

**Members present:** Tina Altenhofen, Amanda Andrews, Kristi Bishop, Chris Bowling, Tiffany Budd, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Daniel Jones, Beth Lackey, Brenda Maldonado, Michelle Melish, Sara Nicolas, Kara Olding, 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:** Kyle Dorriere and Sue Murphy-Angel

I. Call to Order at 1:01PM

II. Approval of August 10, 2023 Minutes

Motion: Sara Conwell

Second: Tina Peebles

Approve: Voice Vote

III. Liaison Reports

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

IV. Standing Committees:

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

V. University Committees:

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

VI. Ad-Hoc Committee

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

VII. Old Business

VIII. New Business

IX. Non-Member Discussion Period

X. Norse Appreciation

XI. Announcements

XII. Adjournment at 2:08 PM

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

### President – Steve Slone

Steve Slone opened the meeting and introduced Interim President Bonita Brown.

### Guest – Bonita Brown

Thank you all for your support of me in this interim role. We've been on a roller coaster ride. Hasn't been fun, but I do think we've made some progress at the things we do and I think we kept supporting our students. So I just want to thank you, my heartfelt thanks for all that you have done all that you're going to do and everything. So I always like to start with that I know the start of the year may have been a little crazy, like it is most years. But I saw a lot of people stepping up and welcoming our students. I think this is the most energy I have felt across campus this beginning of the school year and so that felt good. It feels good to see everybody back and hustling and bustling. And so thank you again for that beginning of the year work. I think we were all there at the big announcement yesterday, and I hope that energizes the campus. I'm excited, probably for reasons different than everybody else, but I'm very excited, and look forward to welcoming Dr. Cady Short-Thompson. She is very knowledgeable about higher education. She understands some of the challenges that we've been through. But again, she hasn't been here, so she doesn't know all of the ins and outs, and she still has a lot to learn, and she will tell you that. But do know, we are going to be working diligently to bring her up to speed, to make sure she knows the ins and outs, and I will say, even from the times I've interacted with her, she's always asked about staff. So I just want you all to know that she has asked about staff and the impacts all this is having on staff. So again, you all are definitely high on her list, and I applauded her for that. I was like, thank you for asking because you know, everybody thinks about faculty. You know they think about the Board. I said so thank you for doing that. But at the same time, you know, I'm going to do my grace pitch again. Let's give her some grace. She has not been here through all of this. She did not create things that have happened in the past. She did not. She wants to help us with that. So I'm going to encourage you all to meet her half way, you know. Don't bring all of our baggage and lay down at her feet. Let's give her some time. Let's come with solutions and let's think forward. And I know you know what has happened. And you know we all have our human nature. But I really want us to think forward. Start this as a new way forward and figure out what we can do. So again, I'm giving my grace speech everywhere. So those of you who I will see in multiple meetings, you're going to hear that grace message, because I think we owe her that. I think it's only fair that we owe her that she cannot change the past physically. She's still navigating a challenging environment. We still have fiscal challenges. If you heard from that budget presentation on yesterday, we're not out of the woods. The budget presentation presented something that we might be able to come close to a

balanced budget. But I will tell you. Things are getting thrown at us every day that can throw that off in any direction. I don't know if you all heard, but you know the statewide insurance plan for our property insurance. You all know there were a lot of storms in the state this year. Well, that makes your insurance rates go up and they didn't just raise the rate for the people in that area. They took the increased amount and spread it out over everybody, all state entities. So now we have a high insurance bill that we didn't expect. So things like that can always come up and throw us off. So we have to continue to be very fiscally prudent as we go forward, and it won't be easy. You know, there's still going to be a few pain points as we go forward. But we are trying to position for the future. And so we have to look at things differently and move forward. And, you know, just make some hard decisions. And so again, I've been energized by seeing the students again and talking and meeting with faculty and staff, because this is a great place. People have asked me what I'm going to do. I plan to stick around long as you all want me to. I'll stick around because there's plenty of work to go around, and I do think we can do some good work going forward, so I will stop right there and see if there's any questions that you all have. Steve Slone shared as always, feel free. Take the microphone. You can send questions to me if you're more comfortable. With that I'll offer up the Executive Council as well, Vicky and Sarah and Kimberly. If you want to send questions to them feel free, and we can ask them on your behalf before we get to questions, because I don't have any questions. I want to take this opportunity just to thank Bonita. Thank you so much for your leadership. Thank you for stepping up in this time, when we needed you most. It has been an honor to work alongside you. It will be an honor to continue working alongside you. I know you're not going to let me off of that strategic advisory group that you've got. So thank you. Thank you. Thank you. I always give gratitude. But I will say thank you, and I'll shut up now.

Sara Conwell shared everybody might be in the same fog, I mean it was a lot yesterday. Alright! Well, I'll take the mic. I'm not one for being quiet, so Bonita, as you know, the next couple of weeks kind of roll around as you are getting Dr. Short-Thompson up to speed. What does that look like? Are you meeting with her regularly? Is she coming on to campus? What is that transition process going to look like as she steps on board? Bonita responded I have a meeting with her tomorrow. We've been texting, waiting for her to get her email address set up so I can blast it and get it full of information again, because I didn't know when she was going to start. I still have a lot of things on my calendar that I have to still attend, so I'll be navigating, attending those, getting her information and moving forward. I'll be working with the cabinet to kind of prepare some materials for her. But again, this is just quick turnaround for us, so we weren't ready but we will get ready to give her what she needs. And you know you heard her yesterday. She wants to take in a lot of information. And I said, oh, we have a lot for you, so get ready. But yes, I will be talking with her regularly, communicating, texting, and meeting just to do that on board process again. I'm committed to her having a successful on boarding, so I'm going to help her and do it, or can make sure she has information. Make sure she has context, and understands things. And so that that's a good question. But yeah, I'll still be meeting and doing things for two weeks and then after that yes, we'll turn it over. People say I'm smiling too hard. But it is what it is.

Bonita continued that's good, I think, Darryl is going to be up next, and I'm going to hang out a little bit, because I always like to hear Darryl present. He's going to pick out spying on him. But that's okay.

Steve Slone shared before I let you away, Bonita, I did get a question that just came to me. Is there any info that you need from us, from staff that we should put together for Dr. Short-Thompson and beyond the grace that you speak of when you're to help her with the transition? Bonita responded can you give me till tomorrow? I have a long list of things, and on that I was going to ask her, what would you like to get from staff? I have that list for her. So give me after to tomorrow, and we'll get back to you on that one. Steve responded you can track me down. Thank you so much. Thank you. Thank you so much. I will now turn the floor over to our second guests. Dr. Darryl Alan Peal, the Chief Diversity, Equity & Inclusion Officer and Title IX Coordinator and Dr. Bruce E. Mitchell II, Director from the Office of Inclusive Excellence & Title IX for a presentation on the campus climate survey, gentlemen, the floor is yours.

