

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Nick Bliven, Chris Bowling, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Jennifer Davis, Kyle Dorriere, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Beth Lackey, Brenda Maldonado, Michelle Melish, Kara Olding, Tina Peebles, Autumn Ruehl, Connie Seiter, Steve Slone, Terri Smith, Juliane Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Claudia Johnson, Dan Jones, Catherine Schmeal and Vanessa Steele

- I. Call to Order at 1:01 PM
- II. Guests – Mike Irvin, Coordinator of Student Support & Tech Strategic, Enrollment Planning – [Report](#)
Dr. Cady Short-Thompson, President - [Report](#)
- III. Approval of October 10, 2024 Minutes
 - Motion: Kimberly Wiley
 - Second: Ali Hannig
 - Approve: Voice Vote
- IV. Liaison Reports
 - Board of Regents – Staff Regent – Cori Henderson - [Report](#)
 - Administrative Liaison – Chief Human Resources Office - Lori Southwood - [Report](#)
 - Faculty Senate – Budget Committee Chair – Dr. Janel Bloch - [Report](#)
 - Student Government Association – Collin Jarrell - [Report](#)
 - President’s Report – Vicki Cooper - [Report](#)
- V. Standing Committee Formations:
 - Benefits – Ali Hannig
 - Constitution & Bylaws – Michelle Melish and Chris Witt
 - Credentials & Elections – Sara Conwell and Vanessa Steele
 - Outreach – Terri Smith - [Report](#)
 - Policies – Courtney Clark-Rankin and Kyle Dorriere
 - Scholarship – Kristi Bishop and Steve Slone
- VI. University Committees:
 - Benevolent Association – Kimberly Wiley and Tina Peebles
 - Food Service Advisory – Michelle Melish and Nick Bliven
 - IT Advisory Committee – Dan Jones
 - Sustainability – Amanda Andrews
 - Strategic Planning – Amanda Andrews - [Report](#)
 - Transportation – Chris Bowling
- VII. Ad-Hoc Committee
 - Roundtable - [Report](#)
 - Advocacy
- VIII. Old Business
- IX. New Business
- X. Non-Member Discussion Period
- XI. Norse Uppreciation - [Report](#)
- XII. Announcements
- XI. Adjournment at 2:33 PM

Motion: Ali Hannig
Second: Mike Irvin
Approve: Voice Vote

Call to Order

Meeting was called to order at 1:01 PM

Guest – Mike Irvin, Coordinator of Student Support & Tech Strategic, Enrollment Planning

Mike Irvin shared an update in his role of project and content manager for navigate 360. How everyone will engaged with navigate will look different. He encouraged all of us if any of this sounds interesting, or you feel like it could benefit or make your life easier connect with him because he can create something a little more personalized for you. Navigate is how we practice coordinated care here at NKU. It is how we keep track of and recognize when students may be in need of support. How do we get that support out without having to call several different numbers? How can we holistically support students? We do this through documenting student interactions. When a student meets with faculty, staff, or uses campus resources that is documented in navigate. Navigate allows us to identify students who are in need of support and get them that support from the correct or appropriate resource on campus. Students are engaging in their education but not having to know everything on the staff and faculty end. Some people are gatherers of navigate, and some people are contributors. Either way navigate can help you prepare for student interactions. You can see who they've met with and what campus resources the student has accessed. Let's say that a student isn't going to class we can intervene and try to get them back into class before it's too late. Navigate is home to a number of communication features both between faculty and staff with students especially if you are customizing communication to a number of students. On the student end they are able to log in and it will show them their success team. It will show all of their faculty, and if they are assigned to an advisor it shows contact information for these individuals. Navigate started as an advising software and now I'm grouping advising, and student support together. A lot of staff use Navigate to schedule their appointments with students. The software links with your outlook calendar so it will be able to identify when you are busy and when students have class. It won't let you get double booked or have students scheduled when they are meeting with you. It also not only documents that there was an interaction but there is a detailed report of what was discussed. It's not a 5 page essay but it allows us to document what was discussed in these interactions so that you don't have to call up a department like UCAP and ask what you all talked about. Rather than reaching out to let's say a group of one hundred students when the information you want to get out is relevant to only half of them navigate helps us avoid that unnecessary communication. We have an early alert system, if you will. If we identify that a student could benefit from outreach we are able to issue referrals that encourage students to access resources. I just met with Michelle Melish a few weeks ago to set up a referral process through study abroad, and career services. We have a number of ways that we can get students in touch with offices and increased visibility. University Connect and Persist is the office that manages the triage

