

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Nick Bliven, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Jennifer Davis, Kyle Dorriere, 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, Kimberly Wiley, and Carolyn Willhoit

Members absent: Chris Bowling, Amy Clark, Liz Futscher, Ali Hannig, Kristi Horine, Bryan Irby, Christina Knight, Kara Olding, Connie Seiter, and Christopher Witt

- I. Call to Order at 1:04 PM
- II. Approval of May 8, 2025 Minutes
 - Motion: Jennifer Davis
 - Second: Vanessa Steele
 - Approval: Voice Vote
- III. 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
 - Faculty Senate – Budget Committee Chair – Dr. Janel Bloch
 - Student Government Association – Collin Jarrell
 - President's Report – Vicki Cooper - [Report](#)
- IV. Standing Committees:
 - 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 - [Report](#)
- V. University Committees:
 - Benevolent Association – Kimberly Wiley
 - IT Advisory Committee – Dan Jones
 - Food Service Advisory – Michelle Melish
 - Sustainability – Amanda Andrews
 - Transportation – Chris Bowling
 - Parking and Tuition Waiver Task force – Mike Irvin and Steve Slone – [Report](#)
 - Strategic Planning – Amanda Andrews - [Report](#)
- VI. Ad-Hoc Committee
 - Roundtable - [Report](#)
 - Advocacy
- VII. Old Business
- VIII. New Business
- IX. Non-Member Discussion Period
- X. Norse Appreciation - [Report](#)
- XI. Announcements - [Report](#)
- XI. Adjournment at 1:52 PM
 - Motion: Vanessa Steele

- Second: Kimberly Wiley
- Approval: Voice Vote

Call to Order

Meeting was called to order at 1:04 PM.

Board of Regents – Dr. Cori Henderson

Vicki Cooper began by thanking Cori for always representing us so well at Board of Regents meetings. She is always willing to speak up and ask questions on our behalf. Cori thanked all staff for continuing to bring things to her attention. For example, the first-time student fee being charged to returning students someone brought it to Cori's attention, and she was able to ask about it at the meeting. She is hopeful that we will be able to iron out some of these questions we are having. She stressed that Cady is listening so feel free to bring things to her and the rest of the board members. Cori commended Staff Congress for the work that we did to advocate around the salary increase and that the recent announcement of a bonus as well is a happy surprise. The Board of Regents met yesterday, and they did vote on the budget and the new fees. She still has concerns and is working behind the scenes to address these concerns. Last year we did close out even in regard to the budget but unfortunately with the change at the state level and auditing our defaults we were hit with a 4-million-dollar deficit right at the end. In the future the plan is to build in contingencies so that we have coverage if random things happen like this again. Cady is committed to building in a 3 percent raise in for the next 3 years. She expressed thanks to Cady for the plan for future raises as well as the bonus for our lowest paid employees. A question was raised if Cori could elaborate about the fee? 450 dollars for the first-year fee. They are defining first-year as anyone that completes an application. Cori's question at the board meeting was concerning students that stop out. Once you are away for 2 years you have to re-apply. Since there would be a new application there would be a new fee. There are conversations behind the scenes for more clarification there. A question was asked when students are told about the fee? Sara Conwell stated that she has the privilege of telling students next week at orientation. Cori continued that students will be able to use financial assistance for the fee. While it is good that it can be covered in this way, many students have other needs when it comes to financial assistance. One of the current primary concerns and questions is that we are offering a 500 scholarship for returning students but most of that is taken away with this new fee. A question was raised that this is a fee for undergraduate degree seeking not for students seeking micro credentials? That is the understanding. What if someone is part-time in the fall and they pay the fee of 225 and then they become full time in the spring will we be seeking the other 225 from that student? We don't believe so. What about staff members, is this fee covered by the waiver? We believe so, yes. How is this going to impact high school students that are doing dual enrollment? This fee should only apply when they are freshmen for the first time. Vicki Cooper stressed that any and all questions can go to president@nku.edu. Cady welcomes all of our questions and as we iron out questions around these new fees this is a good resource for everyone to have to get answers to questions as they come up. Brenda Maldonado asked a question about the bonus.

