

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Chris Bowling, Tiffany Budd, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Kyle Dorriere, Dave Groeschel, Melanie Hall, Ali Hannig, Kristi Horine, Bryan Irby, Beth Lackey, Brenda Maldonado, Michelle Melish, Sara Nicolas, Kara Olding, Tina Peebles, Autumn Ruehl, Connie Seiter, Steve Slone, Terri Smith, Juliane Stockman, Terkerah Washington, Brandon Weinel, and Kimberly Wiley

Members absent: Mike Irvin, Daniel Jones, Sue Murphy-Angel, Connie Seiter, Steven Smith, and Christopher Witt

I. Call to Order at 1:01 PM

II. Approval of July 13, 2023 Minutes

Motion: Ali Hanning
Second: Sara Conwell
Approve: Voice Vote

III. Liaison Reports

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

IV. Standing Committees:

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

V. University Committees:

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

VI. Ad-Hoc Committee

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

VII. Old Business

VIII. New Business

IX. syNon-Member Discussion Period

X. Norse Appreciation

XI. Announcements

XII. Adjournment at 2:08 PM

Motion: Tina Peebles
Second: Ali Hanning
Approve: Voice Vote

Vice President – Vicki Cooper

Vicki Cooper opened the meeting sharing that President Steve Slone was on vacation and she would be leading the meeting.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson was not able to attend the meeting but Kimberly Wiley shared for her that the Board of Regents meeting is next month on 9/13.

Administrative Liaison – Lori Southwood

Lori Southwood shared that there is a Benefits update but that she would let the Benefits Committee share that report.

Lori shared that Monday, 8/14, is the President's Fall Convocation and encouraged everyone to attend. If you are unable to attend in person, they will also be streaming it. And there is a reception following.

Tina Peebles shared with Lori that she has been getting a lot of requests from some staff specifically, after some of the Vice Presidents reported that there would be additional layoffs after the September Board of Regents meeting, depending upon what budget the Board approves, and they're asking things like have we considered furloughs? Have we considered any type of administrative cuts similar to the ones that we did during the pandemic when we cut back 10% on some of their salaries? Now they know that the raises and the bonuses have been put in effect for some of the Cabinet. But honestly, that really just stings when somebody who just received a raise and a pretty substantial bonus that's pending in 18 months is telling you that they're going to be laying off staff. So they're just wondering. Have any other options been reviewed before we step back into laying off more staff after the September meeting? Lori responded that during these budget discussions everything's being considered. I have not heard any information that tells me that they're thinking of furloughs or cuts like we did in the past and mainly because I would say that those are one-time dollars, and that situation, though when we did that it was a need for one-time dollars at that particular point in time, where these budget cuts are really recurring cuts and so one doesn't fix the other. So that would be just my thought on that as far as layoffs and cuts. I think first and foremost, they are still, as we always do, looking at vacant positions. Where we can do that and minimizing those over time. You know how that is. We've been through this before where we know that there's the possibility for cuts. But we aren't announcing those upfront, because in reality if, as time passes, and there's some changes in the

structures within departments, or we have some exits or people leaving or retiring, there's the opportunity to possibly greatly reduce the number of people that are actually directly impacted. But we are doing what we've done recently. At least in this last round, this past year, is we're also holding on posted positions where we can in some places in part to have opportunities for those where we might be eliminating their position, that there would be other positions for them to choose from, or other positions where their skills would be greatly appreciated, and we'd be able to retain that institutional knowledge. And so we were really successful last year in doing that. And we are moving forward this year hoping to be as successful so that we minimize that negative impact on employees and actually negative impact on us to lose those employees. Tina asked so can you give us an estimate of how many people that are typically laid off in these budget situations that are actually ultimately retained on campus due to back filling of a vacancy, or you all finding another spot for them? Lori responded I can't. I mean, I guess we could. I could go back and give you some numbers from the past. I think that the last year there were some where we had positions for people, but they were choosing not to, you know they had reasons that they were choosing to move on. So we would have been able to retain them if they wanted to be retained and it was a high percentage last time. For last year, it was a very high percentage of those employees that were notified. We were able to offer other positions, for there was at least one or two where we were able to extend their time and offer them long term assignments. To give them more of a runway for that transition and in one case able to place the employee after that period. you know, a temporary adjustment and temporary placement, and then we're able to place them. So we were very successful in placing people last year and are also working to hopefully be able to have that that kind of success this year as well.