process for any alerts that come through the system. When alerts submitted they don't just go into a hole. Everyone is kept in the loop as the outreach takes place. Where does staff fit in? Depending on your role it may differ, but we all play a key role in the intervention process, because we all have very different relationships with particular students. We have a lot of quantitative data but having qualitative data and the pathways to reach out to students that need support just streamlines the whole process. Navigate gives us the ability to get students the support they need. I know a little bit about financial aid but not enough that I'm willing to risk messing up a student's financial situation, so I'm able to get them in touch with who they need to help in any situation. There is a wealth of information the student's profile within navigate, not just who they've met with, but demographic information, midterm and final grades, and other information to give you context of what a student might be dealing with. Think of it like my chart for health care. Providers just like support systems on campus all have access to your information so you are not having to provide it over and over again. Hopefully there will be a link for navigate added to canvas soon but presently navigate is on the A to Z index in my NKU. I would recommend just bookmarking the link if you need to submit a report. If accessing navigate could make your life easier feel free to reach out to Mike directly. The ultimate goal is to create a community and culture that really promotes proactive outreach. Mike shared a demonstration using a "student" Nelly Norse to show how the system looks. Most importantly navigate allows us to be intentional with our outreach and connect with students where they are whether it's alerts and the triage process UCAP has in place or just through individual connections the student has on campus. Reach out to Mike if you have further questions or want to know how navigate can help your daily interactions with students. (The Power Point Presentation is linked below. Double click to then navigate through the slides. They are also available by request to Steve Slone.)

Navigate 360 Overview

Mike Irvin
Coordinator of Student Support and Technology



Guest – Dr. Cady Short-Thompson, President

Dr. Cady Short-Thompson shared that after the monthly meeting with Staff Congress leadership that she is happy to join us at each of our meetings. Vicki will work with Tammy to figure out the time frame of when she Cady can join our meetings given the running around that is required of her. Cady received several questions from Vicki that she wanted to address. She read them so that everyone would know which question she would be addressing. What is the plan for addressing the potential drop in enrollments as students decide to go to bluer pastures? Do you predict that this will be a considerable issue in upcoming years? This question is obviously related to the election outcomes. If you look at a map of our country, we have a pretty red pasture around us, actually, most of the country is red right now. Looking at the election outcomes in Kentucky 65 percent voted for Trump. In Ohio 55 percent and in Indiana 59 percent. As you all know the vast majority of our students come from those three states. Looking at those outcomes I don't know if there will be any effect based upon the Presidential outcomes in terms of who enrolls and who comes to the university. Our job collectively has been to create a compelling case for NKU and to make our processes and our cost clearer, and as a team I think we've done that in the last year. So I'm actually encouraged by all of the facts that I'm seeing related to enrollment numbers already for the spring. We are up over 200 students this spring already for enrollment over last year's spring enrollment. That number is going to be critical for us to make our budget. My spirits are buoyed by that number. If you are also looking at direct admit results for next fall they are up year over year as well. There are things to be positive about, excited, and relieved about. It is nonstop until they are actually in the classes whether those are physical seats or online spaces. So I don't predict a major departure from the numbers we are seeing. As you know it's not over till it's over so the cabinet is certainly working to pay close attention and listening to all the folks in enrollment management to pivot as we need to. There have been all sorts of predictions about what all sorts of different political issues might do or might cause and what actions might result. This takes us to question 2 which is addressing and combating, not just predicted Kentucky legislation, but the likelihood of crackdowns from a federal level on universities particularly as it pertains to project 2025, student funding, etc. Obviously project 2025 is what 900 and some pages long, and covers literally everything under the sun, and it is all but impossible to predict which of those initiatives will come forward. Having said that it's our job to monitor and see what is happening. On the flip side there is a certain tendency to want to follow every single news story. There is also a certain mental health risk of following every single new story. It's just a whole lot every single day. My strongest advice for us in this season of uncertainty is to just keep taking it all one step a time. Do the next right thing. Just keep swimming. The truth is we can't control all the factors that are in front of us, and yet we've dealt with it before. I wasn't here in Trump's last administration, but certainly I was leading another university, and there's just some uncertainty about which of these different initiatives will pan out. We have a lot to realize in the upcoming four years. We will be able to watch in terms of Frankfort legislation we will start to see where is their energy and movement. The idea that all of the things in project 2025 will go forward is highly unlikely and highly unrealistic. At the same time we need to be mindful of it all and go forward as best we can. Most people will agree that

