

Members present: Peg Adams, Keysha Alston, Robert Alston, Tina Altenhofen, Brandon Billiter, Chris Bowling, Tiffany Budd, Christopher Charnegie, Shawn Clark, Ashley Coates, Sara Conwell, Vicki Cooper, Dave Groeschen, Ali Hanning, Mike Irvin, Dan Jones, Sherri Jones, Constance Kiskaden, Brenda Maldonado, Sue Murphy-Angel, Krista Rayford, Frank Robinson, Felicia Share, Rochelle Shields, Steve Slone, Terri Smith, Terkerah Washington, Kimberly Wiley, Christopher Witt

Members absent: Cindy Ash, Gina Combs, Thomas Crabtree, Hanna Ferrenberg, Beth Lackey, Diana Wallace

Guests: Lori Southwood, Janel Bloch, Grace Hiles, James Parker, Bonita Brown, Shawn Rainey, Christopher Lawrence, Cori Henderson, Eddie Howard, Emily Dobbs, Jacki Marsala, Kerry Beach, Kim Baker, Lou Stuntz, Marquita Barron, Nanette Freadreacea, Ward Wenstrup

I. Voting Item: Felicia Share was voted in as

Motion:	Robert Alston
Second:	Daniel Jones
Approved:	Voice Vote

II. Guests:

- i. Shawn Rainey, Executive Director, Planning and Institutional Research, and Bonita Brown, Vice President and Chief Strategy Officer - CPE Institutional Performance Data
- ii. Christopher Lawrence, Associate Professor and Director of the Clinical Mental Health Counseling Program - Mental Health Advisory Group Initiative

III. Approval of March 11, 2021 Minutes

Motion:	Christopher Witt
Second:	Frank Robinson
Approved:	Voice Vote

IV. Liaison Reports

- A. Board of Regents – Staff Regent Interim - James Parker
- B. Administrative Liaison – Chief Human Resources Office - Lori Southwood - [report](#)
- C. Faculty Senate – Budget Committee Chair - Dr. Janel Bloch - [report](#)
- D. Student Government Association – Mia Dirks - [report](#)
- E. President’s Report – Sara Conwell - [report](#)

V. Standing Committees:

- A. Benefits –
- B. Constitution & Bylaws –
- C. Credentials & Elections – [report](#)
- D. Outreach –
- E. Policies – [report](#)
- F. Scholarship -

VI. University Committees:

- A. Benevolent Association –
- B. Food Service Advisory –
- C. IT Advisory Committee – [report](#)
- D. Regent’s Distinguished Service Award –
- E. Sustainability – [report](#)

- F. Transportation –
- G. Employee Engagement and Wellbeing –
- H. Residency Review -
- VII. Ad-Hoc Committee
 - A. Roundtable – report
 - B. Pension - report
- VIII. Old Business
- IX. New Business
- X. Non-Member Discussion Period
- XI. Announcements -
- XII. Adjournment at 2:50 PM

Motion: Kimberly Wiley
Second: Vicki Cooper
Approved: Voice Vote

Guests

Shawn Rainey, Executive Director of Planning and Institutional Research, and Bonita Brown, Vice President and Chief Strategy Officer, shared a presentation on Success by Design Metrics – “Student Success by the Numbers: A Conversation about How to Measure the Progress of SBD”. (Presentation attached below)

Christopher Lawrence, Associate Professor and Director of the Clinical Mental Health Counseling Program shared an update on the Mental Health Advisory Group Initiative. Christopher Lawrence, co-chair of the Mental Health Advisory Group (MHAG), provided a brief update on the status of the group's initiatives. Two initiatives were discussed: the Norse Support Council, which will seek to train students, staff, and faculty to serve in peer support techniques; and wellness initiatives. In terms of the former, the Norse Support efforts will likely be piloted with students in the fall of 2021, with possible expansion to staff and faculty in spring 2022. With regards to the latter, the MHAG will endeavor to collaborate with staff and faculty organizational units to embed wellness initiatives within existing meeting schedules to better protect/respect staff members' time.

Staff Regent, Interim – Jim Parker

No report. Jim shared that if anyone has any information regarding the “sticker bombing” to please contact him.

Administrative Liaison – Lori Southwood

April 2021 Staff Congress Report Outs

Business Operations and Auxiliary Services:

- Nothing to Report

VP A&F / Chief Financial Officer:

- Continuing FY22 budget planning with expected board approval in May
- Bond sale pricing took place on April 6th with final sale occurring April 7th for the \$205 million bond offering to use for KERS cessation payoff.
- In an effort to provide quality and effective PPE the University has decided to purchase and distribute PPE through a centralized location. Quantities may be limited based upon the overall University requirements and availability. For requests and questions please contact COVID19@nku.edu.

Budget Office:

- Generating the FY22 Proposed Budget (confirming assumptions, accuracy of data).
- Assisting with the collection of COVID-19 Costs and Foregone Revenues.
- Fulfilling internal and external requests as well as other high priority items.

