

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Nick Bliven, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Jennifer Davis, Kyle Dorriere, Liz Futscher, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Dan Jones, Beth Lackey, Aaron Luken, Brenda Maldonado, Michelle Melish, Catherine Schmeal, Steve Slone, Terri Smith, Vanessa Steele, Julianne Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, and Carolyn Wilhoit

Members absent: Chris Bowling, Christina Knight, Kara Olding, Connie Seiter, Kimberly Wiley, and Christopher Witt

- I. Call to Order at 1:01 PM
- II. Guest – Valerie Hardcastle, Vice President for Health Innovation - [Report](#)
- III. Approval of April 10, 2025 Minutes
 - Motion: Carolyn Wilhoit
 - Second: Julianne Stockman
 - Approval: Voice Vote
- IV. Liaison Reports
 - President – Dr. Cady Short-Thompson
 - Board of Regents – Staff Regent – Dr. Cori Henderson - [Report](#)
 - Administrative Liaison – Interim Chief Human Resources Office – Lauren Franzen - [Report](#)
 - Faculty Senate – Budget Committee Chair – Dr. Janel Bloch - [Report](#)
 - Student Government Association – Collin Jarrell - [Report](#)
 - President's Report – Vicki Cooper - [Report](#)
- V. Standing Committees:
 - Benefits – Ali Hannig
 - Constitution & Bylaws – Michelle Melish and Chris Witt
 - Credentials & Elections – Sara Conwell and Vanessa Steele - [Report](#)
 - Outreach – Terri Smith - [Report](#)
 - Policies – Courtney Clark-Rankin and Kyle Dorriere
 - Scholarship – Kristi Bishop and Steve Slone - [Report](#)
- VI. University Committees:
 - Benevolent Association – Kimberly Wiley - [Report](#)
 - IT Advisory Committee – Dan Jones - [Report](#)
 - Food Service Advisory – Michelle Melish - [Report](#)
 - Sustainability – Amanda Andrews
 - Strategic Planning – Amanda Andrews
 - Transportation – Chris Bowling
 - Parking and Tuition Waiver Task force – Mike Irvin and Steve Slone - [Report](#)
- VII. Ad-Hoc Committee
 - Roundtable
 - Advocacy
- VIII. Old Business
 - Green Zone Brigade Training – Vicki Cooper - [Report](#)
- IX. New Business
 - Administration Evaluations – Vicki Cooper - [Report](#)

- X. Non-Member Discussion Period
- XI. Norse Appreciation - [Report](#)
- XII. Announcements - [Report](#)
- XI. Adjournment at 2:12 PM
 - Motion: Carolyn Wilhoit
 - Second: Amanda Andrews
 - Approval: Voice Vote

Call to Order

Meeting was called to order at 1:01 PM.

Guest – Dr. Valerie Hardcastle, Vice President for Health Innovation

Dr. Valerie Hardcastle shared her responses to the questions that she received as a part of our roundtable event. The questions and the answers are presented below.

1. Would you speak to the ever-changing health landscape in our country? With the constant changes at the federal level, what challenges do you see coming for the entire healthcare industry?

That is a very big question. There are 2 ways to answer it. One is how is it going to impact me or you and the other is how is it going to impact the United States over a longer period of time. There are two totally different answers. From what I could tell in terms of individual insurance, doctor availability, ability to diagnose and get treatment at or in our region, nothing has really changed. Your individualized healthcare for good or bad, probably will be the same. Where the challenges will come in is the shutting down and stopping of research investigations, clinical trials, and other sorts of things. Our ability to get new medications, treatments and data to inform future healthcare is where we will see changes. I'm just going to editorialize for a moment which is probably inappropriate but, in some ways, I find this very sad because in the first Trump administration we got the Covid vaccine in record time. Now here in the second Trump administration there is no way we could do that because we don't have the personnel in our federal government to be able to manage that project. If you are going to have a worry about healthcare writ large the worry about what healthcare is going to be like when I'm 80 years old and I really need something. Are we going to be able to build back our infrastructure in time so that I can take care of myself?

2. Are we prepared for a healthcare event like a global pandemic again?

No, we are not. We might be in the sense that we've lived through it once we know what people's reactions are to it. We have a lot of lessons learned. If you ask me whether the United States is good at learning its lessons, I would have to say, no. The people who make these decisions engage in a lot of political hoo-

ha, instead of just trying to focus on figuring out what to do. I do not think we are prepared for a global health crisis of any sort and in some ways, I think it's worse. The United States has pulled back from and alienated at the moment a lot of countries that would be our partners for this. The good news is that we just lived through one so if we need to reboot, we could probably do that quickly. If you are asking me if we are going to implement lessons learned I'm going to say I don't know. It remains to be seen because we are not good at that. We are good at learning lessons and then forgetting them.