There are some individuals in her department who have retired and come back to work part time. Couldn't they be eligible for the bonus and the raise? Steve Slone shared a question that came to executive council about part-time staff members receiving the raise. At the time we reached out to Lauren, and she stated that it was her understanding that if you were in a base budgeted position, you would get the raise. Brenda will submit her question in writing, and we will send it on to Lauren. Karen Dawn shared that there are 3 employees in facilities that are part time that are being affected here. They've retired from full time and have returned as part time.

President - Vicki Cooper

Vicki Cooper shared the following...

Staff Congress President's Report, 6/12/2025

This meeting, the last meeting of the year, is always a little bittersweet. I want to thank all members of Staff Congress for their service and representing all of our staff employees this past year. For those members moving off Staff Congress, we will miss you as active members, but hopefully you will continue to attend meetings when you can and be engaged in the open Staff Congress events and possibly the Ad Hoc committees, Advocacy and Outreach. (Staff Congress certificates, call names/Grace hands out)

To new (please stand) and returning members, thank you for willingness to serve. Your voice, representing staff voices, is highly valued. If you are brand new to Staff Congress, please take advantage of this opportunity to get to know staff employees from across campus. Next month will be our organizing meeting for the year. The Standing Committees preference form will be sent out soon. Please take the time to review each committee's responsibilities and time requirements as there will be some changes to one standing committee.

Last month I had proposed changes to the Liaison/Outreach committee to more evenly distribute responsibilities and the work load of that committee.

- Effective 7-1-2025, the Liaison/Outreach responsibilities will be split between a standing committee and an ad hoc committee.
 - Maintain the Liaison responsibilities as a standing committee.
 - Continue the ever-important liaison functions with Faculty Senate, SGA and other campus groups/units.
 - Add a budget component. Committee would request fee updates from the CFO, attend university and possibly FS budget meetings, and report back.
 - Move the Outreach functions, creating an Ad Hoc Outreach Committee
 - Chair/Co-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
- Staff Congress members only responsibilities
 - Norse Appreciation
 - Marketing
 - Social media
 - Photography
- Flexibility to evolve as needed
 - Add/remove ownership of events
 - University wide events need clear budget support for those events. Major events, such as the NKU picnic, will not be funded by the limited Staff Congress budget.

Administrative Evaluations

Goal is for them to go out later this week/Went out yesterday. Please encourage everyone to fill these out and to include honest and constructive feedback – positive, neutral, negative. We want these evaluations to be helpful and taken seriously. The final evaluations will be sent to each individual, their direct supervisor and the President.

Staff Congress Standing Committee Information

Outreach – Terri Smith

Terri Smith shared that work continues in planning the picnic. The picnic will be August 7th from 3:30 to 7:30 at the Campus Recreation Center. The aim is for everyone to be able to come and enjoy. We will have access to all the facilities inside Campus Recreation. There will be food provided as well. We are working on the details about the food and will be finalizing it in the coming weeks. Watch for a flyer and a QR code. Please RSVP so that we have a count for the planning of the food for the event. If you want to stay longer than 7:30 you can as well. If someone is coming and doesn't have a parking pass parking will be free for people attending the picnic that day. Please plan on coming out and enjoying time with your colleagues. Thank you to outreach for all of their hard work planning this event.

Scholarship – Kristi Bishop and Steve Slone

Steve Slone shared thanking everyone for attending the scholarship luncheon before this meeting. We were able to award 5 tuition scholarships and 2 book awards. He took

the opportunity to thank the members of the committee, Brandon Weinel, Carolyn Wilhoit, Liz Futscher, and Claudia Johnson. Special thank you to Kristi Bishop who was a wonderful co-chair of the committee, and the work would have been impossible without her. Lastly, he took the opportunity to embarrass and thank loudly Grace Hiles. If not for Grace's tireless work none of this would be possible. The scholarship luncheon was a wonderful success, and it is always fulfilling to give away a full slate of scholarships.