Facilities Management:

- Pleased to announce that a Ground Lease has been signed between NKU and Fairmount Properties. This marks the official beginning of the US 27 Project Phase 2. This phase of the project will include a hotel, around 6 dining options, limited service or retail venues and more than 100 market rate apartments. Ground breaking is expected by next spring. The developer is currently negotiating with multiple restaurant and retail providers.

IT:

- IT has a new service request system. To check the status of a submitted request:
 - go to [≡](#)
 - click on “services” in the top black bar
 - click on the linked service request in the “My Recent Requests” section on the right side
- Desktop Replacement is in full swing - Computer liaison meetings are being scheduled with end-users across campus. If you are eligible for a replacement, you should be contacted shortly. IT is recommending laptop computers in support of a mobile work environment.

Human Resources:

- **Benefits:**
 - An announcement went out to Tier 3 Participants about upcoming communication of the KERS transition. There will be additional communications coming out the end of this month and throughout the summer. TIAA will be reaching out to individuals with one-on-one counseling sessions to help set up individual accounts.
- **Training & Development:**
 - As of Wednesday, April 7, 25% of the NKU's employees have completed the 2021 Annual Compliance Refresher Course. This is a mandatory course for all faculty and staff to complete by May 3, so please encourage your employees to complete. A weekly report is issued to each head of the

-
- division in an effort to achieve 100% participation. Also note that Safe Colleges is now Vector Solutions.
- Annual staff performance evaluations are underway with a new form and way of submitting completed forms to HR, which is via Qualtrics. Due date to submit to HR is May 28. There will be a Townhall Meeting on April 14 to address any questions about the form or submission to HR, and questions can be submitted by April 9 and registrations is available via HR's Staff Performance Evaluation Process webpage as well as located in the ThisWeek@NKU newsletter.
 - There are two more opportunities to attend a professional development webinar. Next up is Managing Up on April 15 for all employees and then Talent Readiness on April 21 for all supervisors/managers. Registration is available via HR's Personal & Professional Development webpage as well as located in the ThisWeek@NKU newsletter.
 - **Payroll:**
 - Payroll has some new electronic processes to streamline and automate some employee processes. W-4's are now accessible online via Employee Self Service for employees to view and make changes to their own W-4's for state and federal tax withholding.
 - Follow these step by step instructions on how to complete the W4:
 - 1. Go to myNKU
 - 2. Choose Employee Self Service
 - 3. Choose Benefits & Payment
 - 4. Choose W4 tax forms
 - For detailed instructions; visit the myNKU help and training site:
<https://inside.nku.edu/mynkuhelp/tabbased/employee.html>
 - There is also a new payroll secure mailbox process for submitting confidential documents such as direct deposit forms. First, the employee will need to contact the payroll office so the secure email can be initiated by the payroll office. This provides a higher level of security than encrypted email, regular US mail, and the employee will not need to come to campus to drop off the document.
 - **Wellness (Upcoming Wellness/Employee Engagement and Wellbeing events):**
 - Register at nku.edu/wellness on the Upcoming Classes and Events Page.
 - **Guided meditation for stress management:**
 - **Body Scan** [April 8](#)
 - Tune in to your body through a process of being present with sensations, without judgment, and focusing on releasing tension. Many have found body scans useful for relaxing, especially if done before bedtime.
 - **Intention Meditation and Breathing** [April 22](#)
 - Connect to what matters most to you in the present moment. By learning to use an intention during meditation and connecting it to your breath, you will bring positive direction to your life and stay focused on what feels right for you.
 - **Conversations with the Coach:**

- **Readjusting to a Post-Covid World: April 6, 11am-12pm**
 - It seems like we are getting closer to putting this pandemic and some of the changes and chaos it created behind us. But how do we readjust to the post-covid world? A mixed-bag of excitement and relief to anxiety and uncertainty of how life will be is already entering our thoughts. We will discuss strategies to deal with this mixed-bag and gain more confidence for now and beyond. [Register for Readjusting to a Post-Covid World](#)
- **Semester Wrap-up and Open Conversation: April 20, 11am-12pm**
 - We will wrap-up the spring semester and the academic year we've experienced like no other. What went well and not so well? What did we learn about ourselves and others? How will we use these lessons in the future? Ask the coach any questions you still have before we break for the summer. [Register for Semester Wrap-up](#)
- **Employee Engagement and Wellbeing: Building Trust and Connection at Work Presented by Dr. Sandra Spataro, NKU Professor of Management, April 22, 1-2pm**
 - Effective collaboration and communication, especially across departments and divisions, requires a sense of safety that comes from trust. But trust is difficult to establish and can be very fragile once it's there. This session will explore tactical ways to build constructive, trusting relationships at work to improve collaborative experiences and information flow. [Register for Building Trust and Connections at Work Webinar](#)
- **Stretch Break with Airrosti April 25 at 11am**
 - Join Dr. Schwab of Airrosti for a quick 10-minute, guided stretch break. Implement the stretches you learn into your daily routine.
- **Wellness Canvas site:**
 - Access additional wellness resources when you enroll at <https://nku.instructure.com/enroll/CH3RRG> . Link to enroll on Upcoming classes and events page.