3. How can we find new ways to continue to innovate especially in the medical industry? The pandemic exposed quite a few weaknesses in the whole system. What ways can we think outside the box to attract individuals to this pivotal area of expertise in our country?

That is a really really good question, for which, of course, there is absolutely no answer. The challenge is that everybody agrees that the United States healthcare system is cumbersome, inefficient, extremely expensive when compared to other first world countries. They have better medical outputs than we do. On the other hand, if you are going to get really sick with something weird the United States is the place to do it. The reason other countries succeed so well, and I don't mean to insult them because they just have a different system than we do, is they do cookie cutter medicine. They are very efficient when it comes to routine medical care. They are very efficient at that. If you have a major cancer that is a little weird you probably have a better chance of living through it here. Our medical system is oriented toward complex cases and emergency treatments. It is great if you need that and not so great if you are just bopping along in your ordinary course of life. The question really is how do you marry those two so that you can have efficient, effective what I'm going to call day-to-day healthcare, and I need the best people in the world to look at me right now. We are starting to do that. I see a move to having a lot of nurse practitioners as a very good sign because they can do that sort of basic day-to-day healthcare and then reserve the really expensive doctors for when you need a really expensive doctor. I think that we will need to shift our mindset as a country because we have a tendency to think I need the very best person who is educated at Johns Hopkins, and did his residency at Princeton, that is who I want for my day-to-day healthcare. If you want that you will have to pay for it. It's a very complicated question and there's a lot that needs to be done to fix our healthcare system. There is this kind of 2 tier system that I'm talking about where you've got day-to-day healthcare versus emergency healthcare or crisis healthcare. Those need to be 2 separate things and right now they are mashed together, and we are paying big spends of healthcare when most of it we just need day-to-day. We actually don't really have a people shortage. Where we are seeing shortages in rural areas because nobody wants to work there except the people who live in the rural areas, which is great but there are fewer people there. This is an area

where nurse practitioners can make a difference because part of the issue is to become a doctor in the United States you have to do 4 years of medical school and undergraduate work before that, then being accepted to medical school and residencies. You are hundreds of thousands of dollars in debt, and we can only produce so many because that number is determined by how many residences are available in the country not how many people, we can push through the medical school pipeline. It is a very long inefficient system. In other countries the basic MD is an undergraduate degree. It is like our nurse practitioner degree. Then they have specialists who are trained on top of that. We have that as well, but you get your specialization training on top of your medical school training, which is on top of your undergraduate degree. I think we are going to have to shift how we think about training people for what we actually need out of our healthcare system to provide enough care for everybody in the country. I think we are going to have to figure out how to get more people educated enough to be able to provide quality care without forcing them to spend 10 years of their life in school and incurring mountains of debt. By doing that you are going to go into some specialty that pays a lot because you need the money. If you don't have that debt, then you can say I would rather live in southern Campbell County because it's gorgeous and peaceful and calm.

4. What are we seeing as far as distrust in proven scientific principles? With the current political climate nationally what are you seeing in regards to health infrastructure?

This is the one that makes me really really nervous. To begin I'm pro vaccine and pro healthcare. I believe we have very good data to support most of what we do in the healthcare arena. As long as people on the ground keep doing what they need to do, that is, as long as your doctor tells you when to get a vaccine, or when you need to take a medication, and you have comfort and confidence in that you can just ignore the noise overhead. It is noise right now. It is terrible and I spend way too much time in my life fretting over that and hyperventilating over it and doom scrolling. I will be the first to admit that but the reality is that my healthcare hasn't changed that much and I'm willing to bet yours hasn't either. I don't think the majority of the country actually believes some of the stuff that's coming out of our federal government. Maybe I'm just a Pollyannish optimist but I believe that the pendulum will swing back and then we will be okay. I think that the real problem is the potential destruction of our basic research and healthcare infrastructure, because that will take longer to rebuild. I think that is going to be especially problematic in a place like Kentucky. Not in Northern Kentucky because we have a very good healthcare infrastructure here. It is among the best in the country, particularly for the income level of the people in our region. It is fantastic but if you go further south it quickly becomes quite problematic and challenging. I think this is where we are going to run into trouble, because so much of that is supported by Federal investment right now. Kentucky as a

commonwealth will not be able to step in and fill that gap easily. While we may be okay, I'm not sure our southern neighbors are going to be as okay as we are. I don't have a good solution for that except to pray that our political leaders and our commonwealth grow a backbone and start standing up for their constituents because that's what they need to do in my opinion.

5. Measles cases are on the rise in Texas and also in the Commonwealth. Thoughts?

They are going to be on the rise everywhere. My thoughts? If you are not vaccinated, get vaccinated. If your kids aren't vaccinated, get them vaccinated. Measles is a challenging disease, because most people don't die from it. For most people, when you have it, you're fine. Some people do die from it. The challenge with measles is that it's incredibly contagious. That's the real problem with measles. Even if you know one out of 100 or one out of 200 people die from measles when it spreads faster than any virus that we know it is a real problem. If someone around, you has measles and you breathe the air you are going to be exposed to measles. That is really scary. It is horrible for those communities that decided not to vaccinate. It is a tragedy because we do have ways of preventing the spread. Unfortunately, you have to buy into vaccination as a prophylactic. I should say that these are my opinions and not the opinion of Northern Kentucky University. I represent no one by myself.