Michelle Melish asked well, and just to piggyback on Tina, I think some of the concern comes with the shock of I don't know if I missed something earlier, but for student affairs positions that were just recently let go. I think a lot of us now are more concerned that there may be other cuts coming. It just felt very sudden and shocking, and I don't know if we were able to retain any of them, but they felt like pretty critical positions as well. Lori responded yeah, and so we are also working with those individuals. And I would say that you know, I don't have the communication that went out in front of me. But it was in part because we had a rather sudden exit of the Vice President for that area, hitting at the same time that we were also looking to need to focus on this budget cut based on the last Board meeting. The majority of cuts that we did last year were carried by Admin and Finance and Academic Affairs. And so with these cuts, we were looking more broadly across the campus, and so we knew that the others were looking to kind of carry their fair share as well. And Student Affairs was one of those they had one cut in the budget last year, and I believe it ultimately was a vacant position. And so we knew that there would need to be some cuts there. So the combination of shifting the change and for the Student Affairs area and looking for cuts required there to be some reorganization. And again we cut, I believe, 4 or 5 vacant positions in order to reduce the number of actual employees that were impacted. But there were still employees impacted. I believe the kick went out to Student Affairs following that to say, that's all

that they were anticipating for that division at this point but I do think that we still have to achieve that cut or that budget that the Board was asking for, and I don't have those numbers in front of me, but can provide that for you as to what the Student Affairs cut meant towards that budget cut. Tina responded so the four folks that were actually cut Lori, I know Erica and Arnie were included in that. They're part of the ones hopefully finding a spot on campus for them or their positions were just simply eliminated. Lori responded in all the cases for last year, and this year, what we do is we eliminate the position, we meet with them, and we explain to them what the transition is, and that's, part of that support both a continuation of pay and benefits for a period of time, and then support. In transitioning, we provide support to help them transition internally. If there are things internally that they're interested in, or that they have the skills for. We also provide support for them externally to find placement externally. And so for those four individuals, yes absolutely, that's the conversation that we have with each of them individually. I won't go into any more detail there because it can change over time. People may have some thoughts and want to explore a couple of different areas. And so we would support them through that period. Tina continued with okay, do you happen to know? I know advancement is going to make some additional cuts. Do you know, are they considering a restructure of that division as well? Or they just looking at additional individual staff cuts? Lori responded so restructures are something we consider all the time, and some of them aren't as dramatic where they had whole divisions, or that they change the org chart in any dramatic way. But that's something that we actually encourage supervisors every time they have an opening to really think through. Especially if you have multiple openings in an area to just move forward and replace with what you had isn't necessarily the best business solution. It may not be the best solution at that time. So we want managers to look at what are your needs now? Have they shifted from this technology to that technology? So maybe you need more skill set in this way? And when there's openings and vacancies, that's always an opportunity to do that. So that's always happening. Anything specific about what they're planning or how they're moving forward. I think it's an ongoing assessment of what does the university need? What is it that we need to be most efficient? And how do we build that structure? So I don't have any specifics there.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that Faculty Senate had not met yet this semester so she had no updates.