Academic Affairs:

- **2021 NKU Cares Awards**
 - NKU is happy to announce the 2021 CARES Awards, designed to honor faculty and staff from any division of the university who made extraordinary contributions to student, faculty, and staff success during the COVID-19 pandemic.
 - Two staff and two faculty will be awarded \$1,500, which they can choose to accept as a stipend or to use toward professional development. The recipients will be recognized and given their award at President Vaidya's 2021 Fall Convocation.
 - Nominations may be submitted by anyone to the CARES Awards website [by clicking here](#). Instructions will then be sent to the nominee and the nominator indicating how to submit their materials. These will include a nomination letter, a letter from a supervisor and a letter from a colleague or student.

- **The deadline for nominations is Friday, April 16, 2021 by 4:30 p.m., and the deadline for all materials to be submitted is Friday, April 23, 2021 by 4:30 p.m.** Inquiries can be sent to Jason Vest at vestj3@nku.edu or Beverly Breeze at breezeb2@nku.edu.

Student Affairs:

- Student Affairs is coordinating a professional development series and would welcome any faculty and staff members across campus who would like to join. David Berland is finalizing two more sessions before the communication will be sent to the rest of the campus, so more information to come.

Faculty Senate – Janel Bloch

1. In the last Faculty Senate meeting, there was a voting item to change the wording regarding faculty leaves in the Faculty Handbook from "maternity" to "parental". It was clarified that the draft revision regarding paid parental leave is just a first step in reviewing all the paid leaves at the university. As this is not a faculty-only issue, a university-wide committee will be formed by HR to begin this process.
2. The report on the faculty budget priorities survey given earlier this semester is available on the Faculty Senate website - scroll down to the "2021 Faculty Budget Survey" link.

Student Government Association

1. SGA Recess
The Student Government Association and Judicial Council are currently in recess as of March 22nd. However, the 2020-2021 Executive Board, along with the incoming President and Vice President-elect, is still working to finish up the work and accomplish some of the goals of this administration
2. 2021-2022 Administration
Congratulations to Aliya Cannon and Chris Roat who were elected on March 25th as the 2021-2022 President and Vice President of SGA, respectively. Chris will be joining me at the Staff Congress meeting next month, and after that he will be taking over as the SGA liaison.
3. Town Hall
On March 22nd, SGA hosted a town hall on free speech, with presentations from Interim Provost Dr. Durojaiye and Professor Kinsley from Chase College of Law. The video from the Town Hall should be up within the next week or so on the SGA website.
4. Day of Service
SGA will be having a Day of Service on April 17th to beautify our campus before graduation.
5. Code of Conduct
The SGA E-Board, along with the incoming administration, is working to review parts of the Code of Conduct to present to the Board of Regents meeting in May.

President – Sara Conwell

1. Collegial Governance Meeting
 - a. First one held March 31st between SC, FS and SGA (outgoing and incoming administration)
 - b. Great conversation and brainstorming on how we all can work together to move NKU forward
 - c. Will form standing meetings and include our administrative liaisons bi-monthly
2. Goal Check-Ins
 - a. Look at your Committee goals and see where we are. We still have around 2 months to make strides.
3. Budget Recap
 - a. If you have any suggestions for investments/divestments or anything else to pass along, please let me know
 - b. Faculty Senate Budget Committee released their information to Mike Hales
4. 40th Anniversary of Staff Congress
 - a. 2022
 - b. Creating an ad-hoc committee to help plan our celebration
 - c. If interested, please let me know

Benefits

HR is mailing TIAA announcement letters to Tier III people to their home address. Please make sure your home address is correct in the system. They have also prepared a Transition Guide for employees to use to help guide them through the process of moving from KERS to TIAA. Webinar dates will be in May. But in the meantime, reach out to a TIAA rep to start the process.

Credentials and Elections

Date: 2/17/2021
Present: Tina Altenhofen, Sue Murphy-Angel, Teri Smith, Grace Hiles
Chris Bowling, Rochelle Shields

Highlights to be shared:

- Nominations are open and available online 8:00 am March 12th through 4:30 pm March 26th for **Staff Congress**:
 - The committee met and discovered the number of nominations received was not enough to fill the open positions.
 - On March 26th we received 19 nominations, but there are 22 positions to be filled
 - The decision was made to extend the nomination period until 4:30 pm on April 9, 2021
 - Announcements sent to NKU ThisWeek and Staff Congress Listserv.