**Dr. Darryl Alan Peal - Chief Diversity, Equity & Inclusion Officer/Title IX Coordinator**

**Dr. Bruce E. Mitchell II - Director from the Office of Inclusive Excellence & Title IX  
Kinsey Bryant-Lees – Assistant Professor, Psychological Sciences  
- Campus Climate Survey**

Good morning everybody. It is an honor, privilege, and a pleasure to be with you this morning, and you know I'd be totally remiss to not respond to my friend, colleague, and leader, Bonita Brown. It has been a pleasure to be a Cabinet member and to work with you. It has been an honor to watch how you came in with such grace and really took on a very difficult time in this university's history, and for many of us, especially from those of us who are part of under-represented minority groups. It was amazing to see this, this very talented, very brilliant African American woman be the first woman to lead the university, and to do it with such style and grace, and so I would, on behalf of all of us, I just want to acknowledge that and say thank you for being you. It was my biggest support is here, and I'm always glad to have you with me, but do know that it has been just a pleasure and a joy to watch, engage, and be a participant and your leadership. So thank you very much. It's also a joy to just share with you that it's that time of year. When I first arrived at Northern Kentucky University, my predecessor and many of the faculty had already begun a campus climate survey and had completed it. They had disseminated it, designed it, and then a great job of Dr. Carolyn Macke and some other very talented individuals that pulled it together, and so when I got here, it was done and had been analyzed. And so this is the first time, as the inaugural chief diversity officer that I get to participate, design, implement, and disseminate the campus climate survey. And I will tell you that every year colleges and universities across the country do campus climate surveys. They're designed to help colleges and universities really measure and assess both their strengths and their weaknesses, and they're not complaint apparatuses. They're not, you know, a place where you disseminate, you know, anger, and those things. It is really a chance to talk about your experience, the

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terms of engagement that you've experienced. But you'd like to see the university do. They're powerful tools for senior leaders and campus administrators to better understand student perceptions because students are also involved in this and their experiences. And so one of the things you may not know is when you do the campus climate survey, depending on what you click, whether you're an administrator or a student in this new survey, you have a different, almost category of questions that are exclusively about you. We have categories for different departments and colleges across the institution. There has been lots of time and energy and effort invested into making this a state of the art. Real time current campus climate survey. And I want to thank Dr. Kinsey Bryant-Lees, who is a brilliant researcher who does outcomes measurement on organizational development and organization interventions and programs. And this is her research in her doctoral program. And that's why she's here to really look at organizational analytics and all those things. And she has been my partner along with her graduate students in the redesign of this piece. I also want to thank Dr. Cori Henderson, who just always is that go to person in institutional research. And then we brought Bruce home toward the end. All of us were certified to do human research to human subjects. So along with all the other colleges, universities, and meeting all the minimum criteria and maximum expectations of the national organizations to do these campus climate surveys. So these are not something that we're just whimsically just throwing out. These are designed based upon best practices from across the nation. And all of us had to be certified as human subject surveyors and researchers to even participate in the design and the implementation. And so I want to thank them for their input. I'd also like to say that these surveys really identify strengths, areas for improvement, and measure year over year, progress and key initiatives. So it's been almost 4 years since this was done. And so we're really excited because we really want to know your perceptions of climate both. And we're asking students about their experiences in the classroom, outside the classroom, and faculty staff and administrators in the same way. And so for this administration, this is our first time, and more importantly, this will be the first time that our President gets to see an assessment of the institution and the climate. This will be the first time that our Regents currently get to see the new assessment of our campus, the climate, and our terms of engagement, and for also the Cabinet. And so this is really an incredible time. We're post many of the challenges we had during Covid. And we just want to get a good snapshot of where we are, where we're going, to use this to set appropriate goals for improving student interaction, engagement, student and staff relationships, and monitoring ongoing progress. We want to talk about what it's like for to be a faculty, staff, or our administrator here, and your experiences. This data we also used last time to influence how we programmed and designed and selected workshops for the Inclusive Teaching Academy and the Equity Symposium. Many of you participated in that. Altogether probably over 500 individuals were engaged in those 2 day workshops that got over 90 percentile of approval in all the workshops that we did over those 2 days. But we want to continue to do those things and provide insight to the decision making process. However, we need you. We need you. We need your perspectives, your thoughts. We want to know the things you're proud of and enjoy about NKU. And we want to know those things that you would like to see change. This will be again a new survey and a

new design, a new approach. But we still have all the benchmark questions that were from the previous survey, because, in order for us to have this third generation of the survey, which will be the last 12 years, you have to ask those other questions, the same questions. You've asked everybody at the time, so you can see improvement and change. But we've added whole new questions and perspectives based upon best practices from across the country. Again, this is not a diversity assessment alone. It's an enterprise, wide assessment of the university. And again, we'll continue to ask those baseline questions. With that I have brought a guest with me who has been a part of this. Dr. Kinsey Bryant-Lees, and we're on. Be really brief. Steve, but I did want you to hear from one of the faculty members who is part of this design. Dr. Bryant- Lees. Can you speak for a second, please?

Dr. Kinsey Bryant-Lees shared sure, thanks, Darryl, thank you for having me everyone. I know some of you. But there's a lot of people who I don't know. So for those of you don't know me, I'm Dr. Kinsey Bryant-Lees. I'm going into my fifth year as an assistant professor in the Department of Psychological Science. So a little bit of background about how I became involved in this. I started at NKU in fall of 2019 in a tenure track position right before the pandemic and I've always been very invested in people feeling like they belong in their organization. That's why I do the work that I do. And that's why I pursued the field that I did, because it felt like everywhere I went, organizations were not taking care of their people. And I shouldn't say so broadly. I think there's always gaps right. And if we're not paying attention to those gaps and collecting data from the people that are experiencing the resource depletion, then we're not getting the data that we need to make the decisions. And so it's been a pleasure working with Darryl on this work. It's been the last 4 years, and also a lot of the foundational work in terms of the literature review, and basing this and best practices was supported by the College of Arts and Sciences Fellowship program. So I'm invested in this community, and I want you all to know that we are going to do something with this data. And I, you know, like the new president coming in, you know, it's we can't do anything about things that have happened in the past, but I can assure you that I am here to be a voice for people, for everyone, and to try to push us towards our goals. So yeah, I'm here if there are any questions, but I just wanted to introduce myself so that you have a face that goes along with this work. And I'm also interested in it's a living tool. So I'm happy to take feedback and consider, you know, places where we can improve. Continue improving this in the future.

Dr. Darryl Peal continued with thanks, Kinsey. And again, we wanted you to know that this isn't just fly by night. We invested in literature reviews, and we looked at best practices across major universities, across the nation, and what they were actually doing to really change the climate and to understand the needs of the individuals who we say we serve. And so we're excited about this. But we need you. Please encourage all the people in your department to take the survey. Please encourage your students in the classroom to take the survey, please, please. We can only respond to the information that we know, and with that I'm going to shift gears, Steve, because I know we're brought out of time. But I wanted you guys to hear from Dr. Bruce Mitchell, the

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Director from the Office of Inclusive Excellence & Title IX. Bruce is one of our newest employees in office of Inclusive Excellence, and, as you know, we do the Inclusive Teaching Academy. We also do the Equity Symposium. But we're adding something new this fall, and it's not even exciting. And I'm going to shut up to stop this. I don't want to steal his thunder Bruce. I want to introduce Bruce to some and reintroduce Bruce to others. Dr. Bruce Mitchell. Let's go, man.

Dr. Bruce Mitchell shared good afternoon, everyone. I am so excited to share with you our launching of an integral dialogue and seminar series that we are doing called Critical Conversations, Soup, Salad and Substance. And yes, we will have combination of some soup, salad, and sandwiches available during the lunch hour. We're looking at doing noon to 1:30 pm. We have several dates throughout the semester, and we will be dropping more dates in the spring as well that we had lined up. But this series welcomes NKU students to be a part of the conversation and provides faculty and staff and administrators this sort of opportunity to be involved in an intentional yet informal training and development sessions that we will create that occur within the workplace, right? And that provides this sort of small group learning experience. And so these dialogues and seminars are really designed to explore equity minded approaches to developing new pedagogical methods that advance inclusive excellence and increase campus inclusivity right by offering ongoing professional development opportunities, you know, throughout the year that are also relevant and not cost prohibitive, especially during this time here at the University. And so we have several days lined up our first one. We would love for you to come join us. It is going to be on Thursday, September 21. The topic is Redefining the Foundations of Dei and what drives belonging. Doesn't that sound exciting? And our special guest speaker is going to be Dr. Kyra Shahe from the University of Michigan. So we would really like to have a great showing for our first event to be able to greet our special guest from the University of Michigan. Again, Dr. Kyra Shahe will be with us on Thursday, September 21, from noon to 1:30 in the UC Ballroom. On October 5 we have Reinvigorating the Academy: The Institutions Role and Increasing Morale. We have our own Dr. Christopher Lawrence, who's Director of the Clinical Mental Health Program, as well as Dr. Daniel McDonald, Associate Dean in the College of Arts and Sciences. Thursday, October 12, we have Alliedship Training. So those who would like to be involved in Alliedship training. This is your time. This is an opportunity. And so, Dr. LaVette Burnett, Dr. Kinsey Bryan-Lees, and myself will be a part of that particular training. And then to wrap up the semester, Thursday, November 9, we have our topic being Hanging in the Balance, the Precarious Position of Dei and we know that is certainly the case today. And so we have special guests Dr. Aaron Thompson, who's the President of the Kentucky Council for post-secondary education, along with another special guest who will be joining us for that particular conversation. So we look forward to seeing you. Please spread the word. You will receive this invitation, this flyer, and the marketing materials in email and a mass email. Please share with other folks in your staff meetings and your students to your classes, to your advisees. And colleagues within your areas as well. So thank you so much.