Vice President – Vicki Cooper

Vicki Cooper shared the President's report. The first thing is, we've have finalized our administrator evaluation surveys. And Steve sent out a special thanks to Vicki for getting the information into an easily digestible format, and then when he gets back from vacation, they'll be sent out through the encrypted emails per our administrator evaluation protocols. Individual evaluations will be sent to the immediate supervisor. The interim President receives all evaluations and the Board of Regents receive the

President's (interim) evaluations. Another item to report is on NKU Fuel. We're proud to partner with them again for the annual drive. There are a lot more tubs all across campus at a lot of different locations. Special thanks to Jim Parker and his crew for continuing their support of this initiative, and collecting donations from the tubs and delivering them to Fuel. And I think Kimberly already mentioned this earlier, but we are really encouraging everybody to attend and/or pay close attention to the Board of Regents meeting coming up in September. We should have more clarity on the \$5 million recurring reduction in our budget, as well as an update on the Presidential search. Faculty Senate President John Farr and Steve were invited to sit on the interviews as part of this ongoing search and he expects there'll be an official update from Kira and the search committee at the board meeting. His last little comment is, he wanted to take a second to always thank everybody for all the hard work you do, and acknowledge that these are very stressful times. So look to your coworkers. If someone needs uplifting or a pat on the back, give it with grace and kindness. Take care of yourself and each other, and as Steve always states, he can make none of the stress of the drama that we are feeling any better, but he can thank you for all your hard work that you do on the behalf of the University and our students, and for being willing to serve on Staff Congress. And just an additional note. I know I mentioned this already, I think I've talked to a few people, but one of our former Staff Congress members, Cindy Ash, has lost her house and the fire down in Maui. Kimberly Wiley shared that it was actually Cindy's daughter and her family who lost their home. Vicki continued with personally, you don't know what other people are going through at this time. It doesn't cost us anything to be kind to each other. Pay it forward, everybody benefits through additional kindness.

Benefits Committee

Ali Hanning shared that Lori Southwood said we've announced that United's going to be the medical provider. The rates have not been decided yet. Same for dental pricing. But it's going to be similar plan structures like a point of service, HMO, and high deductible. Patty Burke said that the Hartford and the vision rates are on hold so those shouldn't go up. A big change is going to be active enrollment this year, since we know we've had passive the last few years. But since we're moving to the new provider, everyone should go in and if you're declining coverage, you still have to go in and let that be known. And then an exciting announcement is we are going to have an in person benefits fair again. So it's been a few years since Covid since we've done that. It's going to be an October 23rd and Patty said that United Healthcare will be in there, and they're going to do in person info sessions. And then they're going to do virtual as well and they will also record the virtual ones. So everyone should have a chance to get the information that they need. She didn't mention but I'm assuming they're going to have the benefits booklet or the online PDF version again. And that's all we have. Michelle Melish asked since St. Elizabeth isn't servicing staff or faculty any longer, will we still have the option to get yearly flu shots or any updates to Covid vaccines for faculty and staff. Ali responded she thought that was a good question and she would ask Patty, because she

thought that wasn't in conjunction with wellness, but she wasn't not sure or things like the mobile mammogram stuff like that.

Outreach

Amanda Andrews shared we already have all of our events scheduled for the Norse recess and the hangouts. Steve or Grace will communicate those as they come and stuff like that. But I gave the update in the last meeting, and those are in the minutes. So if anybody wants to see when to expect those times to happen throughout the month, they're in there. But if you want the actual full schedule, let me know. I can probably get that to Grace. She can share that out. Since we have all those already scheduled out and stuff like that. Yeah, so we'll be having two of those every month throughout the year. We haven't met with Faculty Senate or SGA, because they've not held session yet, so we don't have any updates.

