
Members present: Amanda Andrews, Kristi Bishop, Tiffany Budd, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Kyle Dorriere, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Bryan Irby, Mike Irvin, Daniel Jones, Beth Lackey, Michelle Melish, Kara Olding, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Vanessa Steele, Juliane Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, Kimberly Wiley, and Christopher Witt

Members absent: Tina Altenhofen, Chris Bowling, Brenda Maldonado, Sara Nicolas, and Tina Peebles, and Autumn Ruehl,

I. Call to Order at 1:01PM

II. Vote for new member: Vanessa Steele (to replace Sue Murphy-Angel)

Motion: Christopher Witt
Second: Dave Groeschen
Approve: Voice Vote

III. Guest: Mandy Mazor – Marketing Director, Northern Kentucky Federal Credit Union

IV. Approval of December 14, 2023 Minutes

Motion: Amanda Andrews
Second: Christopher Witt
Approve: Voice Vote

V. Liaison Reports

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

VI. Standing Committees:

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

VII. University Committees:

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

VIII. Ad-Hoc Committee

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

IX. Old Business

X. New Business

XI. Non-Member Discussion Period

XII. Norse Appreciation

XIII. Announcements

XII. Adjournment at 1:42 PM

Motion: Amanda Andrews

Second: Dave Groeschen

Approve: Voice Vote

President – Steve Slone

Steve Slone opened the meeting and welcomed everyone and thanked them for attending. Steve shared that the first item on the agenda was to vote on a new Staff Congress member. Vanessa Steele is the first person on our list to fill a vacancy. She would replace Sue Murphy-Angel who retired in December. A motion was made by Christopher Witt and seconded by Dave Groeschen to vote Vanessa in as a new Staff Congress member. She was elected by voice vote.

Guest – Mandy Mazor, Marketing Director, Northern Kentucky Federal Credit Union

Thank you, Steve. It's been a while since I've been on Zoom, so I'm still trying to get the hang of being back on here. Good morning, everybody or afternoon, I should say, I'm with Northern Kentucky Federal Credit Union, and I just wanted to talk to everybody today a little bit about the credit Union, and maybe how we could help you out and talk maybe a little bit about the difference between banks and credit unions in case you don't know that either. So I do have PowerPoint here that I'm going to share. So like I said, I'm with Northern Kentucky Federal Credit Union. We are actually located really close to you guys on campus we're kind of across the street on Alexandria Park there in the old 5/3 building. But what I'm going to present to you today is maybe trying the credit union a difference. Tell you a little bit about credit unions, and maybe how we can help you save some money. I'm Andy Mazer. I'm the marketing director at Northern Kentucky Federal Credit Union. I've been there for 13 years. Some of my hobbies are reading, crafting, video gaming, but I've been a member of the Credit Union for 33 years, and I'm going to tell you a little bit why I love credit unions and why I have been a member with the Credit Union for so long. Northern Kentucky Federal Credit Union. We opened our doors in 1973. Last year was our fiftieth anniversary. So that was exciting. Like, I said. We are now at the fifth building on Alexandria way, but we used to be on Johnson road, and before that we were in Landrum. So we have very close ties with NKU. We used to be Northern Kentucky Educators Federal Credit Union, but we changed our name in

2020, because for one it was super long, and it was a mouthful to say another reason we changed. It is because school staff bus drivers, cafeteria workers. Not a lot of people knew that they were eligible to be members with us because of that educators in our name. So we dropped it. We also now have a second location in Florence, and that's on Dixie Highway. So if you live in Florence like me, that might be a little closer to your home.