Vicki Cooper asked if we have any requirements for students in regard to vaccination or what would happen if we started to have an issue on campus? Valerie responded that as of now we have no requirements on campus. You do not have to be vaccinated, nor do you need insurance to be a student at NKU. This is different from every other place that she has been that had requirements for both. The good news is that students, faculty, and staff can get vaccinated on campus if they want to. God forbid there was a case of measles among our student population, or among our adult population we would do a big push to get everyone who is not vaccinated on campus vaccinated. Similar to what we did during Covid with the Covid vaccine. Vicki continued asking if there are any requirements in the dorms? Dr. Bob Alston responded that while they recently revised the housing contract to his knowledge when we were discussing Covid requirements there are no requirements for the dorms. We have responsive pathways if something were to happen. Vanessa Steele asked what we would be able to do such as a pre proactive push for vaccines or what would it take to get a policy that would have these kinds of requirements. Valerie responded with heck I don't know. If Covid didn't shift us toward being more proactive requirements more than none she is not sure what would. We had members of our community die and it didn't cause any movement. Regarding a proactive shift you raise a good question because in our region most people are vaccinated for measles. When you look at the United States there are pockets of areas where there are larger communities that don't get vaccinated for measles. Our region is not one of them. She feels it makes sense to publicize the

availability of those vaccines but unless something has changed since the last time, she looked at the data we are a pretty well vaccinated community. Vanessa asked about bird flu and noise on social media about how it is mutating. Have we heard anything more about that and is it transmitting to humans on a major basis? Valerie responded that humans can get bird flu. There have been a few cases of people getting bird flu who work in the cattle industry getting it from their milk. There have been no reported cases that she is aware of for anyone like a consumer who went to the store-bought milk and drank it and then got bird flu. They are doing a lot of testing for bird flu in our milk and hopefully that will continue. The real challenge is people who literally work with their face next to the face of cattle with bird flu. Not that it can't mutate but right now it is not a problem for an average consumer.

Board of Regents – Dr. Cori Henderson

Dr. Cori Henderson shared that the Finance subcommittee of the Board of Regents has a meeting coming up at the end of May. During that meeting they will get the finalized budget from Chris Calvert. The agenda for that meeting is not set yet. As we probably all heard at the budget forum we have a shortfall of almost 2 million dollars. Most likely they will be discussing how we are going to come up with those funds in order to have a balanced budget. This meeting is on May 30th. At the upcoming June Board of Regents meeting, they will be voting on the finalized budget. Also, at that meeting there will be an update from Pete Rinto on the new strategic plan.

Administrative Liaison – Lauren Franzen

Lauren Franzen shared the following...

IT

Norse Tech Bar hours are Monday through Friday, 9 am – 4:30 pm. When NKU begins closing early on Fridays this summer, the Norse Tech Bar will close at noon on Fridays.

All student technology loans from the Norse Tech Bar are due Friday, May 9.

To enhance security and reliability, NKU is updating VPN access to secure.nku.edu effective immediately. (On May 14, vpn.nku.edu will no longer be available).

The deadline to submit fall semester software requests is Tuesday, July, 15.

HR

- Reminder of the staff performance evaluation deadline of Friday, May 28.

House Bill 30 was just recently passed in the last KY legislative session. HB 30 applies to across the board raises now being considered an exemption from pension spiking rules when KPPA calculates an employees retirement benefit. Tier 1 and Tier 2 employees only.

HOUSE BILL 30 PUBLIC EMPLOYEE BENEFITS/PENSION SPIKING Participation
Date Prior to 9/1/2008 Participation Date 9/1/2008 - 12/31/2013

Pension spiking applies to Tier 1 and Tier 2 members. Current law dictates how KPPA administers pension spiking (salary increases above a set threshold) for salary that is used to calculate a member's retirement benefit. This bill amends the definition of bona fide promotion or career advancement to include increases in the rate of pay given to all employees of a specified class, commonly referred to as across-the-board raises, which will be exempt from pension spiking per Kentucky Revised Statute 61.598(4)(a). In order to comply with a Kentucky Court of Appeals decision from 2023, this is effective with retirement dates on or after July 1, 2024 per 105 Kentucky Administrative Regulation 1:142.

- Just as FYI: This was the first official notification from KPPA to NKU about this. I had asked several times for official notification from KPPA (we had heard this was passed) but never got any notice until I got this late yesterday.
- Employees do not have to do anything; KPPA will send requests to HR asking for verification of wages and classification of any wage increases.