Dr. Darryl Peal continued with and I will close Steve. We're just saying this. We're only as effective as the participation that you invest in the work that and the programs that we offer. You've been incredibly, incredibly supportive of the Inclusive Teaching Academy. Even the incredibly unsupportive and Co. Of the Equity Symposium, I mean, those rooms were packed out, the ballrooms were packed out. We really love your participation in these smaller opportunities that we're really trying to offer to build community. And, as we know in that last series with Dr. Aaron Thompson, one of the most controversial things is happening this year is the possible introduction of legislation to dismantle Dei and higher education. And so we're going to have him as our special guest. And we're working on a couple of other special guests. I'm going to facilitate the conversation. And we're going to really talk about it in very real terms. So be there. Kyra Shahe is amazing for those of you who remember her from Inclusive Teaching Academy. She opened up the program and was outstanding. And so everybody's wanted her to come back. Well you asked for it. You got it. She's back. Thank you for your time, Steve. Thank you, Bruce. Thank you. Dr. Corey Henderson is always your amazing and thank you, Dr. Kinsey Bryant-Lees for your continued support, and we look forward to all of you being involved and fill out the survey. Thank you.

Steve Shared a question that came through to me a couple of different times and different variations. Do you have a plan yet as to how you'll share the results from the campus climate survey out to campus and a timetable about when we can see that? Dr. Peal responded, absolutely. And so when my first program when I got to campus, as you know, probably 3 or 4 years ago, was, I did a Town Hall. Covid had hit, but we had all the data from the from the survey. And so Dr. Nicole Dillard, Dr. Carolyn Macke, and myself did we had about 300 people online for that. And we did a whole presentation on all the results from the campus climate survey. Again, it was already done before I got here. But I was able to be a part of the dissemination of the information. I think it's going to be a lot different this time, though, because we're going to use the information differently. We can't control what had happened in the past with that. And it also because of Covid, it really never reached the Regents, and you know we're also in a serious crises, where for the next year and a half everybody was at home. So it was a real difficult time. But yes, we will have a town hall. We will introduce and provide all the survey data. We will disseminate a report, we disseminated a report last time as well. It was offered by Dr. Nicole Dillard and Dr. Carolyn Macke. But again we were in the middle of Covid, and no one was on campus, and it really put a real cloud over it right like it was almost like it didn't happen. So this time we're excited. We'll be more than transparent, excited about out in the face to face Town Hall, where people can ask questions and see the information first hand, and being able to disseminate the report in a way that people can have it, their own copy of the results themselves so really excited. Thank you for that question because I didn't mind mentioned that. So yeah, that's outstanding. Thank you. And let me add to that, Dr. Pill, and just say that the date that we have slated to present those results from the campus climate survey would be Thursday, February 22 during one of our critical conversations. That will be again from noon to 1:30 in the UC Ballroom. So February 22. We're hoping to be able to release those results for the campus climate survey. Yeah, so we've already thought about it,



right? Like, you know, me and Kinsey and everybody we talked about. We can't just have this data and people not know it. And what I will say to you is, last time we did the campus climate survey, only 1,400 people responded. As of yesterday, we have 1,350. So we think it's going to be a much more comprehensive survey. We have real time data on a day to day basis of who's responding. And so at 1350, we're pretty excited when it was only 1,400, just 4 years ago. So thank you for your time, and look forward to sharing information with you.

Steve Slone continued with any other questions before we turn these wonderful folks loose? I'm seeing and hearing none. Thank you so much, Dr. Darryl Allen Peel, Dr. Bruce E. Mitchell, and Dr. Kinsey Bryant- Lees, and I'll throw a plug in and say thank you to Dr. Cori Henderson as well, you know. I mean, you'll like, we all know. I thank Cori as often as possible, so thank you all. Thank you for being here with us today. Thank you for that information. You know that I'm not hard to find. Feel free you're welcome at Staff Congress meeting is anytime.

Campus Climate Survey link:

[https://nku.co1.qualtrics.com/jfe/form/SV\\_9AEY6kFuoTwSOJE](https://nku.co1.qualtrics.com/jfe/form/SV_9AEY6kFuoTwSOJE)

### Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared thanks, Steve. Good afternoon, everyone. As you all know, yesterday was a very big day for the university, so it was a lot going on, so I'll just kind of be given some highlights from that, just in case you missed it. So we did go ahead and appoint and approve our new president which would be Dr. Cady Short-Thompson. I do want to say kudos to the search committee. They did a phenomenal job. Thank you for serving on that. So I'm excited as you guys and see she's ready to step in there and get her hands into everything. So we're looking forward to working with her. And then also we discuss the budget. So in our Zoom meeting, we did an amendment where we requested at least another 5 million dollars to be revised out of the budget. And so we did hear a proposal on that yesterday. And what also came out of that, and I know Jeremy is on the call, too, so correct me if I'm wrong. But I believe we decided instead of the \$5million we did the \$9.7 million which was the reoccurring deficit. So it proposed to eliminate the reoccurring deficit and that did pass yesterday by the Board. And the other big highlight from yesterday's meeting is that we do have 2 new subcommittees on top of the other 2 that were already existing. So those 2 new committees does include a Budget and Finance committee, as well as a Student Success and Academic Affairs Committee and has been proposed for me to sit on the Budget and Finance Committee as well as our faculty region as well. Definitely looking forward to that, I think that's going to be an excellent opportunity for everyone. Just have more voice on the board. And to participate in more shared dominance. I think this is a great way for us to meet some of the checks and balances that we have talked about as we kind of went through this whole budget crisis and everything. So I think this is an awesome opportunity for us to address some of that again, more people involved in those types of conversations. And so those are my highlights, and I'll go ahead and open it up for some questions.

Steve Slone shared before we get to the quick questions, I'm going to piggyback on what Cori just said I was as a part of my report, but I'm going to go ahead and do it now because she mentioned it. I want to thank the staff that were involved in the Presidential Search. So that is Brandon Billiter, Karen Mefford, Staci Green and then she knows. I thank her all the time, and I'm going to embarrass her and thank her again. A special thank you to Dr. Marquita Barron who was our staff representative actually on the Search Committee and not on the Advisory Council. So I wanted to plug those names. I don't think I missed anybody. I'm going to double check while we go to other questions, just to make sure. My apologies now, questions, comments, anything Cori's way?

Cori responded thank you Steve and I agree. I do want to say thank you to each of you for stepping up and I've heard great things that people are asking some really great questions. So I do appreciate you taking out your time and energy to do that. Questions. Thoughts. And as we talked about yesterday about how can we generate more ideas and initiatives in terms of how we can impact possibly impact our budget. I am very open to hearing those ideas as well. I know there's a ton of them out there, so please, please feel free to share those with me as well.

Vicki Cooper shared I just want to take this moment to thank Cori for being willing to speak up during the Board meetings and representing Staff. I think she's been doing a wonderful job. So I just wanted to say a big thank you.

Cori responded thank you Vicki. Appreciate that, and I can't do it without you all. And Vicki, Steve, you know I always lean on you all as well. And Sara, I don't want to start naming people because I know someone again. I just thank everyone who's always sharing their concerns. I really do try to make sure that our poor out with the rest of the board. So thank you all, too.