So the difference between banks and credit unions, For credit unions, it's only \$5 to open an account with us, and there are no minimums in your checking account. You can take them all the way down to 0 where banks it can be \$500 to open a savings account. So you already have to have a savings before you open a savings account at a bank. We are not for profit where banks are for profit, so that gives us the chance to have lower loan rates, lower fees than the banks. Higher fees and interest rates. We don't have any monthly maintenance fees where a lot of the average banks are going to give you the \$14 monthly maintenance fee. So basically around 4 members by members, and we see people as people. Our credit union is run by a group of volunteer Board members who are members of the Credit Union. We don't have a call center. So every time you call, you'll be greeted by a person who works at either our Highland Heights or Florence location, we all have the convenient technology. Like, we have a mobile app, we have online loan closings, online applications. We have real time debit cards. Just not a lot of the piece, and if you need help with credit, and we can help you out. With that help you raise your credit, help you pay off debts, and we can also help you. There's a lot of scams going around so we can help you out deciphering. What's a scam and what's legit? We're happy to help you. Another thing we can do is we can refinance your car payments and give you a lower rate. And so what that's going to do is going to lower your monthly payment and it's going to save you money over the life of the loan. So if you want to check us out. We might be able to save you money that way, because our rates are so good, because we're not trying to find that profit from you like banks are. Another thing., we do have home equity loan rates. A lot of people don't realize that we do that and they're not just for home repairs, so you can use a home equity loan to pay for a wedding pay for a vacation to pay for home repairs. You can even use it to buy a car. Those funds aren't tied up in your home. You can use them for whatever, and we've got a really good sale going on those right now, so we might be able with debt, consolidation, or dropping your monthly payments, so we might be able to help you out, and we would love to do that. We also have a loan sale going on right now, where you can get 1.5 off your current home equity loan rate. So that might be a great option for you if you're looking to get out of from some credit card debt. But yeah, that's basically the difference between banks and credit unions, and maybe some ways we can help you, and if you have any questions I'd be happy to try to answer them.

Steve Slone shared feel free. Take the microphone all. You can always send the questions in the chat to me. If you feel more comfortable, you know what I mean. I'll volunteer Vicky as well. Vicky Cooper. Kristine Horine asked so what happens if you qualify to be a member, and then you're no longer in that field. Mandy shared that is not a problem at all. Once a member, always a member. So if you join, and you no longer

work it NKU, or whatever field that you qualified under, you're still a member, and you and your family are still eligible to stay members.

Steve shared that there was a question in the chat. Are bank accounts just for individuals, or can small businesses open accounts as well? Mandy responded small businesses technically can open accounts, but we don't have business specific accounts, so they'd have to be registered under a single person.

Another question came through...do you have starter savings accounts for kids? Mandy responded we do. We have a Savvy Savers Club, and it's for kids ages 2-11, and they get coins on their birthday to come in for the birthday chest. We have a punch card that said they can save up for toys, and get at our locations. Yes, we have a great savings account, and we love having kids at the Credit Union.

Christopher Witt said Hi to Mandy. He's been a member there for 20 years. It's great. So if you don't have an account, they're great. Mandy responded thanks Chris.

Another question came through the chat...is there an easy way to see current rates. Mandy shared yes, on our website right here. If you go to that website on the side there, it says, rates and specials. It's a little button that stays there on the side. Click on that, and it'll take you right to all of our rates.

Steve thanked Mandy and she will share the PowerPoint as well.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared Hi, Steve! Hi, everyone Happy New Year. So I don't have a whole lot of updates. Just important reminder that next week is our Board of Regents meeting on Wednesday, 1/17, at 9:00. You can come and join us, or you can join us virtually for that. And I want to share that we have a new Faculty Regent who has joined the board. That is Sandra Spataro. So I'm looking forward to the spring, and if anyone has any questions for me, I am happy to answer.

Administrative Liaison – Lauren Franzen

Lauren Franzen shared we will soon be entering next year and preparing for the annual staff performance evaluation process, which begins March 1. Before that happens, staff and their supervisors are required to work on transferring the employee's job competencies (which were job factors) and future performance goals from the 2022 – 2023 Performance Evaluation Form, which should have been submitted to HR back in March/April 2023, into the learning and performance management system – Talented by Friday, January 12. There are two recordings available within Talented to assist with understanding the importance and how to use Talented within its Library under the topic of NKU General. Thanks to those who have already made the transition. Any questions, please contact Marquita Barron.