when it comes to student funding that there is no win from removing federal funding. I would argue that most politicians, regardless of party, are very concerned about the economy and the workforce at the high skill level that they will need. A lot of the conversation about the federal funding comes from or where it moves to, will it be in the Department of Education or the Treasury, or will some of these decisions move to the states. I wish I had a magic 8 ball, or some kind of decoder ring, a tool that I could use that would make this easier to navigate. Frankly I'm reading the same thing you are, and I'm talking to a handful of other people at the state level such as the CPE president. I will keep you updated of anything that is raising or causing concern, or seeming to get more serious or worthy of greater attention. It would be nice to be in this environment with a healthier university, with the university's finances being in greater shape. I'm walking through trying to make a lot of improvements and fix a number of things and get us structurally balanced so that we get healthier. As you know finances really do challenge us and put us in a greater period of stress and add to the morale challenge. Having said that I think we need to be in conversation one way or another. One of the things that I've learned being back again here at NKU is that we have an unhealthy rumor mill. I would say healthy because is so vigorous but frankly I've had people come up to me and say I heard that you signed something to disband my entire job and the jobs of those around me, and I'm like I don't even know what you are talking about. So there's some unhealthiness to some of these communications. I would invite you to have Vicki ask me. She has my cell phone number she can text me. I will always respond. Some of this just doesn't serve you well because it will wear on you. If you are hearing of different things, whether on campus or concerns from things you are reading, I don't mind if she's either calling me or texting or emailing me those concerns. If they are your concerns they are my concerns as well. If I know something that can allay your concerns you better believe I'm going to do it. I will always make time to provide you with whatever information that I do have. Moving on to the third question, what's the plan to keep our students as safe as possible in an environment of potential unrest, and threats from people emboldened by the messaging coming from right wing circles. This is a hard one in that people have freedoms of speech and expression, but there are also limits to those and we do expect our campus to be kind to each other, to be respectful of each other, to be cordial and collegial, and to not be hateful and abusive. There is strength in the kinds of clubs and organizations and units that we already have. I would just say I can't recommend enough leaning into those support networks and those places that feel like soft places to fall if that makes sense. Kindred spirits or just kind people are going to be how we walk through this better. We talked in the leadership meeting this morning about having additional messaging out to students and out to faculty and staff around essentially the theme of, despite your party affiliation or your stances that we are a community and we support each other. We can't do our work well, we can't learn well if we don't feel safe or that we belong, or that we're welcome here. We just have to keep at it. I do think that when there are examples of real violations of those norms and values, we need to deal with them. If you are hearing really ugly things students should report that to the Dean of Students and work on it in a behavioral fashion. There is no question that some of these issues are hot and difficult and we are not unique in that. NKU is experiencing some of the same things as any other

institution. I wish I had a better way of framing all of that. We are all in it together. If we can lean into our better angels, our better selves, and maybe the positive change starts with us being kind to one another. Holding the doors open for each other, saying kind things to each other, doing Norse Appreciation nominations. Sitting down for coffee just to check in with people. Some folks are more wary than others. Some folks feel really concerned for a whole host of different reasons that relate to outcomes of the election. Cady then moved on to other questions. Cori Henderson brought forth an anonymous comment that was sent her way. If the Department of Education is eliminated, as we're hearing it might be, what sort of repercussions do you think NKU students, staff and faculty would face? Cady responded that there is so much speculation right now it's almost hard to address it. Some obvious outcomes that I would be concerned about would be more than just college level. The Department of Education pays for the budget for special education and public schools. For those of you who have students in special education I think that outcome would be disconcerting. The question is will it go to the states? I would assume so because I don't think we're going to walk away from whole populations of students. I have a lot of questions about all of why and what's good about that. I don't think we know enough yet Cori. There's been speculation around federal funding changes, for example, Pell eligible students. I really do not believe that our government writ large will say that we want to walk away from funding student education. I don't think it makes sense again for the workforce or for the economy. We need an educated citizenry. Right now we are 36 percent Pell eligible here at NKU. We are not at the high end. I just know random numbers Morehead is 55 percent Pell eligible. What does it look like when some of our universities, who are more than half Pell eligible students, and that money goes away. It's not going to get approved. It just doesn't make sense. Now where it's funded from, Cori I wish I had my magic 8 ball. I don't know whether it would answer me as to where that funding would come from. People are speculating think about he's not president yet and there is just a lot of churn and question. I have no doubt that there will be changes. What changes I don't know and we are just going to need to adjust as we go forward. These are highly emotional issues. Whether that's your tuition or your child's tuition it has the potential to cause a lot of angst. I would just highly encourage you as best you can to just be patient and as calm as you can be in a time of turbulence. It's going to feel uncomfortable, and I regret that for everyone, because I don't enjoy it any more than you do. This causes extra work for all of us, and what I would just call an emotional load. Let's walk through it together. Vicki Cooper asked how we speak to the dramatic decline in underrepresented minority student retention. Cady shared that she has asked Holly from IR and Ryan from Enrollment Management to work on a detailed study of what has happened. This is not a DEI office outcome because the timing didn't make sense for that sort of conclusion to occur. I want to understand more, because we always ask those students who are leaving, why they are leaving. We also can analyze what bills they had that still remain so. Was it a financial decision? We do know that some students were dropped for nonpayment. There are a number of things for us to unravel and also for us to strategize around. One of the questions I've asked my team is that if low bill issues are leading to them dropping for nonpayment, is there a way that we can fundraise for emergency funding or is there a way that we can budget for some lower