- Election/Voting opens 8:00 am April 16th through 4:30 pm May 1st
- **Staff Regent** Open Forums are scheduled:
 - April 13, 2021 - 10:00 am to 11:30 am
 - April 14, 2021 - 2:30 pm to 4:30 pm
 - Email notifications went out via Staff Congress Listserv & NKU ThisWeek

Policies

Our Policy Committee is continuing to monitor updates to policies on campus including the parental leave policy under review in Faculty Senate, and will likely go through a consideration process through several groups and policy areas moving forward. Our next meeting is on Thursday, April 22nd at 10am, and we have invited Rachel Green from HR to join us to discuss the topic of working from home and flexible work hours as it relates to both Snow Days, and as we transition in fall to a more on campus presence. Our committee would like feedback from staff or department units on campus on points to consider as employees have different roles and responsibilities, and input from staff of various types may be helpful as the University considers work practices that can work for everyone, yet be flexible to various circumstances that may exist for various employees and units. In our meeting we plan to learn about some of the latest updates regarding that work and conversation, so input from staff may be helpful as dialogue continues into the summer.

Lastly, we have submitted an infra for the policy website on campus <https://inside.nku.edu/policy.html> so that employees who wish to be able to receive notification regarding policy updates on campus can subscribe if they wish to be able to provide input as policies are up for review or revision.

ITAC

Dan Jones shared the following:

OneDrive

OneDrive is NKU's approved cloud storage location

Training videos are on the IT Website.

<https://servicedesk.nku.edu/TDClient/2436/Portal/KB/ArticleDet?ID=124867>

OneDrive can be accessed online in Microsoft Office 365.

Access it by logging in to Webmail, then using the menu icon to select OneDrive.

Zoom

Zoom saves your recordings for 6 months

Zoom recordings are automatically copied into Kaltura

Kaltura recordings are saved indefinitely

Sharing Zoom Rec from Kaltura (short Video)

<https://youtu.be/pZKGw0ulc7Y>

Computer Replacement

IT is wanting people to get laptops for their replacement for better mobility

New IT Strategic Plan

IT is working a new Formal IT Strategic Plan for 2021-2025

Sustainability

April 2021

Notes:

- Earth Week 2021, April 19-23

April 22, 2021 marks the 51st Anniversary of Earth Day! NKU Sustainability is advocating environmental awareness through the promotion of local, national, and international online and in-person events during Earth Week. Check out the list below for fun and interesting things to do this week. Some events require registration. We hope you're able to attend a few events and celebrate our wonderful planet during Earth Week!

April 20

12pm & 4pm EST, In-person event

Eva Ferris Amphitheater

Join Dr. Kim Yates for a workshop on hydroponics. Held in-person at the Eva Ferris Amphitheater. The workshop will be offered at noon and 4:00pm. Participants will receive a mason jar hydroponics kit with everything needed to grow lettuce. Each session will last about 45 minutes. Register [here](#).

For more information, contact Dr. Kim Yates: yatesk2@nku.edu

April 21

Cincinnati Recycling and Reuse Hub Presentation

2pm EST, Virtual

Join us for an interactive presentation, virtual tour, and Q&A with [Cincinnati Recycling and Reuse Hub](#), a non-profit in Cincinnati providing a "one-stop" drop-off location for items that can be recycled or reused, but that can't go into traditional recycling bins.

Register [here](#)

April 22: EARTH DAY!

Zoom Cafe- Earth Day Edition

Mussel Strength

8:45 a.m. to 9:45 a.m., Thursday April 22

Register [here](#)

For Earth Day 2021, the Northern Kentucky Forum invites you to learn about the Licking River's amazing mussel population. If you've paddled the river, you've probably seen shells along the shore. That's no coincidence. The Licking is renowned among biologists as a mussel habitat. Nationally acclaimed mussel biologist Dr. Monte McGregor will explain why the Licking's mussels matter and what we can and should do to protect them.

NOTE: Before COVID, the Forum hosted café events. The included free morning coffee in person with local civic and thought leaders. This Zoom event is designed to replicate that as best we can. So, grab a cup of coffee or tea as you tune in. Attendees will receive a voucher for a free cup of coffee at Roebing Point Books & Coffee in Covington ... and a coupon celebrating Earth Day (April 22) for 22% off a book. Read [more](#).

Global Literacy Talks

April 22, 1:00-2:00 p.m. ET

NKU is part of the American Association of State Colleges & Universities and its American Democracy Project. Join us for Global Literacy Talks "Climate Change on Earth Day."

Free for NKU faculty, staff, and students.

Register [here](#).

Visit our website for more events: <https://inside.nku.edu/sustainability/get-involved/earth-week.html>

- The Apiary project is advancing quickly. The location of the hive will be at Campbell Hall, left side of the building near the radio tower. A student Beekeeping club is also being formed. NKY Beekeepers association is donating a hive and volunteering to help manage the NKU bees.

Transportation

No report.

Roundtable

Steve is working on compiling the reports from the event discussions as well answers to submitted questions. He his waiting on one of the administrative members to respond. Once that is received, he will post on the website.