Steve Slone shared Cori and I have had some conversations. I know that there was a little bit of trepidation with the new committees that were formed. Obviously, what you heard or saw at the Board meeting is the proposed membership of those committees as that is finalized, as we know which Board members were on those committees, we'll share that information with you. I'll echo Vicki's thanks to Cori. Thank you, Cori, always for your tireless advocacy for our staff. So any other questions Cori's way. I'm seeing and hearing none. Thank you so much, Cori, I will continue to say, thank you. Thank you. Thank you. Thank you, Cori. Thank you. Our next liaison report is our administrative liaison Lori Southwood. Lori, the floor is yours.

### **Administrative Liaison – Lori Southwood**

Lori Southwood shared thanks, Steve. Just have a couple of updates from a brief on TalentED. I know we've talked about this before, but just as a reminder, TalentED is in case learning and performance management system and it's how employees will gain access to things like Coursera, Precipio by Skillsoft and other learning opportunities

from places like Wellness, CITE, IT and HR training and development. So currently, what's happening is that the entry of performance evaluations into the system is underway by staff members and to assist with this HR training and development will host an in person help session for anyone needing assistance with entering their information, or those that might not have ready access to a computer. The open help session, with access to a compute, will be next Wednesday. That's the 12th of September in the Landrum Academic Center., room 103. And this will be all day from 9 am until 4 pm. Any questions about this contact Dr. Marquita, Barron and I will send links to the evaluation website and also to the TalentED website in the minutes. And then moving on some updates from wellness. So the St. Elizabeth cardiovascular mobile health unit will be on campus again this year to provide preventative screenings and stroke aneurysms and cardiovascular disease. Four screenings will be offered for \$25 each. All 4 screenings can be completed in 30 min. Cardiac age, health, risk, assessment, lower extremities, arterial screening and peripheral artery disease, PAD. I hear. I don't even know how to say this arterial screening. Abdominal, aortic aneurysm screening will all be offered, and that will be there's two dates, October 24 and October 25. I will send the details where to find the mobile unit. It's behind Landrum by the Baptist Student Center. But all of that information I will send out to you, plus the number to contact, to register. In addition to the cardiovascular mobile health unit, we will also have St. E's mobile mammography van on campus for screenings for breast cancer. Early detection is a strong weapon to fight against. breast cancer. Mammograms can save lives and allow for more treatment options. So don't miss this opportunity for an easy, convenient way to get your screening. It takes about 15 min. The dates for that unit to be on campus November 2 and November 8, Again, will be in the same location, and I will send those details as well as far as well as how to register. And I'm just going to mention, too, for those of you that are maybe hesitant about the mammography screening recent new guidelines recommend women should get the screening starting at age 40. If you're a high risk for breast cancer, talk to a healthcare provider about when you need to start, it may be before 40, and whether you need to get other tests along with your mammogram. So, just encouraging everybody to be preventative. Be aggressive in your health care and take advantage of these opportunities for it to be more convenient for you on campus, and a special thanks to Kim for coordinating this effort every year. There are some believe some benefit updates, too, but I know we have a benefits report, so I will allow that them to handle those. And if you have any questions for me at this time, I'm here to answer them.

St. Elizabeth screening details at <https://inside.nku.edu/hr/current-employees/wellness/upcomingclassesandevents.html>

Steve Slone continued with I know that we've heard a lot of questions about the CDC guidelines with Covid numbers increasing and whatnot. So I'll give those websites to Kimberly for the minutes. Obviously, you know, when you're through the HR website is where all those are. I know we talked about that. So I want to highlight that here.

Lori responded with right, the bottom line is, if you're getting questions about oh, I might have been exposed, or I have it or been is that the is to check CDC guidelines we're following CDC guidelines. We'll continue to monitor that if there's a reason that for this area or in our community, we should be doing something different. We will alert you. But otherwise we're following the CDC guidelines and to get to those easily. You can go through our website. We have that posted in the links to the CDC posted there.

### Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that Faculty Senate met last week. It was our first meeting of the year so we're just getting started on things. We just discussed a couple of issues at length, one being the issue happening at the beginning of the year, which was the dropping students for non-payments. There were a few hiccups, I guess, with that not as many as last year's which was good. So that we're there just discussing some things around that, and also the issue with Academic Partnerships. That contract is coming up for renegotiation soon. So we are trying to anticipate that. And so there was a lot of discussion about that, too. But that's all for now. Thank you.

### Student Government Association – Lucy Burns

Lucy Burns shared so I don't really have much to report. But SGA is in need of members right now. So if anyone works with any students that you think would be really, really good fit for SGA, who are interested in leadership and learning more about the university and working on projects, please send them my way. And we would be happy to send them an application. So yeah, that's basically all we're working on right now is just getting our membership up. So thank you.

Steve Slone shared thank you, Lucy. Any questions, Lucy's way. I'll echo that plug. Not many students that you know that are interested feel free. Send information my way. I can get information to Lucy and Isaiah, and the other we know we can go from there.

Vicki Cooper asked if they had quorum yet. Do you have enough for voting? Lucy responded we do not. That is what we're trying to hit at the moment. We have just about 10 senators right now. So we are trying to get that up to 25, which is our minimum working number. Vicki responded Thank you. So everybody ask your students. Lucy continued with yes, please. Students can apply for SGA and the application should be on campus groups. So if you type in SGA to campus groups, there's a links informs tab and the application is under there. There's General Senate application and E board application and a justice application. So any of those positions we'd be happy to have students fill. Vicki responded, I think that's a great idea to approach the students one on one, because that's a whole new crop of students coming in that would be open to engage, too. Lucy responded, absolutely.

### President – Steve Slone

Steve Slone shared Hi, the first thing I want to report on my report is that I was able to distribute our administrator evaluation surveys that we did in the summer. Thank you to all of executive council to Kimberly Wiley and Sara Conwell, and Gracie, but special thank you to Vicki Cooper, who made them look all nice and pretty, and was able to do some technical wizardry with Pdfs. It may be my name which is on it, but it is Vicki's hard work that made it go through applause for everyone, especially for Vicki. That was the middle last week that we disseminated all of those we also sent the ones for Interim President Brown to Tammy for the Board of Regents as well. So those are out. Thank you to all of you for your participation in that survey. That's kind of always a little bit of interesting animal when we wrestle and get the reports together. So I think we have a good system for next year for this year, and then also, for when Vicki takes over as president going forward, so thank you. Thank you. Thank you for your participation. I want to plug the fuel food drive. We've expanded the number of tubs that are on campus. I'm going to give this to Kimberly for the minutes. But I'm just going to run through them really quick. These are all the donation tubs that are located across campus in the SOTA building, Fine Arts, third floor, the main plaza entrance, back in the maintenance building and the luncheon break room; the Welcome Center parking offices near the restrooms between the offices; in Regents in the athletics hallway; in Admin the third floor plaza entrance; UC, by the information desk BC; in the Northern in the northern main lobby; MEP, the first floor entrance by the daycare center; Nunn Hall, the third floor plaza entrance; Founders Hall, the second floor plaza entrance; Landrum hall, the third floor plaza; Steely Library, the first floor circle, entrance lobby, there by Vicky's office; in Griffin Hall, the second floor entrance across from that hall; and in the Science Center, the first floor and entrance north side. My apologies. There's a fancy flyer for it posted up by all the tubs. I need to send that to the listserv, and I haven't done it yet. But please you yourself, encourage all your colleagues to bring in items. That flyer has a list of items other than needed by Fuel. I will get that to the listserv this week so that you've got it. So you're aware, but I wanted to plug that as well.

The Presidential search front. Obviously, we have a new president. I want to take this opportunity to, on the record to thank to thank the Regents, but especially to thank Regent Kara Williams, and Regent Elizabeth Thompson, who Co-Chaired the search committee for allowing me to be a part of the process and allowing staff to be a part of the process. As we were going forward, myself, obviously with the profile development. But for all the opportunities that Staff had to weigh in on that search and on that process, I can finally stop answering questions about the Presidential search, because we have a President.