Key Information for Summer 2025

Campus Closure: May 22–26

1. Campus will close at **noon on Thursday, May 22**, due to a planned power outage, and remain closed through **Monday, May 26 (Memorial Day)**.
2. Work will shift to remote starting at noon on May 22. The university will be closed **Friday and Monday**.

Summer Hours: May 30–August 8

From **Friday, May 30 through Friday, August 8**, NKU will observe early closures on **Fridays at noon**.

1. Regular Hours:

1. Monday–Thursday: 8:15 a.m. – 4:30 p.m.
2. Friday: 8:15 a.m. – 12:00 p.m. (varies by department)

2. Flex Time Options:

If your department remains open Friday afternoons, supervisors may approve alternative flex time (3.75 or 4 hours based on your workweek length) within the same week.

3. Eligibility:

1. All full- and part-time staff (including grant-funded)
2. 12-month fiscal faculty
3. Remote and in-person employees (*Student employees are not eligible*)

4. Non-Exempt (Hourly) Employees:

1. Code early release time as **Admin Release (3240)**
Example: Work 8:15 a.m. to noon = 3.75 hours worked + 3.75 hours Admin Release (code 3240)
2. Overtime applies only to hours worked over 40 per week.

3. If using vacation on a release day, split the time accordingly: 3.75/4 hours Admin Release (code 3240), remainder as vacation.

Summer Dress Code: May 27–August 8

1. Casual, professional dress is allowed during summer months.
2. Always consider your schedule—if hosting meetings, dress appropriately or inform visitors about the casual dress policy.
3. Check with your supervisor if unsure about appropriate attire.
4. **NKU Spirit Wear Days.** Show your NKU pride during Orientation and Welcome Wednesday events:
5. **May:** 19, 20 (Orientation)
6. **June:** 4 (Welcome Wednesday), 9, 12, 16 (Orientation)
7. **July:** 23 (Welcome Wednesday), 28, 31 (Orientation)
8. **August:** 7 (Orientation)

The St Elizabeth Physicians Health Clinic in UC 460 will be closed for the summer, starting 5/16/25 and reopening on 8/4/25.

Faculty Senate Liaison – Dr. Janel Bloch

Dr. Janel Bloch shared that the Faculty Senate met on April 30th, and they discussed the faculty workload policy. There is a faculty workload policy in the faculty handbook, but it is very brief and only discusses teaching. It does not go into a great deal of detail, and it doesn't address research and scholarship or other things that faculty do. It has been an ongoing discussion this year and it is going to continue into next year. There will be a resolution at the next Faculty Senate meeting to take this discussion into the departments and schools for study and further feedback. At the last meeting they voted on the alcohol policy, the hazing policy, and the drug free campus policy which were all approved. There was a small amendment to the alcohol policy. The Board of Regents approved these policies, and they are included in the faculty handbook, hence the need for the Faculty Senate to vote on them. The upcoming Faculty Senate meeting is their last meeting of the academic year. Janel continued that she finished the report from the Faculty Senate budget survey. She will be sharing that with all of us.

SGA – Collin Jarrell

This will be Collin's last report as our liaison. With the installation of a new administration Kyah will be taking over as our SGA liaison. SGA is still looking for senators. They currently have 7 and they can have up to 30. They will again be making a big recruitment push once we are back from summer break. They have also switched to a college model. They have full representation from the College of Business and the College of Arts and Sciences. They have no representation from any of the other colleges so they will be making that a key part of their recruitment push. Collin thanked all of us for being so gracious with him and allowing him the opportunity to share updates with all of us. Julie Stockman asked if they would create some flyers or promotional materials and get them to her to promote this to students. Collin responded yes absolutely that is something that they would do. Vicki Cooper shared that it has been wonderful working with Collin as our liaison and he has been at nearly all of our

meetings. Collin concluded by thanking Mike Irvin and Amanda Andrews again for partnering with SGA on the fish feeders.

President - Vicki Cooper

Vicki Cooper shared the following...

Welcome, thanks for attending today's meeting.

- Great time of the year for campus
- You can feel the excitement on campus as we reach the end of the academic year and celebrate with many awards ceremonies and commencement.