University Committees

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

Mike Irvin shared that at the Board of Regents meeting yesterday it was announced that if you do live in Indiana, or Ohio and you are using the tuition waiver that for tax purposes the dollar amount will use the 3 states 1 rate amounts that we are currently using. A small victory on the waiver front. Right now, our conversations are focusing a little more on the parking side of things. Literally 24 hours ago we got our hands on the data that we've been asking for. Specifically, faculty and staff salaries who purchased a standard parking pass. We are asking for more information about any of the salaries that are for part-time employees who purchased a pass. Based on the research that we have done, and conversations Mike has had with other universities, this is the starting point for a tier-based model conversation. The idea being that we could have several tiers of parking costs for employees based on salaries. The idea being ask for the moon and hope you get something even if it's just in the stars. The next committee meeting is the week after July 4th. We have submitted a proposal for evening and weekend parking in select lots to be permit free. The concern came about that weekend programming can be very challenging, and it is tough to engage with the community if they have to pay to come on campus and park. We have submitted the proposal to Curtis and to Andy for guidance. We are just at the first step in this conversation. Christine Yankovsky brought up that she had asked Andy about this herself and one of the biggest hurdles is going to be the debt service that we have on some of the garages. She is going to reach out to some colleagues at other universities that she works with to gather information about their parking models and send it to Mike and Steve. Mike shared that we are aware that in fiscal year 28 a lot of the debt service will be paid off. It is one of the main reasons we are focusing on smaller things in the short term with the eye to longer range planning as well. A question was raised about the baseball parents parking in the faculty staff lot by the baseball fields. This is a question that is often raised in Staff Congress conversations. Terkerah Washington shared that she has been notified by parking that the reserve spaces in the strip by the University Center are being taken away for Welcome Center parking.

Aaron Luken shared this response concerning the baseball parking questions.

Steve,

Great seeing and connecting with you today as always. After the discussion surrounding

baseball tournament parking, I connected with Chris Hafling to relay some of the questions that were asked. I explained the sentiment of the group and we want to make it clear that we absolutely understand the frustration, but this still comes down to a Parking Services issue. Chris mentioned the following:

- Rental revenue is a significant part of our budgeted revenue in Athletics, and these tournaments bring in over 1,000 kids ages 12-18 to campus annually with their families
- Typically, we receive tournament schedules three weeks out – at that time, Parking Services is notified (along with them knowing these happen every summer)
- Participating teams families also receive instructions to park in the University Drive Garage or the Welcome Center Garage
- Athletics does not have the staffing, and for no other event is a university unit tasked with managing and patrolling parking

Parking Services blames their lack of enforcement on staffing issues, but they are provided with ample notice that these events are happening. Aside from that, they still figure out a way to staff graduation and 9th Region Tournament parking. I hope these details provide some further context to the conversation.

Please let us know if you have any questions. Thanks!

Vicki Cooper again shared that as we continue to get questions president@nku.edu is a good place to send them. You've also got the Staff Congress question portal as well as any executive team member. You can also always bring questions up to us at meetings.

Strategic Planning – Amanda Andrews

Amanda Andrews shared that Cady shared the update on strategic planning. Any feedback or questions you may have feel free to send items to her or to Julie Stockman who represent us on the strategic planning committee. Some asked if the PowerPoint presentation could be shared from the board meeting and Amanda will look into getting that for us.