level bill allocation support? Many schools will actually budget a ballpark number like let's say half a million dollars so that instead of losing somebody who has a hundred, two hundred, or three hundred dollar bill instead of losing them you can help them get over that finish line. We need to know more. The team gasped when we saw the drop. We were heightened by the fact that URM graduation rates and all of our graduation rates are up. It's a blip, and it's not just a blip for URM it's also a blip for our low income and our first generation college students. One of the questions that Provost McGill has asked is, how we can actually think differently or in new ways about first generation student programming. Are there ways in which we can support our first generation students? It can help to have a whole way in which we wrap around services or additional supports for them. Ryan mentioned it at the board meeting and said that they are digging into it. Cori you're going to be in the thick of all of it trying to figure it out. We need to understand it better and then we've got to solve for it. We don't want to have a growing equity gap. We want to have a shrinking equity gap. Cady continued that she has said in multiple environments that she is making commitments to give raises. The details of how we'll get there have yet to be fully realized, but we cannot continue to not have raises. In other words, we must have raises come fall term onward. The number that I've said publicly at Faculty Senate and elsewhere, much to Chris Calvert's chagrin, is a 3 percent raise. It's not always prudent frankly, to go out so publicly and say, we're committing to this but I've said it and I mean it and we will realize it. The other thing that I have said is we can't continue to have years on end where they is either no raise or a negligible raise. We need to budget for it and prioritize it. I've said it in strategic planning. I've said it everywhere to anyone that will listen. The best news of the day is the board completely agrees with me, and so now we just have to walk our way into it and do the math and figure out how to get there. Enrollment is obviously a big part of the equation. There are lots of other things for us to think through as we approach the next budgeting cycle. December 3rd we're going to be walking you through this whole process of how we build the budget. Jamie Younger, Chris Calvert and I will be there. They are going to tell you what are some of our initial assumptions and ideas but we are more there to listen. Listen to you, hear your concerns also to hear your ideas. Have you ask questions to better understand the moving parts and pieces of the whole budget. Steve Slone shared that one of his biggest frustrations is that we don't know the numbers at the moment but the sooner that we can know what the plan is the better because I worry of how many people we are losing. We are all here because we believe in the mission but we've seen so many colleagues that have left. That's what worries me who is going to be there with us when we get to the point and the greener pastures. Cady asked if Steve was referencing the budget plan. Steve shared if you think you've given me enough information give me more. While we may not be able to get full transparency what transparency we can get is a good thing. Thank you for being committed to it and 3 percent but while we don't fully know the plan we keep losing people. Cady continued it's unsustainable to continue without raises and to not address remuneration. It has never escaped me. I wish I could undo some of the decisions of my predecessors because frankly we would be in a different position. I would have made a number of different decisions. We can't continue as we are. In the chat it was brought forth that if raise are given, can everything else not be raised to take it away. She asked

for clarification and parking was highlighted by Ali Hannig. Cady shared that her immediate focus is to put money in your pocket. Starting at 3 percent across the board it is at least something that is tangible for everyone. There are other perks and benefits that a number of people have written to Cady about. Can we increase the waiver for education? What about parking and all these other ideas. I have an enormous list of possible ways that we could improve the compensation and remuneration package for our faculty and staff. The truth many of them have obvious financial commitments that we'd have to make or understand to actually start to take them off. With strategic planning we have this opportunity just to start to think out loud about what some of the most important remuneration pieces are. The first answer is raises. I don't have any plan to say here's a raise and then I'm going to increase everything else 3 percent because that is at odds with the point. I'm actually trying to do more of the good things we just have to step into it. 3 percent across the board is a lot of money. It's not a brilliant thing to go on the record and say, this is what we've doing because then I have to follow through with it and that's a challenge. But that's why I do what I do. That's my job so I want to see our way there. It is a million different little things and a bunch of levers to pull. That's one of the reasons why we've been investing in certain things like Mike Borchers. The goal is to grease the pipeline from the regional schools. We've made a dramatic improvement from the region's schools in terms of our recruitment of them in the last year. How do we really come back to an era when we own Northern Kentucky schools? I do think that a strong relational superintendent link to the other superintendents and principals who understand will help with this. That's one example but we just have to keep it up. I have a bunch of different revenue streams. I have to do my best to move as quickly as possible. Those of you who work in the budget areas you know it takes a while to get some of these revenue streams to work. Sometimes they take time to come to fruition. Vicki Cooper shared a question asking if there have been any thoughts on incentives for staff members who remained in their positions for long periods of time when there have been extreme turnovers of staff in their offices. She went on to ask if there has been consideration of instead of a straight 3 percent raise of doing a combination of a fixed dollar amount plus a percentage because people at the bottom of the pay scale are still getting the same effect from all the costs of increases of groceries and a percentage for them is a lot smaller of a dollar amount. Cady responded that we should take about it because honestly 3 percent was just sort of a commitment to all of us. She doesn't want to pretend that she has it all figured out perfectly and what the best distribution is. There has been expressed interest in having merit raises either in this cycle or the future so maybe a combination of across the board and merit. All options can be in bound. A reminder to come to the budget forum on December 3rd because what you think matters. When morale is rough and down as it is right now it's never going to be enough but her question to all of us is what would be better. A raise is a good start but now is the time to start formulating the wish list for when the honey and milk days come that we can put things into practice. Steve Slone asked when the forum is on December 3rd. Cady shared from 9 to 11 in the student union ballroom. Steve went on to thank Cady for coming to Staff Congress meetings even if it's just for 5 minutes off the top of the meeting. She is always welcome at any of our meetings. Vicki Cooper shared that there have been some questions about the 5 by 5 plan. Is that coming

back? Cady responded that she had no idea but for sure something to talk about in future meetings. We have to think about remuneration period. We aren't going to fix these issues overnight but we need to fix it in a way that both addresses the greatest needs as well as reflects the greatest performance and important roles folks are playing. Vicki encouraged everyone to send questions to her for the next regularly scheduled meeting with Cady and Staff Congress leadership.