I think it's my last item. You know me. I'm a little bit scatterbrained. I reserve the right to double back and throw things in if I forget I want to take this opportunity to thank the Advocacy Committee. Especially Lori Thaxton, who I know is out there. Who brought a

question to the Advocacy Committee, and they brought it to me about Norse Appreciation. And I know the Norse Appreciation is at the end of the meeting, but I wanted to go ahead and say it now. Dr. Marquita Barron and TalentEd. Marquita, you know I love you. So thank you again. With TalentED we are able to provide constant feedback, and one of the feedback that we get is Norse Appreciations. So with the help of Executive Council and if it becomes too much like work for Executive Council, I will tap Council of Chairs and Staff Congress members going forward. All Norse Appreciations will not only get the email from me, be shared at the meetings like they normally are, get put on the website by Gracie. Thank you. Gracie as always. They will also go into TalentED and stay with our staff stay with our faculty, stay with the employees and goes on their permanent record. So literally, thank you to Marquita. Thank you to Executive Council. Thank you to Lori, to everyone that we can get these in place, and we will get these in place and use this resource which has been developed. So I think that's all for me. If there's anything more, I'll double back any questions and comments my way.

Vicki Cooper shared I just want to say it's a great reason for everybody to submit your Norse Appreciations too. So for your fellow employees that you feel are going above and beyond get those kudos. I strongly recommend that. And the other question I have Steve is with Fuel. In prior years, before Covid, there were little competitions for needed things, like one year there was a milk competition so we had different departments competing and bringing in our gallons or half gallons of milk. Do we know if anything like that's going to happen this year? Steve responded I do not. But I will ask. We have a good relationship with Nick, who's in Fuel, and also Peg Adams, who's in UCAP who oversees Fuel now, so let's all reach out. The initiative to get more tubs around was really spearheaded by our own Jim Parker again. Thank you, Jim. I don't think he's out there. But he saw the opportunity for there to be more spaces for drop offs. So I'll do my apologies for not plugging it. Yet normally, when I plug Norse Appreciation in the listserv, we always get a ton of responses and donations, so I'll plug all the information they need on the drive. I'll get that answer, Vicki, from them about when you're like any drive or whatnot. This is not Fuel related. But you reminded me of something I forgot. In years past we have had the Presidential suite at one of the basketball games. We did that for a couple of years, and then Covid hit. Last year we did not. It was close to the time was when Dr. Vaidya left so we didn't get the suite at the basketball game. It's on my calendar. Thank you, fearless leader Sara, for putting it on my calendar. It is my intention to get with Tammy, so we can do that again this year. So watch for updates about that. When I know more, I'll let you know, and we'll go from there. So that's something that I forgot. So, any other questions my way?

### Benefits Committee

Ali Hannig reported so we don't really have any new updates, just reiterating that we are going to have in person Benefits Fair. Monday, October 23, in the UC Ballroom, but I

don't believe the times have been set yet, but it will be a few hours, some in the morning, some in the afternoon, so people have the opportunity to stop by, and UMR will do, I think, an info session there. Someone had asked us to ask because usually in the past they've had flu shot clinic, either at the Benefits Fair or around there sometime in October. But since the health clinic is now students only, Kim said that I don't think Saint Elizabeth is going to offer that. But Kim said she'd get with Rose. They might work on something, but nothing's guaranteed. So if you usually get a flu shot earlier in the year October. Maybe just make plans to try to get that at the pharmacy or your primary care, but that's all we have.

Lori Southwood shared I do have the times. Let me share that. It's as she said, Monday, October 23. And the times are 9:30am to 3:30pm. And then the UMR is making a presentations at 10:00 am and again at 1:00 pm. And we'll be available to answer questions. And also the latest I've heard is that there were working to explore possibilities for the on-site flu shot. So I know Kim's working on that. Ali responded, perfect, thank you!

### Outreach

Kristi Horine shared so we have our lunch hangouts scheduled on September 19, October 19, and November 16. And then we have our employee recesses scheduled for September 27, October 25, and November 29. And I'm going to copy and paste that and put that into the chat so you can visually see it. The locations and the times. And then we are still working on establishing all of our liaisons to various groups around campus, and getting the schedules set up for that and one topic that came up in our meeting was looking into what it would take to do the NKU picnics again, and who was behind that? And how that happened, and when it happened, and can it happen again? That kind of thing. Steve Slone responded I'm having a huge smile on my face, cause I'm seeing the smile on Lori's face. Lori brought it up at another meeting that we have with Bonita in the past. It was Staff Congress So Christy, hear me state that. Yes, Lori has already asked from I will lean on you all with the Outreach committee, and when you're like, seriously, with the interest of it. Obviously, I think we can't do it this semester when you're like. But to bring it back. Lori Southwood shared yes, it does take a lot of work. And so I think, you know, it's not too early to start planning for next year, and determine where and how, and when, and all the particulars. And the more pre work we do, the more fun the event is for all of us. So I will support in any way that I can. I have a lot of the documentation and details. So we can learn from the past, and it's been a while since we've done. Covid obviously deterred us and then we've had, you know, but some budget issues that and actually thought we were ready to launch again. And then, if you remember, we got last year a wave of Covid again towards the end of the summer, when we would typically have it. We we're not married to any particular date or time. So again, the sooner we can start planning, the more input we'll have on the final outcome. So yeah, we had looked at when it happened last, and it was looking like it was occurring in August in some of the years way back in 2019. Kirsti responded we think August is kind of busy. Why not an end of the school year thing like after graduation,

before faculty goes way far away? And possibly to celebrate a successful, amazing year with our new President. Lori responded sure, that timeframe has been discussed. I think that there's a lot of value to it. Originally, for years it was held the week before classes started, and the logic there was that new faculty were on board, and so that was their introduction. They could bring their families, so it was their opportunity. It was held on campus you know, kind of plaza area and the green space in between. We felt that there were some issues there. That's a very hot time of year felt we needed an inside venue for just heat, but also in case of rain or weather. And over time it became very, very difficult to get space on campus in that week, because there were a lot of convocations it used to be. We just had one for the whole university, but then each college was doing one and so it became a difficult time for people even to attend and so we ended up moving it to that first week in August. We do get a pretty decent turnout for faculty even then. But there's nothing sacred about that particular time. So if we want to try a different time of year, I think one year we did October, and it was with the opening of maybe the Rec. Center, and it was a way to introduce that to campus. So like I said, we can pick the time. But again, the sooner we decide that the easier that's going to be to be flexible in our timing. Steve shared well, hear me stay tuned and thank you, Kristi. Thank you to Outreach, and when you're for asking the question for bringing it up even though I may be the figurehead. And when you're like I will welcome. And when your others input is those like to it, you know, when you're not. That's an outreach job, so to speak, you know, but we're all in this together, so go ahead. Sorry more of your report if you have more, for I didn't mean to cut you off. Kristi continued with oh, and then this is completely random. But Renaissance Festival has a Viking weekend in October, and this is Amanda, and I just spit balling. How much fun it would go would be to go with some NKU people as dress up as Vikings. So anyway, I don't know what will happen with that. It was a fun thought. So you don't need to write that down the report, although I think if I say it out loud it ends up in the report, so never mind. Steve responded I've already got the beard. I love it. Thank you, Kristi. Any other questions outreach in Kristi's way they will obviously send me. They always do, they will send me the other plugs for the lunch hangout, so for the recesses, so when they get to me I'll turn them around, you'll see my name pop up in your email inbox. And when you're like, literally, you know, hey, come, hang out with us watch Steve throw a frisbee around and try not to break the lights in the ballroom inside, or blow bubbles if we're outside. So thank you, Kristi. On down to Policies. Mike, the floor is yours.

#### Lunch Hangouts

Arts, crafts, coloring, etc.