In the spring of next year, all new supervisors (3 years or less) or supervisors wanting a refresher will have an opportunity to participate in the New Manager Certificate Program, which involves building or enhancing interpersonal skills (such as conflict management and managing diverse teams), personal coaching to enhance strengths, on-the-job practice of learned skills, and periodic peer chats. Registration is open now through January 31 and available on the HR Training and Development site – New Manager Training Program, where you will also find a program guide, agenda, and applicable forms. Any questions, please contact Marquita Barron.

January 11, 2024 Staff Congress Updates

Kim Baker

- Registration for Spring 2024 continuing Wellness supports open on the Upcoming Classes and Events wellness page: Beginner's Yoga, Pause in the Planetarium, Conversations with the Coach, Heart Health Webinar: Managing Blood Pressure, CPR/AED Training and Certification classes, Essential Oils Make-and Take Workshop Series, Airosti Rehab Webinars.
- Free and confidential Personal Wellness Coaching with Lyndsay Barto, Registered Dietician, available by appointment on Mondays and Tuesdays. Work collaboratively on any health and well-being related issue or goal. Lyndsay can also provide presentations on a variety of topics for teams and departments. Contact Lyndsay to schedule in-person or virtual 30-minute sessions or departmental sessions at LBarto@lbwellbeing.com

Marquita Barron

- We will soon be entering next year and preparing for the annual staff performance evaluation process, which begins March 1. Before that happens, staff and their supervisors are required to work on transferring the employee's job competencies (which were job factors) and future performance goals from the 2022 – 2023 Performance Evaluation Form, which should have been submitted to HR back in March/April 2023, into the learning and performance management system – [TalentED](#) by Friday, January 12. There are two recordings available within TalentED to assist with understanding the importance and how to use TalentED within its Library under the topic of NKU General. Thanks to those who have already made the transition. Any questions, please contact Marquita Barron.
- Also wanted to remind everyone that the mandatory 2024 annual compliance refresher will be coming soon in mid-February. More information to come.
- In the spring of next year, all new supervisors (3 years or less) or supervisors wanting a refresher will have an opportunity to participate in the New Manager Certificate Program, which involves building or enhancing interpersonal skills (such as conflict management and managing diverse teams), personal coaching to enhance strengths, on-the-job practice of learned skills, and periodic peer

chats. Registration is open now through January 31 and available on the HR Training and Development site – [New Manager Training Program](#), where you will also find a program guide, agenda, and applicable forms. Any questions, please contact Marquita Barron.

Tim Ferguson-I.T.

- During the week of January 8 through Friday, January 12, upgrades to the wireless system will be occurring in the Health Innovation Center and Founders Hall, which may cause brief internet interruptions. This will not affect classroom computers or computers connected via hardwire.
- Sunday, January 14, from 3 pm to 9 pm myNKU and internet across the main campus, Grant County, and the Residential Village will NOT be available, due to maintenance upgrades.
- This Semester, the Norse Tech Bar will loan computers and technology equipment for 2-week timeframes. Extensions may be requested, but are not guaranteed.

Patty Burke, Benefits

- Transition from Humana to UMR/UHC effective 1-1-2024.
 - New UMR cards were mailed to employee's homes in December.
 - Any issues/questions please contact the Benefits team in HR- Susann Schulte or Patty Burke. The Benefits page on the NKU HR website also has a lot of very helpful information and resources.
- All other vendors-will use the same cards as prior years.
- TIAA
 - Based on the recommendation of our retirement plan advisor, Cap Trust, and in fulfillment of our fiduciary responsibility, the NKU Investment Review Committee voted to replace one small underperforming fund with a better performing fund in TIAA. **Federated Kaufman Small Cap Growth be replaced with Harbor Small Cap Growth Retirement** fund. This decision was based on the performance metrics of the two funds.