Benevolent Association

Tina Peebles shared that the committee met on Monday, 8/7. Kimberly Wiley and I agreed to serve as the co-chairs. Rose VonHandorf agreed to continue her service in a secretary type capacity for the Association, and Sheila Rubin and Laurie Smith will continue to oversee our marketing efforts. One of the big things we discussed is a need to almost rebrand the Association this year, because there are a lot of new folks and possibly some old folks on campus who may not know we're here and what services we provide. For example, I've been here 17 years, and I did not know that we serve both staff and faculty. I thought it was just staff. So moving forward, we want to strengthen our presence on campus, and this includes things like better utilizing our HR reps so that they're fully invested, inviting Faculty Senate and SGA to have representatives as part of the Association, and then increasing our marketing efforts. The Benefits Fair was mentioned earlier to be held on 10/23. We are going to have a presence there. Details are still being finalized, but it will be a great opportunity for us to get some information out to folks. And the annual Fall chili cook off has been scheduled for November 14 in the UC. Ballroom. It will include the holiday market in the third and second floor lobby areas. We do plan to establish some subcommittees or work groups to oversee different logistical aspects of this event. Volunteers are desperately needed to serve in all capacities, and no one will be turned away. More details about the event, and how you can become involved will be forthcoming.

Sustainability

Tiffany Budd shared just a quick reminder that NKU does partner with Cincy recycling and can recycle non-standard items to reduce our landfill waste. One of the things you can turn in is your used parking pass that does have to go to Parking Services. So if you go there to pick up your pass, drop off your old one while you're there or swing by sometime and drop off your old one. Other things that we're recycling are listed on website. So I'll go through all those but if you're interested in having a box for your department, reach out to me and I'll work with you on that. Want to give a quick update

on the sustainability strategy we've been working on this all year. We have a work group of about 12-13 people. We finalize goals, objectives, mission and vision statements. We're now working on content and verbiage for the draft document. Once the draft is complete, we'll be presenting it to faculty, staff, and student governing bodies for feedback and also select departments that might be impacted such as Chartwells. We might also solicit external feedback from local sustainability organizations such as Green Umbrella because they help create the new Cincinnati Green Plan. So they would have some valuable input for us as well. October is campus sustainability month so watch for more announcements on that. And if anybody wants to collaborate on a sustainability themed event in October reach out to me and I'd be happy to work with you on that. And then, lastly, NKU did an article about the NKU sustainability and fuel composting collaboration. It's been a year since fuel started composting, and they have diverted 3,826 pounds of food waste to date so the story was also picked up by WB and LinkNKY. And I will share a link if you guys are interested in checking it out.

Transportation

Vicki Cooper shared that there wasn't a report from Transportation but she did want to mention that the Callahan parking pass is not being shown on the website, so if you are interested in taking advantage of the reduced price for the Callahan parking, you actually have to talk to and request it from parking directly. Apparently, they weren't able to get it on the website but that was supposed to be an option for everybody.

Roundtable

Vicki Cooper shared that she decided what she would start doing is sharing the questions we received through the portal as kind of the round table update. Back in August, we received this one question on how much money did NKU spend on the new Talent Ed program? And I don't know whether that was answered last time or not, Lori. I don't know if you have a dollar amount for us on that one. Lori Southwood responded so I know we're on record, and I don't have the dollar amount in front of me. So I will look that up and send it to you. I want to say \$146,000, or \$164,000. But maybe it was also some change. Because I did look it up when I received the question and I think shared it at that time. Vicki asked is that just one time fee, then, or do we have to pay some kind of recurring? It's like any software. There's a one-time fee upfront. This is your largest cost, and then ongoing annual. I don't have that information in front of me. I will say that learning management now not specifically. And it wasn't referred to as TalentEd back then, or talented but it was the learning management system, which is what this I had a request on for the budget, probably for the last 10 years. That HR had been talking about this during previous administrations needing some platform for developing our employees and better support for employees and managers through this process. And so we were very grateful to get that. That wasn't money that was spent this year. That was in a previous year's budget. It is something, too, that will reduce costs. There'll be a reduction in cost in other areas. Because this platform can be used and it will be used by multiple departments. It's not just the kinds of training and development that you