Board of Regents – Cori Henderson

Cori Henderson shared the following...

- BOR had our November meeting and received the following updates:
 - We out performed on our overall enrollment targets for fall. Kudos to Admissions and Adult & Transfer Center!
 - Graduation Rates hit an all time high, but retention rates declined, especially for our underserved populations such as first gen, URM and Low Income students. PIR and Student Success is investigating the reason for this decline
 - Chris presented on our current finances and because we surpassed our enrollment goals for fall, we are on target to meet budget
 - Chris also introduced cabinet's exploration into increasing student fees. Increasing student fees will help the institution to pay for staff and faculty raises. I personally have concerns of this being paid solely by student fees and hope we can explore other options as well.
 - BOR approved Cady's merit incentive as she met her performance goals, this was about \$124K. I vocalized that because the president is being rewarded for her performance, then all staff should receive merit this year for meeting their performance goals as well.

Vicki Cooper took a moment to thank and recognize Cori for asking questions and speaking up for staff. She was the one regent that spoke and asked questions at the last board of regents meeting. Thank you Cori. Cori stated that if anyone has any questions or anything that we want her to raise in those conversations feel free to email her. This helps her advocate on our behalf knowing what we are experiencing in the trenches. Michelle Melish asked a question about the President's bonus. Someone had shared that it was built into her contract. Was the amount of the bonus built in or how was that amount determined? Cori responded that with all previous Presidents typically within that contract if they meet their goals they are eligible for this bonus. Dr. Short-Thompson had negotiated hers and for her it was 100,000 but because she started in the middle of an academic year it prorated for that portion and that's how the 124K number was determined and yes it is part of her contract. Michelle stated that she wasn't saying she didn't deserve it. Cori continued that lots of people are asking the question of why and that it was a good question. Michelle echoed Vicki's praises of Cori for standing up for us and addressing our concerns because it is hard to hear her getting such a large dollar amount when as Cori shared we are all contributing to that goal with fewer people to get us there along the way. Cori whole heartedly agrees and

she plans to continue to advocate for staff who also deserve merit at least this year as well.

Administrative Liaison – Lori Southwood

Lori shared the following...

WELLNESS

Northern Kentucky University is proud to have met American Heart Association criteria for Gold recognition in the Association's 2024 Well-being Works Better Scorecard for the third time. Companies recognized at the Gold level have achieved a score of 183 - 216 out of a maximum 230 points. NKU has been recognized for workplace well-being from the American Heart Association with varying awards since 2016. See www.heart.org/workforce for more information.

IT

- If you would like any software added to or retained in departmental labs, smart classrooms, or IT computer labs, [submit a service request](#) **by tomorrow, Friday, November 15**. All requests for new software will need to include appropriate licensing verification.
- Wednesday, November 27, while NKU is closed, IT will be performing an upgrade to the SAP / myNKU system from 8:00 am until 4:00 pm. No user impact is anticipated. However if you experience any issues accessing SAP, please be aware of this upgrade.
- The annual SAP upgrade is scheduled to begin Friday, December 6 at 5:00 p.m. It will continue through Saturday, December 7. This upgrade will result in the myNKU system being completely unavailable during this time.
- NKU is currently reviewing Enterprise Resource Planning (ERP) systems to replace the current SAP system. RFP is in process and vendor demos have begun as well.

BENEFITS

Open enrollment closed. Thanks to all who enrolled in a timely fashion and to those who helped their colleagues enroll.

Reminder --change in dental to Humana Dental new cards mailed to homes before Jan. DENTAL PREMIUMS LOWER IN 2025.

Employees will only get new cards for the other vendors if they made a change or the card expired. (i.e. HSA or FSA.)

HMO replaced by PPO- UMR medical.
Slight increase in premiums for new PPO- but have a much broader network available.

Other plans stay the same. With same pricing.

Reminder: Good idea to review your paystubs/myNKU in January to confirm your benefits for 2025 are as you expected.

PAYROLL

W-2s

HR

- I am pleased to announce that, following the internal posting and selection process, Natalie Gabbard has accepted the position of Director of Employee Relations / Title IX Deputy Coordinator for Faculty and Staff. Natalie has been instrumental in maintaining continuity and excellence in the Employee Relations department during the absence of a Director. Her extensive experience in employee relations, strategic leadership, and adept handling of sensitive matters make her exceptionally qualified for this role. Natalie will officially step into her new position on December 1, 2024. Please join me in congratulating her on this well-deserved promotion.