Pension Committee

The Pension Committee activities were covered with Lori Southwood's report.

Old Business

None.

New Business

Krista Rayford shared that she has sent emails to members of Staff Congress asking for a quick quote she can use for their spotlight as well as a photo. She is working on SC Council of Chairs

next. Please sent her your information as soon as you can. These are posted on the Facebook page and are all posted on the SC website as well.

Non-Member Discussion Period

No discussion.

Norse Uppreciation

Steve Slone shared an update on “Norse Uppreciation”. He has finally caught up with the emails that went out to the nominees.

Thank you all for submitting your words of gratitude and praise for these hardworking folks! And we are excited that Norse Uppreciation is now available on the NKU app!

The list below includes the names of the individuals/groups that were submitted in April. You can find the complete list including the comments of recognition on the Staff Congress Norse Uppreciation website:

<https://inside.nku.edu/staffcongress/NorseUppreciation/NorseUppreciationRecognition.html>

Allison Schmidt

Brian Schultz

Chemistry and Biochemistry Staff Kris Mason Jim Wilkinson and Christine Yankovsky

Josh Perkins

Kenny Goins

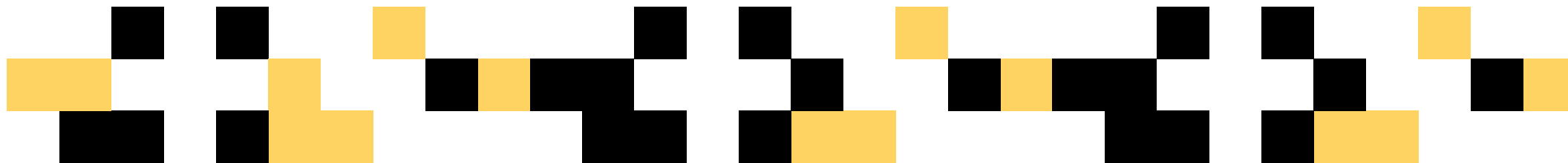
Steve Slone and Mail Services Department

Announcements

Peg Adams shared about the Impact Campaign. If you would like donate to the “Invest in UCAP Access: Chapter Two”, please use this link: <https://impact.nku.edu/project/25440>

Student Success by the Numbers

A Conversation about How to
Measure the Progress of SBD



What has happened so far...



SBD Planning Process Fall 2018

- Campus Engagement
- Student Success, Three Pillars



SBD Framework Spring 2019

- Initiative Development
- Campus Engagement
- Innovation Challenge

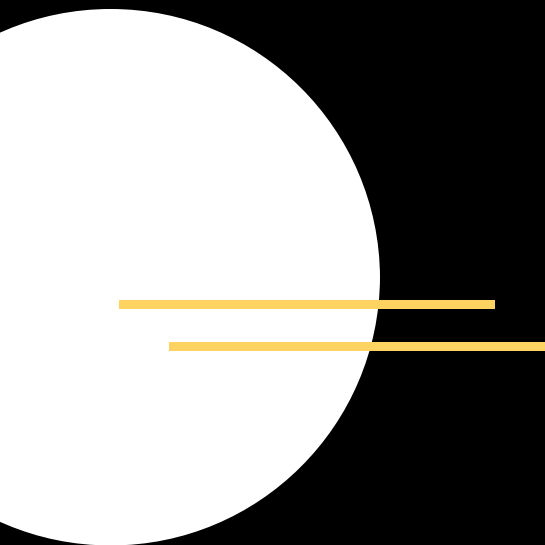


First Five Initiatives Spring 2020

- Implementation Teams
- 3 Waves of Projects



COVID-19



Development of the First Five Initiatives

SUCCESS BY DESIGN



ACCESS

1

THE FIRST FIVE INITIATIVES

NKU will examine and re-envision NKU's use of institutional aid dollars, non-tuition fees and expenses, to support our enrollment and persistence goals and improve affordability.

2

NKU will strengthen and expand critical PK-14 (high school and transfer) pipelines to NKU with special emphasis on regional schools (River City, CPS, Gateway, Cincinnati State, etc.).

3



COMPLETION

NKU will provide coordinated and intentional support for all students through collaborations between key student service areas, enhancing current programming and services and maximizing the use of EAB Navigate and other technology tools. (Phase 1: first-year freshmen and transfer students).

4

NKU will ensure that the curriculum and degree pathways are aligned with national best practices and regional workforce needs, inclusive of co-curricular and experiential experiences and other High Impact Practices.

5



CAREER &
COMMUNITY
ENGAGEMENT

NKU will catalyze a prosperous, equitable and inclusive regional ecosystem through economic development and entrepreneurship, with an emphasis on talent development, research and innovation in technology, health and logistics.

**Is Our Original Plan Still Possible?
Is There Another Way?**



MOVING SBD WORK FORWARD

DEPARTMENTAL OR
UNIT WORKPLANS

FOUR INSTITUTION
WIDE PROJECTS

SUCCESS
BY DESIGN

METRICS

You can't improve what you don't measure!