UC 375 from 12-1

Tues 9/19, Thurs 10/19, Thurs 11/16

#### Employee Recess

Indoor games or outdoor games

SU 102 from 2 – 3 (Griffin Lawn if weather is nice)

Wed 9/27, Wed 10/25, Wed 11/29 SU



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## Policies

Mike Irvin shared yeah, so full disclosure I've been having like an unstable connection every like 3 to 5 min. So if I stop, then, you know, don't worry. I'm not frozen or anything. So right now we're really looking at reestablishing liaisons because I was looking back at last year's like end of the year, and several people will obviously, with SGA. There's turn over there, and just in some areas some folks are gone. So Lucy, Janelle, Lori, you'll probably hear from me soon, even if it's a temporary person as we fill position we just kind of want to either establish new connections or re-establish them. It's been a minute. The other thing we talked about, and we're still assessing our goals. And one thing, we have a lot of new members on the committee and there was a strong belief about being a little more proactive just because policies, you know, we can't just make them occur anything like that. So just a general message to staff Congress in general. So you know, we really want to encourage staff, if they have any concerns regarding policy, but they don't feel they have questions, or maybe don't feel comfortable documented officially, like we are here for you. So you know, we just we want to make folks aware we're not just a group of people who wait and policy come, you know, we can kind of look at it as a group at. But know a lot of times. it's tough to understand how the policies work. So if anyone has any questions but again, like more, just an informal that you know, we're available, and you know, want to advocate for you as well. So just a general message on that. But again, before we go take too many steps forward, and just to establish who are some of our point people so probably more information next time around. But hey, I'm still here and didn't get disconnected. So hurry you know, small miracles. Steve shared I was going to say, Mike, no, too, you know when you are that are our wonderful colleague, Janelle Block, is the Policy Queen, I think like 2 thirds of what I know is from Janelle visiting our meetings over the last couple of years. I know that Janelle is never hard to find. And I can track her down when I need to. So thank you to Janelle. Thank you, Mike. Any questions regarding Policies of Mike's way? Seeing and hearing none. Thank you, Mike. We'll jump down to our university committees first is benevolent Kimberly, Tina.

## Benevolent Association

Kimberly Wiley shared good afternoon. The Benevolent committee met last Tuesday, and all the different sub-committees are plugging along with their duties and getting things lined up and connected. And we will be sending out reminders, of course, about the event. It's November 14th in the UC Ballroom from 11:00-2:00, but the next reminder should have some links for you to be able to sign up for different things. If you want to sign up to bring chili or dessert, if you want to sign up to be a judge, if you would like to sign up to help, to volunteer, to come and help for 30 min or an hour, or just whenever so be looking for that that'll be coming out soon. And we're going to have the holiday market on the third floor, and hopefully we'll have enough vendors that we'll

have to put them down on the second floor, too. But right now we're looking for vendors. So if you know anybody out there that does crafts, or whatever you know, pampered C chef, whatever you know, not trying to plug any one group. But if you know anybody that's interested, let Tina or I know, or anybody else that's on the benevolent committee. We'd be happy to share that form with them and answer any questions about it, you know. I think you know, there's a small fee for them to sign up, and then they'll be sked to donate a percent of their sales of the day for the day. So please, if you know anybody, just let us know other than that we're plugging long. Get those recipes out. Get ready for your chili and dessert to contribute. So it's going to be a great event. Steve shared so I can't cook. So I always show up and wear a cape. So if you do volunteer to help, you have to wear a cape like me just putting that out there. Thank you, Kimberly. Any questions Kimberly or Tina's way. Tina. Anything else? I don't want to take your thunder here, so we're doing something, too. Tina responded so but no, unfortunately, I was not able to be at the last meeting. So Kimberly is very good and taking care of things, and some really creative ideas for different things this year. It's been really impressive to see. I mean, people just dive in right in. And it's a joy to see the stuff going up on the team's folder and some of the emails and the suggestions. And it it's pretty exciting to see how involved people are. Steve responded this means I get a new cape. Right? You all go. We have the budget for me to get new cape, correct? Thank you. Thank you. Thank you. Kimberly. Thank you. Tina. Next is our ITAC report. I emailed the ITAC report that Dan sent to me to everyone. Dan, do you need me to screen, share, or anything with it.

### IT Advisory Committee – Dan Jones

Dan Jones shared I'm just going to pretty much read off of it, and they all have a copy. If they want to look at it. It's just a quick report I typed up. So anyway, the main topic that I tech discussed last Friday, or whatever was IAI, or whatever written, have had several meetings with college faculty and leadership, and have gone and have a general positive outlook for AI. So the academic integrity work group. They started working very heavily on AI related topics and created AI syllabus statement which I have a link to in the document as well. So you can check that out. In general, they support the use of AI in the classroom, but one faculty had the last say, and a stronger room suggests that they, you know, have a statement about it, maybe in their assignments or something. They do not want to start from a, you know, like a negative like, let's ban it. They want to go more the opposite route and say it's allowed. And you know, let's check your assignments or something. So you want to have a, you know. So like, instead of just like students, maybe copying paste it from an AI app like ChatGPT, they want to change the assignment enough so that they can't just simply do that. I guess this would be similar to like preventing someone from just copying and pasting from the Internet or something. So there's a link to the syllabus template. And they have an AI statement proposal statement for AI. And it says, unless otherwise by told by Instructor syllabus statement or assignment gathering students are encouraged, student and hand embrace the modern tools, including generative AI applications to enhance their learning or coursework. So there's also an AI project starting in the fall this fall and you can fill out a Qualtrics form if

you want to be included like, maybe you think you might need help or you want to try to implement AI in some way, so you can go to that form and fill out, and you can discuss with. I believe Evan Downing is the main contact there and then you could see if you have a need for it or something. And after the pilot program is finished they're going to give a list, accessible use tools and methods that can be demonstrated, and that will be available. So if you do have to buy like a tool or something to try to do your thing, they'll probably reimburse you after that, but the cost usually for most of the apps are free anyway, so I don't know if there's a cost that much involved. And then they're also working on some staff projects to improve support and efficiency. And a new program air is going to be used to automate like the transcript process. You know, AI is going to be able to read the transcripts, including if they're in different language and stuff. And you know, make that whole process more efficiently for importing all the classes and stuff like it. And they're also working on things for like a chat based kind of thing and a knowledge base bots that are based AI based. And then I also in the document included the Evan Downing's comment, a contact information and stuff. So if you want to, he's the main person that's been playing around with the II and leading all this stuff so like, is there any questions? Steve responded thank you, Dan. And always feel free to send reports Kimberly's way. And by way like that, yeah. And when you'll send them out, you know, and when you way to do it so perfect. Thanks so much. Dan. Our next University Committee is our sustainability committee. I turn to our sustainability queen, Tiffany, the floor is yours. See reports attached at end of document.

### Sustainability

Tiffany Budd shared so October is campus sustainability month. I'm going to drop the link in the chat here. So you can follow along if you want. We have a number of events coming up my favorite month, because you get to talk all about sustainability all month long. But it's my least favorite month, because I have to plan a bunch of events, and that's very kind to me. But just to touch on a few items of notes we're going to have our cycling series. The first part's going to be that Remke's going to come to campus and they're going to talk about how to recycle, your standard items. So Remke is our provider. And so we have bins on campus and they're going to tell you how to properly use those bins and what goes in them and what doesn't, and why those items are accepted and why they're not. And they'll probably give a little history about their facility as well. It's actually very interesting learning about their facility. And you know the reasoning behind what items they accept and what items they don't. So encourage you to come to that. That'll be on October 9th again. It's all on the website. And then the next day is going to be recycling part 2 so many of the items that Remke can't accept can be accepted by a local organization called Cincinnati Recycling and Reuse Hub, they're a fantastic organization. They've grown massively in the couple of years that they've been active. So they're going to come and talk about what they do except. They also have a reuse portion of their organization. So items that you can go and shop for free you can drop off items. It's actually a really good resource for our students, maybe even for our faculty, because they always have tons of binders. Tons of pens, markers. They have Styrofoam coolers just various things that would come in handy to our

students and faculty. Yes, that hoping to have an electric vehicle car show on October 24th. So it'd be putting some electric vehicles on the Student Union plaza and allowing people to sit in them, talk to the EV owners and talk to the President of Drive Electric Cincinnati asking any questions about electric vehicles and just a learning event, a hands-on learning event. And then possibly doing a sustainability movie night also in late October. Those details are still being worked out. Let's just chatting with Kristi about making the October 25th Staff Congress lunch hangout a sustainability themed one so more details on that coming. And then at the end of the month Kim Yates is going to host an essential oils make and take workshop on October 31<sup>st</sup>. That will be for employees only. There may be a few events that get added to this list, probably not many extra events. But stay tuned. Check back often, and happy to answer any questions if anybody has questions.