Vacation Accrual Policy

The proposed changes have gone thru the policy review process and the changes to allow previous NKU work experience to be included in the accrual calculation will be adopted.

Lori Southwood shared a comment that she is obviously very pleased that the President is making such a commitment not just to compensation for this year but for ongoing increases. That's something we haven't really heard before and is very significant. To have someone championing the needs of staff in our region but also the Board of Regents is extremely supportive on driving this focus on how we can remain competitive with our compensation and our supports for our employees not just staff but faculty as well. There is a great deal of turmoil right now and a lot of things that have us worried but there are also some big positives. Thanks to everyone involved. Janel Bloch asked how long we are locked into Humana for dental. Patricia Burke shared that it's for 3 years.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared that Chris Calvert came to the last Faculty Senate meeting and discussed the budget. There are still a lot of questions after that presentation which has led to the budget forum on December 3rd. We are looking forward to that meeting to get some more clarity on the budget. There was also a discussion about micro credentials. There has been a proposal from the curriculum committee wanting to approve micro credentials through the curriculum process. Nothing was really resolved so that is still under discussion. Finally they approved revisions to the human research subjects policy which is an effort to try to update it because there is different version of the policy in different places. It is not really a change per se and more an effort to get the policy consistent across campus. That should enter the public comment period soon.

Student Government – Collin Jarrell

Collin Jarrell shared the following updates which Steve Slone read at the meeting...

1. SGA Victor Talks and Issues series is wrapping up on Monday with an Election Wrap-Up with Dr. Shauna Reilly.
2. SGA passed a resolution requesting the couple (that we have been told about) abandoned cars in Kenton Garage be removed. We believe at least one has been removed. This resolution is attached.
3. We also passed a resolution requesting the University look at revising the academic calendar to a 16-week format. That resolution is attached.

The resolutions are included below.

SGA Resolution 2024-2025

A RESOLUTION OF THE STUDENT GOVERNMENT ASSOCIATION OF NORTHERN KENTUCKY UNIVERSITY, HIGHLAND HEIGHTS, KENTUCKY, REGARDING THE ABANDONED VEHICLES IN KENTON GARAGE.

WHEREAS: Currently, Northern Kentucky University's Kenton Garage is used for student, faculty, staff, and visitor parking, and

WHEREAS: Two abandoned vehicles have been seen in Kenton Garage on the first level, and

WHEREAS: Abandoned vehicles can disrupt the ambience of Kenton Garage and present a negative impression to campus visitors, and

WHEREAS: Abandoned vehicles can take up parking spaces that are needed for students, faculty, staff, and visitors, who are paying for those spaces and

WHEREAS: Abandoned vehicles are a safety hazard to the occupants of the parking garage potentially having broken glass, deployed airbags, toxic materials, and other hazards, and

WHEREAS: Abandoned vehicles can be used as a host for criminal activity and illegal behavior, and

WHEREAS: The presence of abandoned vehicles leaves students, staff, and visitors feeling unsafe.

BE IT THEREFORE RESOLVED, ON THIS DAY OF NOVEMBER 4, 2024, THE STUDENT GOVERNMENT ASSOCIATION OF NORTHERN KENTUCKY UNIVERSITY RECOMMENDS THAT THE UNIVERSITY REMOVE THE ABANDONED VEHICLES IN KENTON GARAGE.

Signed: Lucy Burns

Lucy Burns, President

Attest: Raina Taylor
Raina Taylor, Chairwoman of University Improvements

A RESOLUTION OF THE STUDENT GOVERNMENT ASSOCIATION OF NORTHERN KENTUCKY UNIVERSITY, HIGHLAND HEIGHTS, KENTUCKY, REGARDING THE REVISING OF THE ACADEMIC CALENDAR.

WHEREAS: Upon review of the academic calendar, it is realized that NKU's semester is one week longer than that of several other universities in the Tri-State Area and the Commonwealth of Kentucky, and

WHEREAS: The University of Cincinnati and Eastern Kentucky University have a sixteen-week semester with Final Exams Week included in that timeframe, and The University of Louisville has a sixteen and a half-week semester with Final Exams Week included in that timeframe, and the addition of reading days, which are days with no class specifically designed for studying and preparation for final exams.

WHEREAS: In 2013, SGA passed a resolution calling on the University "requesting the implementation of a finals preparation week" (SGA Resolution 2013-2014.002).

WHEREAS: This resolution included language such as...

"The purpose of the Finals Preparation Week is to allow students time to better prepare for their final examinations and/or final projects" (13-14.002).

and,

"Similar Finals Preparation Week policies are already in place at the University of Kentucky, Western Kentucky University, Eastern Kentucky University, Boise State University, Indiana State University, University of Nebraska at Omaha, University of North Carolina at Charlotte, University of North Carolina at Greensboro, University of Tennessee – Chattanooga, University of Wisconsin – Milwaukee, and Wichita State University" (13-14.002).

WHEREAS: The students of NKU have been requesting this for over a decade now.