Budget Survey follow up

- Another collegial undertaking of Staff Congress and Faculty Senate – Vicki, Amanda, Janel Bloch and John Farrah, met with Cady to present a joint report and a recommendation based on our combined survey results.
- Reminder the Staff Congress Budget Survey is available on the Staff Congress website, under Roundtable and Surveys

As Staff Congress wraps up 2024-2025 year

- I asked Committee Chairs to submit their Goals and Progress final Report by June 1
- Since all Staff Congress members are required to serve on a standing committee, I also asked the chairs to complete a brief form summarizing the purpose, the amount and timing of the time commitment for each of the standing committees. Members, especially new to Staff Congress members, can use this information when choosing and submitting their committee preferences.
- Finally, as many of you know, the Liaison Outreach Committee has greatly expanded its role in recent years. Because of this increased role and time commitment from its members, the exec team and myself are looking at adjusting the structure of this committee and we want Staff Congress' feedback on these possible changes.
 - Maintain the Liaison responsibilities as a standing committee.
 - Continue the ever-important liaison functions with Faculty Senate, SGA and other campus groups/units.
 - Consider adding a budget component. A member would request fee updates from CFO, attend university and possibly FS budget meetings, and report back.
 - Move the Outreach functions to an Ad Hoc committee
 - Chairs remain Staff Congress members
 - For event planning and execution, membership would be open to all Staff Congress members and non-members (similar to the Advocacy Committee)
 - Sub-work groups, focus on specific functions/tasks, smaller group makes it easier to meet and make decisions

- Increase broader campus involvement
- Increase engagement with Staff Congress, potentially attract new members
- Spreads the work load more evenly
- Possible Staff Congress members only responsibilities
 - Norse Uppeciation
 - Marketing
 - Social media
 - Photography
- Flexibility to evolve as needed
 - Add/remove ownership of events
 - Clear budget support for events, not funded by the limited Staff Congress budget for the most part

Vicki asked for any feedback that we have on the shifting of the committees. You can send feedback directly to her. Ali Hannig shared that she would be in support of this idea. People on campus could join that committee if they are interested in Staff Congress but don't want to commit just yet and it would be good publicity. Michelle Melish shared that now that she and her committee have been helping plan the fall picnic that having lots of extra hands would certainly help. As Terri smith once said once that planning is over, we are immediately starting to plan the holiday party. She concluded that this new set up would be a good idea. Vicki continued that it opens up to more people and there could be co-chairs of the committee, and it could be a spot for Norse Uppeciation and other events that we plan. The goal is to help balance the workload between standing committees and outreach over the last couple of years has taken on a huge lift with event planning.

Staff Congress Standing Committee Information

Credentials and Elections – Sara Conwell and Vanessa Steele

Credentials & Elections Committee

Meeting Minutes

Date: 04/17/2025 / 1:30pm / Zoom
Present: Sara Conwell, Teresa Walker
Absent: Vanessa Steele, Beth Lackey, Tina Altenhofen
Guests: Grace Hiles

Highlights to be shared:

- Reminder email sent out 4/16/2025 as a reminder to those who had not submitted their vote
 - Another series of reminder emails will go out next week
- 227 participated so far

- Some people who missed the nomination deadline have expressed interest to serve as a filled vacancy
- Election timeline
 - Election/Voting: April 11-April 25, 2025
- Once election ends, will review and validate results
- Will notify each nominee with their election result and invitation to the Scholarship luncheon in June

Other Discussion:

- Committee may need to re-emphasize the need to re-run if term is ending
 - Understanding what your term is
- Should the C&E committee create campaign parameters for future elections?
- Committee may need to schedule additional meeting

Next Meeting: 05/15/2025 / 1:30pm / Zoom

Sara Conwell shared that since the report was submitted that there were 311 participants with regard to voting. We had 25 vacancies and 27 candidates. 15 were formally elected to a two-year term and 10 were placed into a one-year filled vacancy term. If you were elected or reelected this week Grace sent information out congratulating, you and giving the option to opt into our reserve list. Our new members coming on to congress will be invited to our June meeting and our scholarship luncheon. Vanessa Steele added a huge shout out and thank you to Gracie. It would be impossible for anyone to do this entire process any more efficiently as she does. Vicki Cooper continued that Gracie is our glue and keeps all of us going. We are also going to get more photos of her.

Outreach – Terri Smith

Terri Smith shared that we are still planning the picnic. It will be on August 7th from 3:30 to 7:30. The reason it is on Thursday is because the 8th is the last Friday when we are closing at noon. The picnic will be held at the Campus Recreation Center. We have a lot planned already for that day. We have games, prizes, and activities for adults and kids. We have 2 bounce houses. One is for ages 5 and under and the other is for ages from 6 to 12. We will have Kona ice on site. We can also use all of the activities inside the Campus Recreation Center including pool tables, ping pong tables, the climbing wall, computers with games, the gym and basketball courts, and access to all of the pools. We are working on a flyer that includes a QR code because you have to sign a waiver to be able to access some of the items in the Campus Recreation Center. Watch for information with an RSVP so we can have a number for the planning of the food. The food will be provided by Chartwells. Vicki Cooper asked about a philanthropy aspect of the picnic. Terri responded that much like the Christmas party we would be accepting donations for FUEL NKU, the Care Closet, and the Parents Attending College office. FUEL has specifically asked for peanut butter as a donation item. Special thanks to Terri, Michelle, and their entire teams for all of their hard work getting things squared away for the picnic.