Michelle Melish asked Tiffany, do you think the recycling hub in Cincinnati would ever be open to a collection event on campus, sometimes a little odd, and I never make it over there. My house is growing with stuff that I want to take over there, but so I think they would be right now. Tiffany responded so we do partner with the hub already to collect some, you know, minimal number of items right now, and people have been dropping stuff off to me which is fantastic and thank you to those who are participating. I know some of you have boxes in your office suites collecting items. They have a van that they use to collect items right now, so as long as we didn't completely overwhelm them they could probably come and get our items, but they are working on getting a box truck, and when they get the box truck, I think that would be a little bit more feasible to have an event like that, because I could imagine people bringing all sorts of stuff if you have. If you've ever been to the Hub on a day that they're open. it is just amazing how many people are there. How much stuff people bring. You know a guy has brought van pools of stuff before. I mean, it's just it's insane. It's great that people are utilizing it so much. But I don't know if we would get a ton of stuff on campus, or if we would get, you know, a reasonable amount. So I'm definitely open to that, and I think they would be open to doing an event as well. Michelle responded thanks! Tiffany responded I should do a plug. Thank you for mentioning that so on October 10th, when they come to do the presentation, you can bring some items, and we're asking that it'd be a small bag or a small box, so that we can get to everybody. But we'll be helping you sort those items. To say, okay, the hub accepts this or this can go into standard recycling that type of stuff. So it is going to be more of an interactive presentation. So feel free to bring some of your item that day. Just keep it to a minimum, please. Steve Slone added speaking of the Hub, I want to take the opportunity to publicly thank Tiffany. She connected me with the Hub and they had some paper that was donated from, I think, a law firm that had closed. So a lot of my 11 x 17 paper and legal paper is now recycled paper and manually, which I didn't have to pay for. So thank you, Tiffany, for making that connection for all the connections. Any other questions. Tiffany's way.

### Roundtable

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Steve Slone shared there's not a report for them. But I'm going to throw a plugin again for roundtable. If you have any interest in serving on the Round Table Committee and helping Vicki shape what Round Table looks like feel free. Reach out to her reach out to me as well. I'll just throw another plug for members of that committee. We'll jump on down to old business.

### Old Business

Steve Slone shared the first item of old business that I want to not plug and cover. You got the email from me. But I want to give Kimberly Wiley the floor again to discuss what is happening tomorrow in the UC. Kimberly shared I was going to wait till Announcements. But now's the perfect time. Tomorrow is our very first Staff. Friday. It's tomorrow afternoon at 3:00pm in the University center, third floor lobby. Please come. I've ordered food and drinks, so please come and partake. Be a fun time just to hang out and get to see faces. It's been a while since we've had a face-to-face Staff Congress meeting, or many events where we see everybody's beautiful faces. So please come and join us. The more the merrier! So glad we're able to do this, and we'll be doing it next month and November on the Friday after the Staff Congress meetings. So be there or be square. Steve continued with thank you to Kimberly. Thank you to Samantha Langley in your office, and also thank you to Provo Cecil, you know, when you're like in his office, you know, for sponsoring the event. You saw the email from me. Don't feel like you have to stay the whole time from 3 to 5, but you're welcome to I feel free to pop in before you head home for the day. It's like in that regard.

Steve continued with there are 2 other items of old business that were highlighted when I was going over the minutes. Could be questions for Lori or could be questions for Jeremy. I think Jeremy is still on the call. The first old business item was if there is an update on the campus Rec Center fee, on the numbers of utilization. Not to put you both on the spot. You might not have it yet, but it was highlighted in the minutes, and I wanted to put it again here on record when you like to see if we get an update on utilization just like our numbers. Good are they trending where you thought they were, you know, like or whatnot. So. But sorry to put you on the spot, Jeremy. Jeremy Alltop responded you're good, Steve. I actually have them. So I think Jill responded, but maybe she hasn't sent it. But she sent me. We're probably ahead of time where we thought the number of memberships would be as far as people signing up to do that we had from July through September. So as if we started 272 unique faculty and staff members who visited, and they had total visits of over 2,500 visits. The number of people, faculty and staff are down. Some of that was just in the summertime, but also making some changes there, but the number of visits for those who have visited are up considerable. So I don't know if that answered the question, but it is now we did expect some decrease, I think, as far as the revenue generated that'd be looked at as a 2 year ago. We're well on our way, and it's not just people purchasing individual memberships. We're also seeing faculty and staff, who may or may not have been using the bill slowly before. But since they're buying a membership, they're buying bandit memberships. Steve responded perfection. I think so. Thank you.

Jeremy, while I've got you here there was another question that was in the chat. Which got sent back to me about the into basketball trip to Italy, and how that was funded I don't know. If you know that I mean where that funding came from Athletics, fundraisers or no number whatnot not to beat up on Athletics, because I feel like we do that a lot. But I don't have any specifics of that. Jeremy responded, Steve. I assume I know some of the individuals who went personally or took, I guess, paid for those. Personally, I know that and I assume the remainder was from foundation funds. But I don't. Don't put me on that 100 question, for the admire department. Steve responded sounds good, thank you, Jeremy. That was the two that I have.

Steve continued with I have another old business question that came through to me in the chat. This will probably be for Lori any word on the winter break dates, and when those will start I'm surprised you didn't get this in your report. Lori Southwood responded So just to clarify. I think that there had been something posted out there where because we look at it each year and update that or put it on our website and it had TBD for winter break. That was not really referring to the extra days we got that it was just referring to it depends on the calendar, and it was a placeholder that should have been updated. And so we've since updated it with the actual dates that are by policy that we have which is Christmas Day, New Year's Day, and there's always four business days in between there and those are the dates that we are given every year. It's just the actual dates change based on week, how the weekends fall and the actual holidays fall. So that's why the actual dates are changed each year. But it's really that same timeframe and that's by policy, and that. And when we made that change we were seeing calls because people thought that we had reduced the holiday break, that we had made changes that reduced it. But we didn't. It's the same as it's been at least for 20 years. I don't know before 20 years, but at least I've got data back that far. Now, there is this option each year for the President to award additional days again, that's not a guarantee, and it that can also vary what days that are available for them to grant each year, because it depends on when grades are due. And again, the weekends and all of that. Those decisions have not been made. And there, you know, we typically announce them once they have been made and those decisions have not been made yet. There are the dates that by policy we're guaranteed Christmas this day, I believe, is on a Monday. So we have, you know, the weekend leading up to Christmas. So our break actually, would, you know officially, maybe start after business on Friday. But what's listed typically are just the holidays. So Christmas Day, New Year's Day, and the work days in between. It's usually the President's call if we get extra day. So we're getting a new one so I guess we need to be a little more patient and see if those come.

Steve continued with Jeremy, I had another a question that came through to me in the chat. I mean, you may have said I apologize, I didn't see the answer. When you were giving the numbers for the Campus Rec fee. Let me read it verbatim. I will say, can I ask them how many new individual memberships from faculty and staff have received since the fee was approved? Jeremy responded well, I want to say it's hundreds, in the hundreds. I don't know what it is. It changes every day, and they were pretty lax, especially in July and August. Yeah, and getting people to sign up, and they continue to

have people sign. Steve continued that's fine. Obviously. Tell Jill as you get reports about it, send it to me, and when you're like we'll get in the minutes, and you know, so I can go from there. Alright on down new business. Is there any new business?