Ad-Hoc Committees

Roundtable – Amanda Andrews

Steve Slone shared that the report from this year's roundtable event is done. Grace Hiles shared that the report is now available on the Staff Congress website. You can also obtain it by reaching out to Steve Slone. Amanda Andrews thanked all of the Staff Congress members who were in that space on that day. The collegiality that was in that room made it so we could get answers from administrators. The way we all handled ourselves and the way we approached the conversation spoke volumes. Thank you for all the work that you did that day. Vicki Cooper gave a special thank you to Sara Conwell. Sara began our collegial governance interactions and regular meetings with

Faculty Senate and SGA. It has been working so well and has made us all more of a team. It allows us to move together instead of being siloed. There are so many things that we have been able to accomplish by working together as the governance groups of the university.



Faculty

Colleen Deel

Colleen did a fantastic job in closing out day 1 of the Faculty Online Teaching Institute with her presentation on OERs and open access materials. We all walked away with some new ideas and great information for working with OERs in the future in our courses - as well as creating content of our own!

Hailley Fargo

Hailley did a fantastic job of presenting on the topic of Information Literacy for the Faculty Online Teaching Institute, and we all walked away with tons of new ideas for working with our librarians at Steely, as well as some great assignment ideas.

Ryan Spellman

Ryan and Liz did a fantastic job in presenting information about library resources during our first day of the Faculty Online Teaching Institute. We walked away with new ideas for working with the librarians, staff, and the materials. Thanks so much for kicking off FOTI with such a great start!

Staff

Allison Hannig

I want to take a moment to recognize Allison Hannig for the exceptional support and professionalism she has shown throughout this school year. Every time I had a need, a question, or encountered an issue, Allison was incredibly responsive—getting back to me within minutes, and never more than an hour. That level of consistency, reliability, and excellence is incredibly rare and deeply appreciated. In all my experiences, I have never worked with someone who combines such grace, efficiency, and dedication so effortlessly. She truly has excellence under her belt, and it shows in everything she does. Allison has been an absolute pleasure to work with, and I believe it's important that others know what an incredible asset she is to Northern Kentucky University. Her

work ethic and heart for service make a meaningful difference, and I am sincerely grateful for all she has done. Thank you, Allison. You are truly outstanding!

Adam Flora

On May 17th, Charis Bible College held our graduation ceremony in the MP200 auditorium. I arrived the day before to set up, only to realize there were no microphones available. I reached out to Allison Hannigan, who has been incredibly helpful all school year. She quickly looped in Adam Flora, but he let us know he was at home with a sick child. Even so, Adam offered to come in that evening and run microphones to the auditorium—which he did, despite having a sick child at home. Then, on the morning of graduation, while the microphones worked perfectly, the speakers were not functioning with our PowerPoint slides. I reached out to Adam again—on a Saturday—and he graciously called me, even though he was in the middle of hosting a yard sale. Despite his efforts to troubleshoot over the phone, the issue couldn't be resolved remotely. To my surprise and amazement, about 20 minutes later, Adam showed up in person, right in the middle of the room. He had stepped away from all his family obligations to come help us. That kind of dedication and selflessness is incredibly rare. Adam not only resolved all the technical issues, but he ensured our graduation event went smoothly and beautifully. His willingness to go above and beyond, even during personal and family time, is a powerful example of servant leadership. Thank you, Adam. You are truly a gift from God, and we are so grateful for your heart to serve.

Liz Futscher

Liz and Ryan did a fantastic job in presenting information about library resources during our first day of the Faculty Online Teaching Institute. We walked away with new ideas for working with the librarians, staff, and the materials. Thanks so much for kicking off FOTI with such a great start!

Shelly Goldfarb

Shelly made me feel very welcomed and like family to the university and was ultimately a big part of why I made the choice to start my masters at NKU.

Announcements

Vicki Cooper asked if membership had a preference about our July Staff Congress meeting. Watch for information about whether this upcoming meeting will be in person or zoom. Executive Council will make a determination before our next meeting.

Adjourn

Meeting was adjourned at 1:52 PM.