Scholarship – Kristi Bishop and Steve Slone

Steve Slone began by thanking Kristi Bishop for the hard work that she has been doing behind the scenes and getting a timeline set for our committee. We are finalizing our decisions on scholarships May 16th. Monday May 19th we are going to have our meeting with financial aid to make sure that all the t's are crossed and the i's are dotted. He echoed what Vanessa Steele and Sara Conwell shared in Credential and Elections we could not do any of this without Grace Hiles. Gracie does so much work making sure that we are on the straight and narrow and if you know him at all it is not an easy task. The scholarship luncheon will be before our June Staff Congress meeting.

University Committees

Benevolent Association – Kimberly Wiley

Ali Hannig shared for Kimberly Wiley. Beginning with a thank you to everyone who worked to make the event so successful. Thank you to everyone who donated and volunteered their time. There were over 180 people that attended and 348 dollars was donated. We were mostly in need of time and hours and the event raised 1,250 hours, which is amazing. The committee now is turning to planning the fall event.

IT Advisory Committee – Dan Jones

Dan Jones shared the following...

Date: April 25, 2025 Time: 10:30-12:00 Location: Remote-Zoom	IT Advisory Council Minutes (ITAC)	
Topic	Presenter	Discussion Points
I. Summer Projects	Greg Thompson	<p>They discussed the replacement of 600 security cameras on campus, which are end of life and end of support. The new system will have more functionality and be more secure. The replacement is expected to start in July.</p> <p>They discussed the plan to replace the current card swipe door readers with smart card readers. The new smart cards will have a magnetic stripe for a transition period, allowing users to swipe or tap the card to unlock doors as well as make purchases with AllCard. The rollout will start with 5,000 people who have used a card swipe on a door in the last year, then phase in for everyone</p>

		<p>else. The process is estimated to take about a year, with the longest part being the deployment of new cards to 5,000 people.</p> <p>They provided an update on the University Center renovation, which is progressing well and scheduled to be finished by August 1st.</p> <p>They informed the group that the free wifi in Truist Arena is being reviewed for replacement and a decision should be made on that in a month or two.</p> <p>They reminded everyone about the power outage that will take place over Memorial Day Weekend.</p> <p>They discussed the outdoor wireless access points project, which aims to provide wifi coverage in certain areas around campus. The project involves installing 7 new wireless access points. See the map below for plans for the outdoor access points.</p>
II. IT Student Survey Results	Jennifer Taylor	<p>They discussed the student technology survey, noting a 13.3% response rate for on-campus students and a 7.8% response rate for online students. The full survey results were sent out prior to the meeting for review.</p>
III. Workday Update & Budget Update	Tim Ferguson	<p>They provided a budget update, stating that the budget will remain flat for the upcoming year. They also discussed the Workday project, which is in phase 0. The project involves the implementation of HR and finance systems, with the official kickoff scheduled for May 12th. They mentioned that payroll will shift from a monthly and bi-weekly system to a bi-weekly system for everyone. He also mentioned that the project will be completed within a year, with training plans for everyone involved. They encouraged the team to start preparing</p>

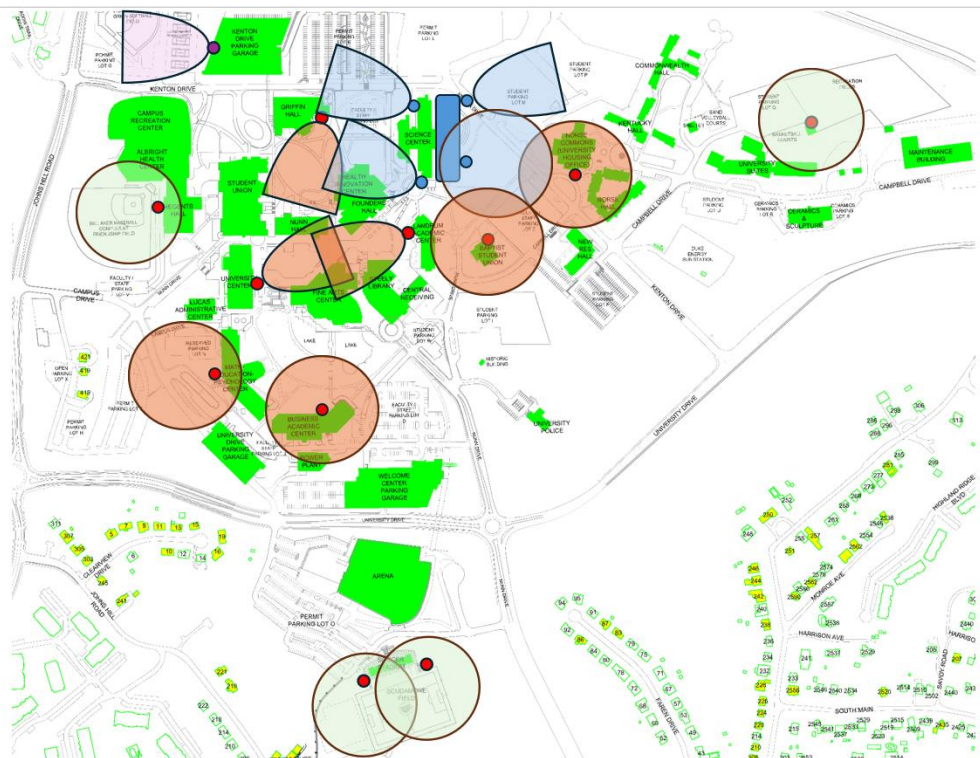
		<p>people for the payroll shift, which will take effect on July 1st, 2026.</p> <p>They provided an overview of the new Workday platform, highlighting its modern user interface, mobile app for students, and built-in AI features. He emphasized the system's potential to increase efficiency and unify data access. He also mentioned the guiding principles for the Workday implementation, including change management and data accessibility.</p>
<p>IV. Subcommittee Updates</p> <ul style="list-style-type: none"> - Hardware -Software& Efficiencies 	Various	<p>They discussed the Adobe contract, which is still under negotiation.</p>