Metrics will focus the campus and community on problem areas that need to be addressed or areas we would like to advance during this strategic cycle.

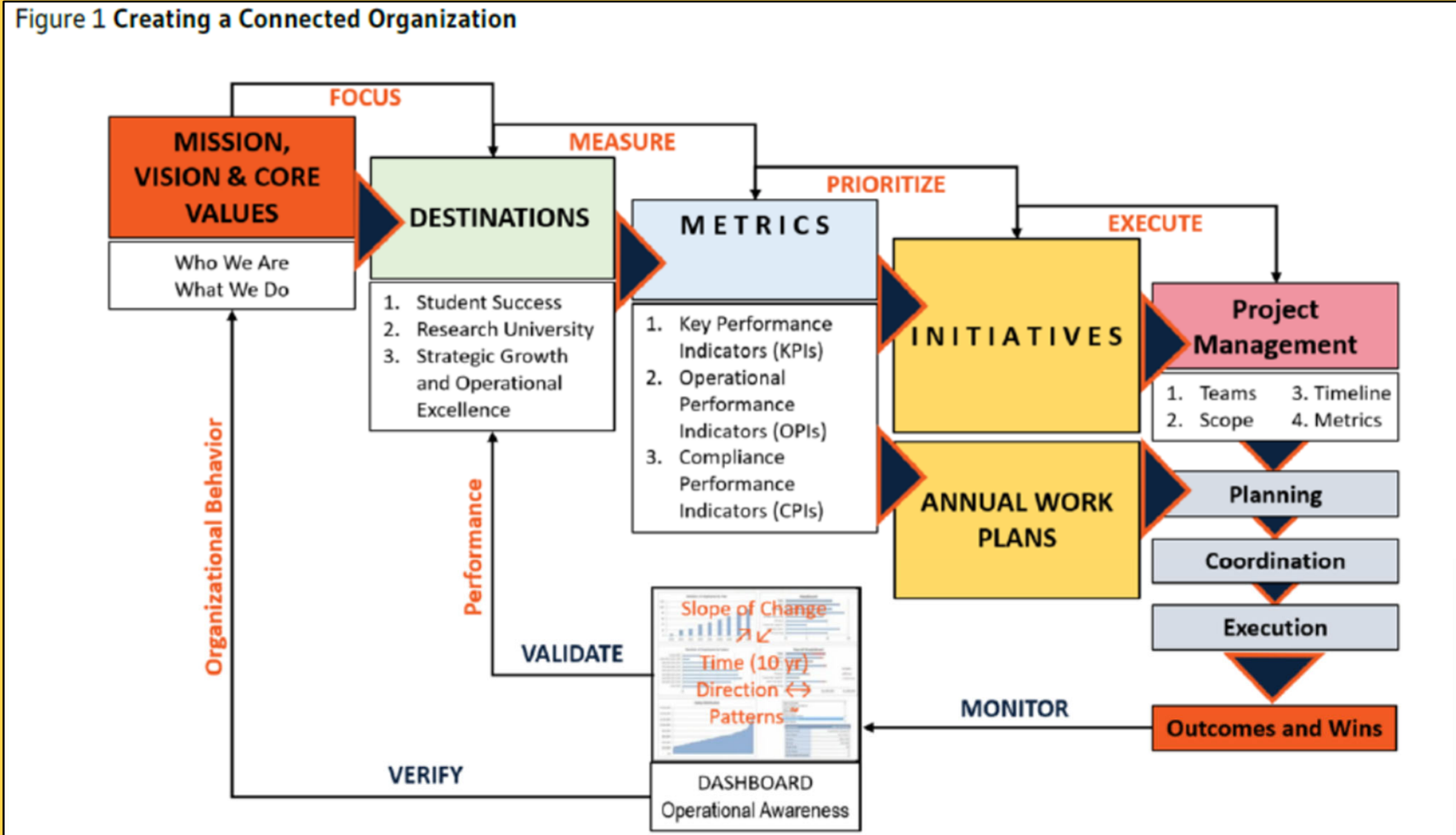
Measure what you value!

The selected metrics will communicate to our stakeholders what we think is important and where we have been successful.

Metrics help direct institutional efforts around specific outcomes and prioritize projects in order to focus resource allocation.