### New Business

Steve Smith shared I've got something to do on behalf of the Scholarship Committee. Like to formally request that we get a special guest in a future meeting. The Scholarship Committee was recently notified that possibly back in 2022, or 2021, the scholarship funds were appear to be moved from the Foundation over into the General Fund. And what happened here recently, like within the last year and a half, was because of the budget constraints and the locking of funds spending, it appear that we would not have access to the scholarships to grant to our winners of the Staff Congress scholarship winners. That the funds may not be available for us to fund their student credit hours in the next fall. So we'd like a understanding of what happened. Not sure if there's somebody on campus that can explain what happened back in, say, 2020. Also, when this situation or concern that we have, was brought up the Council of Chairs, it seemed like there were also some reserve funds being moved around within other departments also. So I don't know Jeremy. Maybe you have a good idea of who we should be inviting. Is this somebody from the new financial services previously known, the Comptroller. I know Ken and Budget has tried to answer some of the questions that we had, but probably didn't know the history or what was going on. So who should we invite that could explain what was happen, or what's going on with those funds? Jeremy responded I know first time hearing about this. So if you can send me an email about what specific funds you're talking about, I would be more happy to try to track it down for you. Steve responded Yup, thank you. I think we'll put together a list of some of the concerns that we have and then route it up, brought it to you, and maybe you can help us know who we need to talk to, or who could answer some of our questions, but for a future meeting have them come in and then explain the process so that we have a better and understanding would be great, we'd all be grateful. Thank you. Can do that. Steve Slone added and Steve, you know, seriously, keep me in the loop and Gracie, too. Yeah. And when you're like, I'm through these discussions, whoever we need to invite to a meeting, you know, when you're like, we will all go ahead and get on their calendars. Steve responded now I'll add in somebody in within the and on this call right now. If you've had funds that got moved around, and you think there might be under this similar situation, send me a list so I can package it all together as one big package, and then we can forward that on and see if we can get some answers. Thank you. Steve Slone continued with thank you, Steve. Thank you, Gracie. Thank you to the Scholarship Committee. Thank you for bringing that up here now. A new business. I know. We discussed it to Council of Chairs, and I had to jet off the to another meeting at the time. So thank you. Thank you. Thank you. Other new business. Seeing and hearing none, we'll jump on down to the Non Member discussion period. This is the period of time at the Staff Congress meeting where any non-Staff Congress members can take at the microphone and bring something to all of our attention, for the greater

good. People often send me things in the chat, so we probably could take this off. Seeing and hearing none, we'll go on down to north.

Madeline shared I know dining services does not accept cash, and I know people have found that to be a problem, but I wanted to let everyone know that you can add cash in the All-card office or in the cash to card machine and this daily library and that can go on your all card dollar account with that funds. You can get food in the dining services at a 6% discount. You can also order head in the all card or the get app. And I just wanted to let everyone know that. Steve continued with thank you, Madeline. They are wonderful down there in the All-card office, and when you're like I heart all of you, any other non-members at this time. I have a tendency to go fast. You all have to yell at me, you know this. Michelle Melish shared Steve, I'll just add, on the rep for the Food Advisory Board meeting. We haven't had any meetings yet. I'm trying to get those organized. So I'm gathering questions like that about using cash in the Student Union and other locations. So if anybody else has any other questions to ask when we have meetings, just to send those my way. Steve responded thank you, Michelle.

### Norse Appreciation

Steve Slone shared there were four Norse Appreciations for the month of September! All on the staff side.

#### Staff

##### Allison Indelicato

Shout out from the roof of Lucas Admin to Ms. Allison Indelicato of Financial Aid/Student Accounts! In an area of unsurpassed workloads, struggles and undoubtedly one of the most stressful areas on campus... there exist a shining star of kindness, consideration and professionalism. She is diligent, attentive and quick with communication. She is precise and effective. I turn to her because I know the job will be done and done right. All of this an incredible feat considering the nature of this area/ business. So accolades, praise and mercy, give her a RAISE! We can't lose her: Ms. Allison Indelicato of Financial Aid/Student Accounts! Thank you, Allison! You have saved me soo many times. It does not go unnoticed & not without the sincerest gratitude & appreciation of/ for your work!

##### Chad Ogle

Chad Ogle continues to provide guidance and support across Academic Affairs, despite the major challenges faced particularly over this past year. He is the calm that many of us need when struggling with unexpected budget cuts, changes to policies, and so many other challenges. His reassurance, guidance, and willingness to answer endless questions is greatly appreciated. Chad is willing to take time to listen and show much empathy to all whom he interacts with on a daily basis.

##### Jerrod Gruber



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Jerrod goes above and beyond in his job in assisting the Adult & Transfer Center in helping students get transcripts evaluated quickly and assisting the ATC staff on a whim. His professionalism and willingness to help is appreciated!

Mackenzie Adams-Cunningham

Mackenzie is always ready and willing to help the Adult & Transfer Center with getting students transcripts evaluated quickly. She is very efficient and detailed oriented. We appreciate all that she does to help us in our day to day with getting transfer and adult students admitted to NKU.

### Announcements

Kimberly Wiley added I'd like to share something I didn't share with the Benevolent report. I just got some information from Natalie. In 2022, there were 23 requests for assistance. They awarded 3,895 hours and \$3,500 to one faculty person and 22 staff. Then Natalie shared with us the other day that the maximum hours you can get are 30 days, and then the maximum dollar figure you can get is a thousand dollars. And right now we only have 2,576 ours and \$26,524.86 cents. So you can see that we need hours big time. So maybe consider for the event, instead of paying for your lunch, give some hours. If you have hours you can donate, see about donating those. And we have discussed with Natalie too about the policy about when you retire. You can't donate your hours at that time. And she's going to look into that for us and see what we might, if anything, be able to be done about that. So be considering, be thinking about donating hours because it looks like we really need hours. And that's awesome that we help 23 people last year. Vicki Cooper added that we should encourage faculty as well. Tina Peebles shared this may be a question for actual Benevolent Association meeting, but I was wondering, can we do like a combination of what? If you only have 1 h that you have available to give. Can you give 1 hour and then \$4? Or do you have to give 5 hours or \$5? Kimberly answered that's a good question. I don't think we've come across that before so we'll find out. Steve shared I was going to ask if you had the breakdown of whether you needed more hours or dollars? Kimberly. So thank you. Feel free. Put that out there. Hours is what's needed. Courtney Clark-Rankin shared I will say we were recipients a couple of years ago under my husband when we had housing crisis. And it really did like change the trajectory. And what could have happened? So I really just wanted to say thank you as somebody who was a recipient. That it really did make a huge impact on us. And it really did prevent worse things from happening. So thank you. Kimberly responded awesome! Something we wanted to do this year during the event is put together a PowerPoint presentation with pictures of past events. I have pictures that I've scavenged off the archives site back to like 2014 I think, so there's pictures galore and wanted to do a PowerPoint presentation and just scroll pictures. But within that we also wanted to have past recipients if they wanted to share their story, even if you were recipient but you don't want to share your name. That's fine. We just kind of want to hear stories so that people can really see, yes, we have helped people. And it is a private thing, and we want to respect everyone's privacy. But just to hear a story so if you would love to share that, that'd be great, would be glad to add that to it. Tina

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Peebles shared I was a recipient as well. When I had my back surgery. I got hours I hadn't been back to the University long, so I hadn't built up enough sick time and they saved me. I was able to continue to pay my bills while I was off, because they gave me those extra hours that I needed.

Steve Slone asked if there were any other announcements. Tiffany Budd asked Michelle Melish if there wasn't a Study Abroad Fair coming up? Michelle responded thank you, Tiffany. Yes, we have our Study Abroad fair next Wednesday in the student Union Ballroom 10:00 to 2:00. And everyone is welcome to stop by. We showcase all the programs coming up this coming year. So thank you, Tiffany, for encouraging me to put in the plug.

Steve asked if there were any other announcements. I'm seeing and hearing none, I will entertain a motion to adjourn this Staff Congress meeting,

**Adjourn**

Meeting was adjourned at 2:41 pm.