think of in HR, but also those things across campus when going through the RP process, we involved some of those users and helping select it. So it's a platform. If you're going to roll out training for your employees in your area, you would want to connect with Marquita, and see how the TalentEd platform can support you and make it an easier process and a less costly process for you to do that. So it's also something that we'll continue to grow and develop. I just had a great suggestion about could the Norse Appreciations even be funneled through there. I think that's a great idea. We'll look into that but really tracking what your development is, and being able to find out what resources and what institutional knowledge exists across campus. So we can tap into people when we have special needs and also support succession planning and career mapping moving forward. But we're starting first with performance management and using it as a basis for that so a lot of potential. We will see this year and more to come. Tiffany Budd commented I don't know if there's anything you could do about this. But the emails that are sent out look like spam emails because they're very plain. And then they just have links like, hey, click on this and nothing that says TalentEd, at least not that I saw. So I actually did forward to IT and ask is this legitimate? Is this related to TalentEd? And they're like, yeah. So I don't know if you know if there have been people that have blocked the senders domain, because I thought it was spam. That could be a problem with them getting future notifications from TalentED. Lori responded yeah, it's an issue that we have. Whenever we're rolling something out with the third party hopefully over time, we do try to send out a communications prior to rolling it out, but sometimes you don't just get it. You don't get a chance to read those communications right away. And then you get the email. So yeah, we're aware of that and trying to minimize it. And hopefully, over time, people will start to recognize it. We know that we're setting deadlines and encouraging people to get in and get used to the system. You'll be seeing that where we're pushing for you to become familiar with it. And get in and initiate some of the processes. That'll make it easier for you when those tests come to real deadlines with developing your plans and your goals for the year and then doing your evaluation. It'll be a much simpler process then. So bear with us as we try to acclimate it to the campus and help others remember to get in. We'll be having some more information sessions to help people through the process. Marquita Barron shared that there are two different websites under HR in which to get some information. First and foremost, one that has already been out there is the staff performance evaluation process website, which explains a lot about the evaluation process which, by the way, has not changed. So the process has not changed. It's just that now, we're going from paper based to a system. The second website is the TalentEd website, which has information in terms of how to actually use the system as well as recordings on how to use the system. And what I'm currently working on right now is setting up some workshops. So there are individuals that want to actually come to a workshop. And actually complete their performance evaluation I'm working on. So just stay tuned for dates on that. I would highly encourage, not just for the performance piece, but also for the learning piece. There's a lot of learning that is coming from the site and wellness as well as training development. And then we're also going to include those other areas with what better on campus that have different training areas, there are departments that have trainings. And so what we're going to be doing is doing a lot of automation. So

there's not very little manual handling of how people are getting their trainings. And so I'm putting my little pebbles out there to try and get this so that employees get to have the best experience possible and get to develop in the way that they want to develop. So that we could have the best talent that we have in higher ed. That's the ultimate goal and know that we are working on phase two like Lori was talking about with career pathing, succession planning, as well as providing people with opportunities for stretch opportunities. So leaders, as they're having projects or other works that need to get done, and they're wanting to know on campus who has the skills that to do, that they'll be able to use the system to actually find those individuals. So there's a lot of things that this system will enable NKU to do to and actually grow the talent that it needs to have, not just for the jobs for today, but for the jobs of tomorrow. And so we're really working really hard in order to make that happen. And so I'm very happy and proud to have been part of being able to bring this to fruition for this campus.

Vicki Cooper continued with another question asking about why there was money spent on furnishings and rugs in the University Center on the first floor and the response was that basically the furniture wasn't new, that it was relocated from elsewhere in the building and the flooring was you purchased using asset preservation funding which can only be used for that type. The other one was me asking a question about the lake, because I would see it was really low, and I heard other people ask about the trash in it or mentioning the trash in it. That's an ongoing process. Someone responded that the trash will get removed, and as we're trying to keep the water level up to keep the like aquatic life alive. Lori shared that I know they're working on it. There's something with the pumps being fixed. Ali Hanning added they have to maintain certain levels to keep the fish alive, and they have to do it in certain steps with the pumps, but they are working on it.