WHEREAS: Eliminating a week from the semester allows Students more time to rest during summer and winter break and gives professors extra time to grade assignments.

WHEREAS: Dividing the semester into two six-week periods of classes would allow for one week of midterm exams and one week of final exams at the semester halves, as well as a full week for fall/spring break, and having the week before final exams consist of reading days would allow for extra time for students to study and strive for academic excellence.

BE IT THEREFORE RESOLVED, ON THIS DAY OF NOVEMBER 4, 2024, THE STUDENT GOVERNMENT ASSOCIATION OF NORTHERN KENTUCKY UNIVERSITY RECOMMENDS THAT THE UNIVERSITY REVISE THE ACADEMIC CALENDAR TO A SIXTEEN-WEEK SCHEDULE AND IMPLEMENT READING DAYS.

President - Vicki Cooper

Vicki Cooper shared thank you to everyone. Showing our appreciation for our coworkers is really important. Special shout out to Marketing and Communications for helping me with the digital sign template so that we can put our Norse Appreciations up on the digital signs across campus. If you haven't seen them yet stand in front of them for a few awhile and you will. If we have photos we will be using those but there is a version that does not include a photo. Special thanks to Michael Frazier and Hayden Turley for helping design and get this process going. Cady is going to send out the Norse Appreciation link. It's a really nice way to say good things about each other and to keep Steve busy. The other item that Cady mentioned is that I've invited her to come to all of our Staff Congress meetings. She goes to all of the Faculty senate meetings and gives a brief campus update so that is what she will most likely bring to us. If there is a bigger issue that she needs our feedback on we will list her as an agenda item but for a brief campus update she will just appear at our meetings when she can make it. Vicki continued encouraging everyone to get the word out about the holiday party on December 12th after our Staff Congress meeting. This Friday is also a Faculty and Staff Friday at 3 over in the HIC lobby. She encouraged all of us to attend if we can. It's a wonderful opportunity to bond with everyone if you are on campus.

Staff Congress Standing Committee Information

Outreach – Terri Smith

Terri Smith shared that the holiday party hosted by Staff Congress will be Thursday December the 12th from 3 to 5 in the UC Ballroom. This will be a two part event. First is a party so please come and have fun. We will have refreshments, crafts, activities, games, holiday music videos, raffles and door prizes. Anyone who comes will receive a ticket for the door prizes. For coming you will also receive a raffle ticket for a general raffle. Most of the items come from NKU departments or colleges. Some of the prizes we've collected so far include basketball tickets we've got 2 sets, a one month membership to the campus recreation center, and tickets to school of the arts productions. We've got baskets from the College of Informatics, and the College of Business. We've got t-shirts and mugs and other items to be used as door prizes. The second part of the holiday party is the donation drive. We are asking if you would consider bringing an item or items to donate to fuel or the care closet. We are asking if you would bring an item or items because then you will receive another ticket and be enrolled in a bigger better raffle of prizes. Some of the items requested for fuel donation include peanut butter, jelly, baked snacks, gum, granola bars, tuna or other non-perishable food items. They've also requested health care items such as toothpaste, shaving cream, hand soap, toilet paper, dish soap or sponges. The care closet is asking for brand new items such as new scarves, hats, gloves, socks, and other winter items. If you bring one item you get one ticket for the raffle. If you bring 2 or more you get 2 tickets. Some prizes for this bigger raffle include tickets for the Cincinnati Zoo, Entertainment Junction, Florence Yalls, the Cincinnati Reds, a FC Cincinnati jersey, Mike's Car Wash, the Freedom Center, and the Cincinnati Nature Center. We are still receiving more. The outreach team have worked really hard to collect all these

donations. We have baskets from Bath and Body Works. A basket from Barnes and Noble the bookstore. Bigby Coffee, Raising Cane's, and Starbucks gift cards have also been donated. These cards range from 10 dollars to a hundred dollars. We've gotten donations from Mcdonald's, Chick-fil-a, and Kroger. More donations from Gordon Food Service, Dewey's pizza, Wendy's, and coupons from Skyline in Highland Heights. More donations from Cabello's coffee in Newport. Information about the party will appear on the digital signs across campus. You will also receive email notifications reminding you of the party. Hopefully everyone can come out and have a nice time before our extended break. Any other questions feel free to reach out to Terri. Vicki Cooper echoed the message about coming out and thanked Terri and the Outreach committee for all of their hard work planning the holiday party. Terkerah Washington also thanked Terri for doing such a wonderful job and keeping them all on track. Kudos Terri.

Staff Congress University Committee Representation

Strategic Planning – Amanda Andrews

Amanda Andrews shared that the team will be meeting again soon. Two faculty are right now working on compiling everything from the listening sessions. In the next meeting they will hopefully have more of the data. It is her hope to be able to lay out what the 4 tiers of the strategic plan are going to look like. Watch for further updates.