Outdoor Wireless Access Points

Light Green – Existing
Blue – SC Expansion
Light Orange – Suggested Project
Purple – Potential Location

Circle – Omnidirectional Antenna
Cone – Directional Antenna

*Please note these are general visuals and do not show exact coverage. Coverage is likely much wider and longer than indicated.



Vicki Cooper shared a question that was put forth in chat with new door swipes would we need new all cards. Dan shared that yes that was his understanding. Vicki added that her question at the ITAC meeting was do we have support for the staffing in the All Card office. Dan continued that it wouldn't be all at once, it would most likely be in

phases but that he would ask the question and get back to all of us. ITAC traditionally does not meet over the summer months.

Food Service Advisory – Michelle Melish

Steve Slone shared the following on behalf of Michelle Melish on behalf of Nick Paige from Dining Services. At Council of Chairs a question was raised about the dining rates for next year.

Sorry for the delayed response. I'd be more than happy to share updates and other information regarding dining. To answer your question, the dining rates have been approved by the board of regents. Those prices have been made public here: <https://inside.nku.edu/studentaffairs/departments/housing/future/rates.html> I would like to say that all meal plan pricing is decided by the board of regents. NKU Dining does not have any part in the decision of meal plan structure or pricing. The only other update I can say for certain is that in the fall semester, dining will be implementing food lockers at Norse Commons. These lockers will allow students to order meals ahead of time. These lockers will be able to hold hot and cold foods. This will also give students more late-night options as these locks will be stocked with orders past closing. How long after closing, I cannot say at this time. You can stop by Norse Commons and see the lockers at any time. They have been delivered and installed. Lastly, we will be expanding our to-go options in the Student Union. We hope to expand our grab and go options next to Norse Street Subs to include hot food options. Having these options outside the market allows guests to use their Meal Swipes for food items, which isn't an option inside the markets.

Any other questions reach out to Michelle Melish. Steve thanked Michelle for following up and getting us these updates.

Parking and Tuition Waiver Task Force – Mike Irvin and Steve Slone

Mike Irvin shared that the task force is going to prioritize parking for a little bit. While the conversations continue on the tuition waiver and special thanks to Janel Bloch for sharing her personal experiences with the waiver and perspective that it is not as easy to simply give individuals more credit hours. We are looking at comparable universities to see if we may offer something beyond the credit hours currently offered. For parking long term that we are looking at on parking is something of a tier-based model. Essentially, we could call it bands based on salaries on a scaling basis. The lower your salary the less you would pay. He is working with Lauren and her team right now to get data to run an analysis of what this would look like. This is a long-term project since the budgets are already being developed for next year this would be something for the next budget planning cycle. He has made connections at other universities, Indiana University being one that recently did a restructuring like this. Any proposal we come up with needs to be net neutral. So, if some people are paying less money that money has to come from somewhere. Stay tuned as those conversations continue. Currently some of the committee members are working with Mike to approach Curtis Keller and Andy Meeks with some smaller steps we can take. Looking at the possibility of reduced costs

or in a perfect world free evening hours and weekends. The science center sponsors quite a few weekend programs like the planetarium, and they have run into some challenges when it comes to event planning when paying for parking. Nathan DeLee from the committee is working on a proposal for that right now. The entire group is focused on short-term goals while also keeping an eye on long-term solutions. The good news is that there are schools that have successfully implemented such a restructuring so it's not entirely uncharted waters. Any feedback don't hesitate to reach out to Mike or Steve Slone. A question came forward in chat about the ongoing issue with baseball parents parking. Vicki Cooper and Steve Slone shared that nothing has been decided yet. We pulled that question into the roundtable and got a response, but it wasn't a firm response. Conversations continue about other options that we could look at to alleviate this parking issue. Vicki continued that when the welcome center moves to the University Center this also may be an ongoing conversation about this particular parking lot. Steve Slone concluded thanking Mike Irvin for really taking the bull by the horns and his tireless leadership of this task force.