Vicki continued with another question regarding when the holiday schedules will be shared because they are listed as TBD on the website and whether there would be any additional days added. Lori Southwood responded she didn't know if we know anything about that yet. At this point it varies from year to year. Oftentimes it depends on how the dates fall in the calendar. The actual official dates and there may be some confusion because the TBD out there on the post. But the actual dates that the University observes, is Christmas Day, New Year's Day, and the days between the two, which typically is four business days. So our official days there's six days that are designated in our calendar, in our policy every year. Anything beyond that would be an additional day. That would be added. It's based a lot of things go into whether we can do that or not. It's how every year the academic calendar falls differently. The days of the week that those holidays fall on differ and our ability to do a full or partial shutdown varies based on the business need of winter sessions and other things like that. So typically, if it's going to happen, those announcements are made sometime early in the fall semester and we do not have those dates at this point.

Vicki Cooper continued with a comment from the portal regarding the complaints about bonuses and raises being given to the Cabinet when no one else is getting their raises.

There also was a question in that was just recently submitted that was talking about re-classification request being denied, and maybe you can address that, or I know the funding for those come from a couple of different sources and you haven't received that question yet. Lori Southwood responded that was just one great. We'll go ahead and send it, and we'll respond. But we do look at those requests when they come in. I mean, right now, you know, a lot of everything's being really scrutinized because of what we're trying to accomplish. This is a huge task for trying to accomplish it and get it behind us. So that we can be not so restricted in what we can do. But we don't have a freeze on those or anything specific. You know the decision is made based on the individual situation. And we are receiving those. The funding for those, too, is at times the department. You know that it's required to be the division of the department, and other times it can be funded centrally if we have central funds. So that varies too, based on our budget situation. And again, is why those decisions need to be thoroughly scrutinized and those decisions aren't made in HR, that's typically, you know, it's going to be driven by budget or budget concerns and they need to go through the VP area that they're in, and make sure that they have that level of support as well before it can come to us for review. But go ahead and send that. And if there's anything I missed in that answer I can be more specific.

Vicki continued with the other question that I have up on the screen contains some proposals, but I a lot of it talks about redundant service contracts and trying to advance people within (the university). I guess a question I have is, how do we get these conversations going between Admin and the people who are seeing some of these things? I see the question there, and I'm not sure if that's enough information for you to respond. Lori Southwood responded well, it is difficult sometimes because the way we often get these is anonymous. And so I think there's also some time, some frustration in our answers, because our answers are general. But that's because it's coming in anonymous. So we have to answer generally because we don't know the specific, unique situation that you're referring to. So where you know people can and are willing to reach out and talk to us directly, or follow back up with more details, we may be able to give them a more satisfying answer. And or also, it's sharing more specific information for us. That may be something that we can act on. Tina Peebles commented I completely understand where more information would obviously be more helpful, because you'd need to follow. In some cases you might need to follow up with somebody and ask for more information about what they're talking about. I think people are, and this is from what I'm hearing and it's surprising. Once people know you're on Staff Congress, so many people come to you with stuff. But I think the general consensus of what I'm getting from staff and faculty is that they do not trust that if they put their information on these types of questions, comments, or reports that they will not be retaliated against. And that's not you, specifically, by any means, but there's just an overall feeling of no trust in the administration or a lack of trust in the administration, and how things have been handled thus far. And I do think, while I completely understand how that makes it near impossible sometimes to provide a legit response to some of these question, I just think Administration should be aware that a lot of times that information is not being provided, because the person who's asking the question is