Ad-Hoc Committees

Roundtable – Amanda Andrews

Amanda Andrews thanked everyone who is helping her on the roundtable committee. We are going to meet monthly and then as the date gets closer we will meet biweekly. We have a plan of action. The main point of roundtable is not just going to be to get answers but a way to get Staff Congress members in the room with administrators. This will give us all a chance to network and to make a connection so that hopefully it's not just someone that oversees a department. You can actually put a face to the names and make that connection to get your questions answered. There will be a lunch piece for Staff Congress members. You will be able to enjoy lunch and the network piece and then we'll go into the roundtable discussions. We will have each administrator at a table and someone from the committee will be at each table to help make sure that the questions are being asked and taking notes so that we can report out on the conversations with each of the administrators. Hopefully everyone can get together and just talk and you will get to know the administrator better and they will get to know you better. The roundtable event will be at our March Staff Congress meeting.

Old Business

Steve Slone shared stealing Vicki Cooper's thunder. You will notice that in the calendar invite for the Staff Congress meeting there will be questions that we have received through the Staff Congress question portal. When we get these questions the answers are listed by Grace Hiles on our website but Vicki had the idea of adding them to the calendar invite as well so that Congress members can be aware. The questions and answers will also be included in the Staff Congress minutes from that meeting as well. There is a cutoff at 11 o'clock the morning of the Staff Congress meeting for questions to be included in that meeting's materials. Vicki Cooper shared that this will give everybody a way of knowing what the status is on the question. The questions that Cady answered at this meeting will be included this month.

New Business

Vicki Cooper shared that we had one additional portal question that came in about the baseball parking issues with baseball visitors. We are working on getting clarification. This is an ongoing issue with visitors parking in lot V near the baseball field.

Steve Slone reached out to Karis Hawkins about the possibility of us sponsoring a family for the holidays through the Parents Attending College office. We've sponsored a family in the past. Watch for email messages if we get matched with a family for this holiday season.



Staff

Custodial Staff

A huge thank you to the custodial staff who work tirelessly each and every day to help keep our campus clean, beautiful and safe. We truly appreciate the work you do for us!

Jim Parker

Jim Parker is such a pleasure to work with! We've had an issue in one of our classrooms the last week, and has been very responsive, addressed the issue promptly, and has been checking in everyday to ensure our faculty and students have a safe and uninterrupted learning space to continue this semester. We know he is always a phone call away and will help ensure that we are providing a clean, safe workspace for our faculty, staff, and students.

Announcements

Michelle Melish shared that next week our Japanese Language School is having their annual Japanese culture fest on Wednesday November 20th from 11 to 2 in the student union ballroom. It's always a fun event because they have music and dancing and karate demonstrations. They will have different stations set up for calligraphy and origami. She encourages everyone to check it out and support them.

Adjourn

Meeting was adjourned at 2:33 PM.

Staff Congress Portal Questions

Date Received: 11/8/2024

Question:

For Cady et al: What is the plan for addressing 1: the potential drop in enrollment as students decide to go to bluer pastures? Do you predict that this will be a considerable issue in upcoming years?

2: Addressing and combatting not just predicted Kentucky legislation, but the likelihood of crackdowns from a Federal level on universities, particularly as pertains to Project 2025, student funding, etc.?

3: What is the plan to keep our students as safe as possible in an environment of potential unrest and threats from people emboldened by the messaging coming from right-wing circles?

It is more important than ever that we get our own house in order. We need to ensure we have adequate, well-trained staff in Admissions, Recruitment, and the Registrar's Office, and a solid, well-established and well-known plan in place for protests and speech on campus.

Thank you.

Action Taken: Cady Short-Thompson invited to 11/14/2024 Staff Congress meeting to address these questions.

Response: Will be recorded as part of Staff Congress meeting minutes for 11/14/2024.

Date Received: 11/12/2024

Question:

One thing that continues to occur is the parking issues. Lot T [Lot V] is for Staff and Faculty only however, athletics have non-staff and faculty people continually use the lot. During baseball season, umpires and fans park in our lot without even having to pay (which in itself is an insult to employees) and are taking spaces away from us who have to pay to come to work. Complaints fall on deaf ears. Parking Services say they are understaffed to have people work the entrance of the parking lot to prevent them from parking there. If we mention to those non-employee people that it is a parking lot for employees only, we are cussed at and laughed at by them. These baseball affiliates are awful. We should not have to put up with things like this and be supported when we bring these matters to attention. The police say they don't ticket for those parking offenses – well maybe they should! It would generate money and keep the lot open for those who must pay to enter campus for work. Athletics apparently makes money from these events so they should be forced to have someone sit at the entrance of the lot between 7:00-8:30 to prevent people without parking passes from parking there. If it is after 4:00 – 4:30 I don't think anyone cares. Let them use the lot since we are all heading home but to take the spaces away from employees in the early morning is just wrong. Why aren't employees supported with this ongoing issue?

Action Taken: Submission forwarded to Christina Roybal, Andy Meeks, Curtis Keller and Lori Southwood copied.

Response: *In process. Response received from one party, 11/13/2024.*