We have 20 employees currently enrolled in the fund being replaced. No action is needed; participants will automatically be moved to the replacement fund unless they wish to move to a different fund. All TIAA participants must be notified of this change. TIAA will send communications to the home address of all NKU TIAA participants. This communication will begin in late January. The go live date of the fund change will be February 28. Any questions, please contact the Benefits team in HR.

Dr. Janel Bloch shared that the next Faculty Senate meeting will be 1/29 so we have not met yet. This semester, and at that meeting will actually have a little meeting right before that meeting will be electing new officers, and, as Corey mentioned, we have already elected our interim Faculty Regent, who will serve through June of this year, and so we'll also be having another election for the full term Regent, much like you all did a while back, and they will start in July, I believe. And finally, I guess the main issue that's coming up right now is obviously, as you all know, the very quick transition in Provost without a search. And so there has been a little bit of concern expressed. So I imagine that's going to be a topic of discussion in our in our own meetings.

President – Steve Slone

Steve Slone shared that part of my report will double back to SGA. I did reach out to Dr. Short-Thompson, about coming to this Staff Congress meeting, and she was not able to attend today. She is off site at another meeting. She expressed interest in coming to our next Staff Congress meeting in February. So I will follow back up with her on that, and having her come we did speak today earlier just about the Provost transition. She came to our meeting and she had said, if you're hearing rumors. If you're hearing rumbles, feel free, I'll say the same thing. Bring me any questions you have. I can get them to her as we navigate this change, and I know that there was a budget update that just came out right before we jumped on the meeting. So know that I have talked to her. I will follow up to get her at our next staff Congress meeting. As well, and obviously any questions you have feel free to send them to me when it comes to that. put a PIN in that for a second, Lucy, are you out there? Is there an SGA representative? I will follow up with Lucy and with Isaiah about SGA. Obviously, hi, there is nothing happening on campus. I want to take the opportunity, as always, to give appreciation to you, and to thank you for all that you do. You saw my message about the box for the basketball game, the presidential suite at the basketball game. Thank you for those of you that have reached out already with your RSVPs. Either yay, or nay, one way or the other, you may still get a message from me as we go into next week. We have about 40 tickets to play with that are there in the suite spread between us and Faculty Senate. So I went to my group. John went to his group. We're seeing what interest there is and what numbers there are. It is the hope that we can open it up to guests as well that you're able to bring guests. A couple of you expressed interest in going. If you could bring guests as soon as we had those numbers nailed down, I'll let you know asap with as much planning as possible. I want to take this opportunity to thank John, even though he's not here. To thank John through Janel for covering catering in the box that night so we will have food in the box. Feel free. Keep looking at your schedule. Let me know if you can make it and watch for more messaging from me, if we can open up to guests when the time comes. So thank you to special events for reaching out for the box and to Tammy for all my messages about the box.

On the TalentEd front, I have about 400 of the Norse Appreciations in the format that they can go into TalentEd. There's about 60 more that are left. I'll share that the 60 obviously that are left are the initial ones. When we first launched the program, how

many years ago is that Sarah, 3, 4 years ago at this point? So literally, I need to run that down. We, as Executive Counsel, have made the decision on logo and branding about it going in, so you will start to see those hit your TalentEd. Thank you to my Executive Council for being willing to help me with that as we go forward, so that will all come to fruition here shortly. Steve then asked if there were any questions.

Kyle Dorriere asked is the salary for Dr. Cecil's new role? Steve responded thank you for asking that question. Kyle. At 4:20 on Friday, I was pulled into a Team's call with Cady and with John Farrar, the Faculty Senate President. At the time Cady had indicated to us that his new contract would be replacing the contract he signed with the Board. You know the one with the bonus and all that. It would be replacing that one. And I know that John has reached out to Grant Garber about the contract. You know that when he gets the contract I'll get the contract. I can bring that up as well in my conversations, Kyle, so I can see where we are. Obviously, I know that every time I have her in conversation, or any member of administration in conversation, the general unease about the budget and where are we with the budget that always comes up. I continue to ask for clarity about where we're going. A lot of my conversations have been we're all in the same boat, we need to row in the same direction. All those metaphors that you've always heard me state.