simply afraid of the repercussions if administration doesn't like the question being asked. Lori responded I understand that. I think that that's not unusual in a work situation. When you're uncertain. And so I understand. That's why we don't allow that they can be anonymous. But the answers just aren't going to be as specific, or it's not going to always scratch the itch as best as they might want it. I do think that we make every effort to give our employees a voice. I think, Staff Congress, that's one of the key reasons that you exist is to help give that voice and that we have these discussions a little bit more broadly than just answering the question with Staff Congress, hoping that maybe we are satisfying that answer. But you know I am saying that where there is a willingness maybe to not be anonymous, or to give us more specifics, and you know we can't. We can't guarantee confidentiality in situations, because sometimes the information has to be acted upon. But we're not looking to help, you know, make anybody vulnerable either. So I'll respect the need or the interest, and some for some individuals to be confidential and anonymous. And yeah, I'd still welcome hearing more specifics directly from individuals. Tina responded I'll leave it at that. Thank you for that, and thank you so much for acknowledging that Staff Congress is the voice of the staff. We have to ask the tough questions or they're not going to get asked. And I'm not speaking on behalf of all the Staff Congress here. This is my personal view. I am new to Staff Congress, and I've been a little concerned about the response that we have gotten from administration this year. So I'm glad to hear that you understand that we are the voice of the staff, and we have to ask those tough questions. Thank you for that.

Academic Commons

Sara Conwell shared so we did have a meeting yesterday, but unfortunately, I was only able to attend for about 20 min before I had to hop off for another meeting. So the information that I know that I can share is that as far as the timeline is concerned. Now that we are in August and that students are going to be back on campus and back in classes soon, we hope to survey the students to get their thoughts and ideas and feedback on what a Commons would look like to them, what they would like. And then, once we have that information and that data, I think we may go through another round of asking questions to some additional units on campus to kind of fully understand their functions and their roles. And then from that point, I think, September, Octoberish, is when we are supposed to make a recommendation to the Provost and to the Cabinet and the Board so that is a vague timeline. I don't have specific dates on that. I'm sure if I can get notes from Pete's from yesterday's meeting I may be able to provide you all with a little bit more context on that. But that's just kind of where we are right now. We're kind of in a holding pattern until students get back. So we can survey them before we're able to move forward.

Old Business

Vicki shared that Steve wanted to mention that we're all back to be able to choose our own homepage. That was a short-lived change and redirection. We are back to be able to choose. And I think we maybe answered the campus rec question last time about it

being more expensive if you went month to month versus paying for the whole year upfront.

Tiffany Budd asked a question about the Campus Rec. That is there any data that shows whether it (new F/S fee) has affected how many faculty and staff are going to the Rec Center? Is anybody tracking that see if it's gone down, or if it stayed the same? Vicki responded I don't know if they're strictly enforcing the fee yet, either. So do we have anybody from Campus Rec. that can speak to that? That is a question we should try to get an answer from Campus Rec. Are they tracking, and what effect has it had on usage from faculty and staff? So we'll come back to that and hopefully get a response by next meeting. Are there any other new business questions or discussions?

Vicki addressed another question in the chat regarding the athletic team's trip to Italy. Sometimes athletics (programs) have different budgets. Do we have anybody that is able to address this issue? And I will say, from having worked in the archives, I know that the teams have gone on these kind of trips before. So this isn't unusual. Does anybody have any information on that? I don't think we have an athletics person here, either. So this is something that we can forward to Lori, and they can ask athletics about it.

Norse Appreciation

Norse Appreciation. So there is one that came through. So it's for Joe Wendell, in IT and Infrastructure and Operations group. "Joe goes out of his way to make sure I am always set up to do what I and my colleagues need to do the Digitorium, and does so with a smile and encouragement. He also offers too much more. He has kept the Digitorium wall up and running in challenging circumstances for longer than it's expected lifespan so big "Thank You". So as Steve likes to say, please send in those Norse Appreciations that goes along with our thoughts of being kind to each other, recognizing each other and lifting each other up. It's a stressful time. So you know, it doesn't cost us anything to be nice to each other and thoughtful.

Adjourn

Meeting was adjourned at 2:08 pm.