee. Kimberly shared that the committee did not do much last year with all the craziness going on because Staff Congress was addressing more of the issues. She also asked if anyone would like to join the committee to reach out to her as well. The last one is the Academic Commons Committee. Sara Conwell is our representative to that committee with Vanessa Weiland from the Library as well. Vanessa dropped of Staff Congress this year. These folks give regular updates about the Progress of the Academic Commons.

Steve also shared that Staff Congress used to have a Budget Committee and there have been discussions regarding possibly bringing it back. Steve also reminded folks that the committees have goals every year that they set and work towards as well as Staff Congress having goals.

### Old Business

Steve Slone asked if there was any old business and there was none mentioned.

### New Business

Steve Slone asked if there was any old business and there was none mentioned.

### Announcements

Kimberly Wiley shared that in the past few years, the Provost office has sponsored Faculty Fridays, an event held once a month on Friday afternoon for faculty to gather informally and interact with colleagues from across the University and a chance to share ideas about teaching, scholarship and life! She was excited to share that this Fall semester there will be Staff Fridays! There will be appetizers and a cash bar. And they are scheduled for the Fridays after the Staff Congress meetings on 9/15, 10/13, and 11/10 from 3:00-5:00 in the University Center on the 3<sup>rd</sup> floor lobby area. More information will be shared at a later time. So everyone please plan to come and participate in these events. Steve took the opportunity to thank Provost Cecil for sponsoring the events.

### Norse Appreciation

Steve shared a plug for Norse Appreciation again that we had one Norse Appreciation for the month of July for a staff member. Steve encouraged all staff members to go to the website and actually read the Norse Appreciation submissions.

### Staff

Michael Curtis

*Mike's lightning fast response time when dealing with AllCard access issues is incredible! Twice in the last week I've had students lose their AllCards, but need time-sensitive reprogramming of their new cards. Every time we have new students or changes, it seems like he responds faster than he can the email requests. Amazing worker with a fantastic attitude!*

Beth Lackey asked again this year if we could get approval for the employee supervisors to be copied on the notifications. Steve responded thanks for the reminder. Michael actually responded to Steve's notification and copied his supervisor. Beth

commented that she tries to keep an eye out for anyone in her college who is recognized and sends that information on to the Dean, spreading the good news.

Vicki Cooper asked whether we were planning on doing the Faculty and Staff Congress basketball event again like we did a few years ago where we would get the President's suite at the arena. Steve shared that he had not done it for a few years and that he would reach out to Tammy and ask about it.

Steve asked for any other announcements or celebrations. Ali Hannig is expecting a baby. Tiffany Budd celebrated 15 years at NKU. Cori's birthday is this month.

Steve also shared that the prices for copying are changing. They will be updated on a quarterly basis. The next price update will be in October.

Steve thanked everyone for attending the meeting.

### Adjourn

Meeting was adjourned at 2:42 pm.