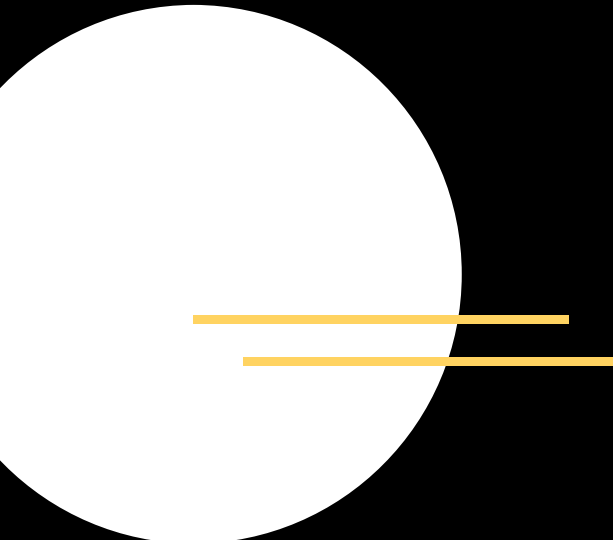
The Role of Metrics in SBD

Where Metrics Fit within Strategic Planning



Saygin, C. (2019). KPIs Drive Strategic Planning and Execution and Feedback Steers the Institution in the Right Direction, *Planning for Higher Education*, 47(4), 10-20.

6 Guideposts used when Selecting SBD Metrics



Metrics should tell a story of what NKU thinks is important in this strategic cycle

Metrics need to represent the DEI focus that was embedded in the SBD framework

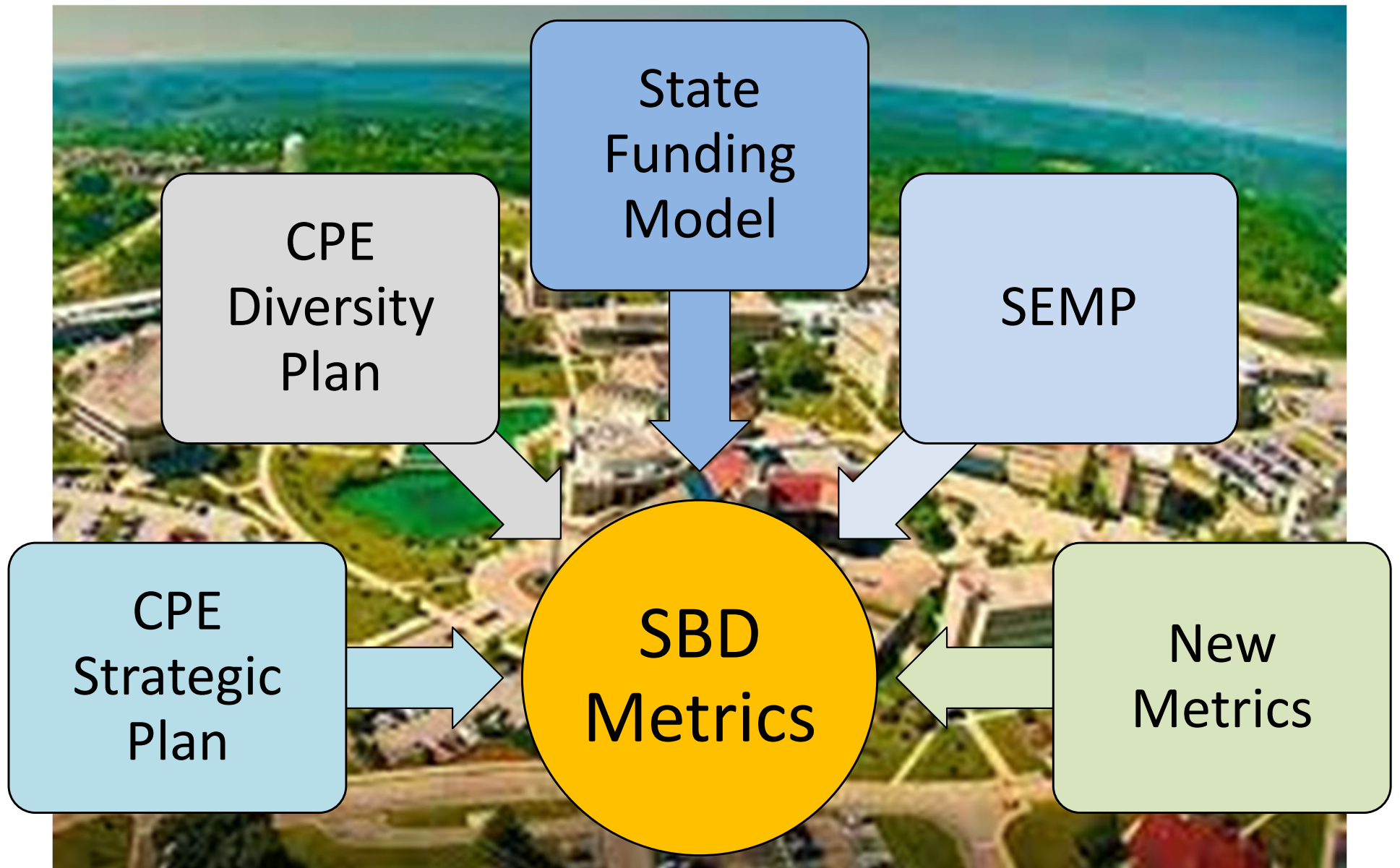
The *Objectives* or *Themes* identified in the framework should have corresponding metrics