Old Business

Green Zone Brigade Training – Vicki Cooper

Vicki Cooper shared that we will be having training on June 24th from 11:00 AM to 1:00 PM. Watch for invitations to those currently on Staff Congress and also to new members of Staff Congress as well.

New Business

Administration Evaluations – Vicki Cooper

Vicki Cooper shared that Faculty Senate is currently in the process of doing theirs. There were some issues getting that one off the ground. We are going to follow and do our administration evaluations as well. She strongly encouraged all of us to complete evaluations for the administrators that we have contact with. Make them positive, neutral, or negative with your comments. The more inclusive we make it of the entire person the more helpful they will be when we give them to the administrators. We don't just want to hear the complaints we want to hear positive and neutral comments as well.



Staff

First Year Student Success Hub

The First-Year Student Success Hub staff are some of the funniest people you will meet! Every time I work with them, it is amazing! They are professional but know how to stay lighthearted when needed! Every single individual in this office shows up for their students. Working with them on various projects, you see their dedication, and it shows in the students they help! This team is a delight! I enjoy getting to know them better and learning about their work and their personal lives. They are all great people, and no matter what's going on, they make sure to talk to you! I am truly excited and honored to know such an amazing group of people! Go FYSSH!

Hassan HassabElnaby

Dean HassabElnaby is an amazing partner to work with! It is truly a pleasure to see him at events, on campus in passing, or in meetings. His intellect is apparent in the colleagues he surrounds himself with! Hassan is a kind and caring person and I am happy we have him at NKU. Further, Hassan has supported many programs across campus and is a strong advocate for faculty and staff! Not enough can be said about Dean HassabElnaby, but I cannot think of someone who deserves to be a member of the Norse Up Appreciation society! NKU is lucky to have him and the many wonderful faculty and staff within the Haile College of Business!

Joetta Browning

Though the MAT 103 class is usually dull on our end as students (being not so excited about class materials), Professor Joetta Browning always maintains her positivity and enthusiasm when teaching and helping students. She always mentions her office hours and availability in class for those students who need her assistance. She responds to emails really quickly, which is very convenient for her students. She always keeps a full bowl of chocolates in her office for anyone who comes. Instead of discouraging

students for saying they should've understood certain materials by a certain time period, she still helps us with a smile. She is overall an amazing instructor and is deserving of recognition!

Kyle Dorriere

I cannot speak highly enough about my academic advisor, Kyle Dorriere. From the very beginning of my academic journey, Kyle has been a constant source of support, guidance, and encouragement. His ability to truly listen and understand my academic and professional goals has made a world of difference in helping me navigate my graduate studies with confidence. Kyle brings a rare combination of deep institutional knowledge and a genuine passion for student success. He is not only incredibly knowledgeable about program requirements and opportunities, but he also goes above and beyond to ensure that each student feels empowered and supported. Every meeting with Kyle is productive, reassuring, and energizing—he has a way of turning even the most complex or overwhelming situations into manageable, clear paths forward. What stands out most is his unwavering dedication. Whether it's reviewing plans of study, connecting me with resources, or offering thoughtful advice tailored to my unique goals, Kyle consistently shows up with professionalism, empathy, and a sincere commitment to my success. His mentorship has been instrumental in shaping both my academic experience and my broader vision for my career. Simply put, Kyle exemplifies what it means to be an exceptional academic advisor. I'm incredibly grateful to have him in my corner.

Rose VonHandorf

Rose is a genuinely great person. She always has a smile and is willing to pitch in and help! Whether she is working with the Benevolent Committee or supporting students, she pours everything into the work! NKU is lucky to have Rose! I haven't known Rose for a very long time. But at that time, I felt like I had grown to know her, and I felt like I'd known her for years. There are people on campus. They push what NKU is. They make this campus worth working for. They care about the students that we work for. Rose is one of those individuals. Since meeting Rose, I've learned so much about her. In addition to all the things I've talked about above, she's extremely inviting to those she interacts with. Not enough can be said about how well she does her work and extra work here at NKU. But don't let that fool you; Rose has a wild side and has been known to use cardboard boxes as sleds. P.S. She loves dark chocolate, so make her day better by bringing her some!

Announcements

Nick Bliven shared that after the success of the produce stands throughout the academic year FUEL NKU wanted to offer over the summer FUEL Fridays. With decreased student traffic during the summer and not wanting food to go to waste from 10 to noon on Fridays anyone is welcome to come to the FUEL office. Most likely it will be out in the lobby space out in front of the FUEL office. Watch for more information through email but it is an opportunity for the entire campus community to come to our space and take advantage of what FUEL has to offer.

Adjourn

Meeting was adjourned at 2:12 PM.