The metrics will need a public or semi-public Dashboard, Display, or annual report to show progress

Should only have a limited number of metrics, and need campus feedback on ones the proposed

SBD is an institutional plan, and should integrate work that is already being done around performance

Integrated Planning



SBD Pillars, 1st Five Themes, Metrics, and Integration

Pillar	1st Five Theme (SBD)	CPE Strategic Plan	CPE Diversity Plan	Perform. Funding Model	SEMP	NKU Diversity
Access (5 Measures)	Pipeline (3 Metrics)	X	X	S	X	X
	Affordability (2 Metrics)	X		S		
Completion (6 Measures)	Curriculum and Coordinated Care (6 Metrics)	X	X	S	X	X
C&CE (3 Measures)	Entrepreneurship and Innovation (3 Metrics)	X		S		



Access: Pipeline (3 Measures)

DRAFT Metric	Definition
Fall Yield Rate for Overall incoming students	This can track the number of students and yield rates. This can start with applications, through admits, and finally enrollment (separate breakouts for URM, SBS, and First Generation)
P12, CC, and Community Engagement	Expand outreach and partnerships with P-12 schools, community colleges, non-profits, and business/industry to increase educational opportunities that serve the needs of both students and the community.
Fall Enrollment Proportion by student level (UG, Grad, Online)	These can focus on undergraduate, graduate, and Online enrollments. Then can look at the proportion of various sub-groups (separate breakouts for URM, First Generation, Low Income)



Access: Affordability (2 Measures)

DRAFT Metric	Definition
Net Price	Average net price is generated by subtracting the average amount of federal, state/local government, or institutional grant and scholarship aid from the total cost of attendance for In-state first time, full time students.
Unmet Need	This is the net price (from previous metric) after subtracting EFC (or SAI) and loans. This is the expected out-of-pocket expenses for a student to attend.



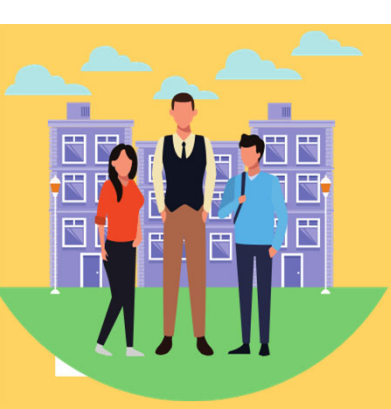
Completion: Curriculum and Coordinated Care (6 Measures)

DRAFT Metric	Definition
Sense of Belonging/ Culture of Service	(Part 1) Design a welcoming and desirable NKU experience to create a sense of belonging for all students. (Part 2) Enhance the culture of service-orientation that respects the realities of our students' lives and provides consistent, responsive care, and support across all areas with special emphasis on wellness, advising, financial aid, and career preparation.
Overall Retention and Opportunity Gaps	Cohort-based retention rate of first-time, full-time, bachelor-degree-seeking students entering in the fall semester (or entering in the summer) and returning for the second fall (separate breakouts for URM, First Generation, SBS, and Low Income).
Overall Graduation Rate and Opportunity Gaps	Percent of first-time, full-time, bachelor-degree-seeking students entering in the fall semester (or entering in the summer and returning in the fall) who graduate with a bachelor's degree within six years from their fall term of entry (separate breakouts for URM, First Generation, and SBS, Low Income).



Completion: Curriculum and Coordinated Care (6 Measures) cont.

DRAFT Metric	Definition
Overall Persistence and Opportunity Gaps	Percent of student populations that persist from one term to the next (less those who graduate). This could be Fall to Spring, Fall to Fall, or Spring to Fall (separate breakouts for UG Degree Seeking, URM, First Gen, Low Income, Graduate, all Online.
Degrees and Credentials Conferred	Total number of degrees awarded during a year (summer, fall, and spring). Might need to consider if we include credentials or just maintain degrees. (separate breakouts by Undergrad, Grad, FG, LI, Transfers, Adult, URM, International, others)
Credit Hours to Degree	Tracking the number of Earned Credit Hours for students earning a bachelor's degree (Undergrad and Grad with separate breakouts for Transfers, URM, LI, First Gen)



Career and Community: Entrepreneurship and Innovation (3 Measures)

DRAFT Metric	Definition
Experiential Learning Opportunities	Internships, Co-ops, clinicals, or teaching experiences for student graduating with bachelor's degree. May need to add some HIPS data (service learning, research with faculty, campus employment, or even volunteering activities). Need breakouts for URM, LI, FG students .
Global Competence	This objective is supposed to be an indicator that Creativity, Global Awareness, Cultural Competence, Data Literacy are hallmarks of NKU's undergraduate experience.
Post Graduation Outcomes	Career placement Indicator. Not a real comprehensive indicator for NKU at this point, with response rates less than 20%. Breakouts for URM, LI, and FG students.

Questions?