The CFO search that I serve on that Search Committee. We have finished the first round of interviews, the zoom interviews, and we have determined candidates that we want to actually bring to campus, and that's the next step. So watch for notification about open forum. I think there's going to be one open forum for each candidate to participate in person, and also through zoom. There was a zoom aspect last time we did this search. That's going to continue but we did have the first round of interviews. We're moving on to the second round of interviews now. Obviously, the hope is to move quick with that search. I think ultimately the hope is I know that the joke was that we needed a CFO yesterday, so I expect that to move fast. Any other questions my way. Thank you, Vicki, for pointing me in that direction. I should have mentioned that when I was making my report. Thank you all. Thank you. Thank you. Thank you. We'll jump down to our standing committees. The only one with the report is outreach. Amanda, the floor is yours.

Outreach

Amanda Andrews shared I just wanted to thank everybody for attending Christmas party. I think a lot of people had a good time, and I think that really shows that we need more stuff like that. So with that, we're going to be working hard to potentially begin planning the annual picnic. So I'll be giving you guys some updates as we go along with that. So I'll start having some meetings with Lori over in HR to figure out what we can do and everything. So just be a be on the lookout for our annual picnic that we're bringing back and everything like that. But yeah, again, thank you everybody for coming and just having a good time, because that's what it was all about. So that's it. Steve shared thank you, Amanda. Thank your team. It was a wonderful event, even though you didn't give me a door prize which I'm mad about, so we'll leave it at that. Thank you.

Credential and Elections

Teresa walker shared the following report:

The Credentials & Elections Committee is gearing up for the upcoming nomination and election periods –

1. Staff Regent Election:

a. Nomination Period February 9 – 23.

b. Open Forums – April 9 10:00am – 12:00 pm, April 10 1:00 pm – 3:00 pm

c. Voting Period April 11 – April 25

d. Formal Campus Announcement April 26

2. Staff Representatives Election

a. Nomination Period March 8 – 22

b. Voting Period April 12 – 26

c. Voting Results shared by May 2

All information concerning both nominations & elections will be readily available on the Staff Congress website. Campus communications will also be sent as we are closer to each process.

Benevolent Association

Kimberly Wiley shared Tina couldn't make it this afternoon, but just wanted to do just a brief report, since we didn't share at the last meeting, the numbers from the November event that we had great turnout. I think it was a wonderful event. We collected 1,111 and a half hours of sick/vacation time. \$1,142 in cash, and that's broken down into \$582 from the lunch and \$298 from the raffle. I was surprised with that that was great. And then \$262 from the market from the holiday market. So I think we did well. The next event will be in April this year. We're lining up meetings now for the committee to get started working on those. And we're contemplating, I don't think we're going to have time to do it this year, but for next spring, you know, in the fall we always have the holiday market. We're thinking about having some other kind of spring market or something like that where people could bring spring crafts or Easter, whatever crafts that may people want in spring and or summer, and offer these vendors up another option to come and a little bit more money in our pockets for the Association. So we're working on all that. Thank you all who attended and helped out and participated. And so, just up, upwards and onwards. We're excited!

Food Service Committee

Michelle Melish shared Hi, Steve! Hi Everyone! So don't have anything for food service. We should be getting our meetings up again in February. If anybody has any questions or anything you'd like me to bring up but I did want to share that. I ran into the Coordinator for the care closet, which is also in the University center, and he they were saying that they need more masculine items for donations. So if anyone has anything

that's what they're looking for. Their hours are Monday through Friday, 9:30 am. To 3:30 pm. And again they're in the University Center room 142.

Announcements

Vicki Cooper shared that we are not doing the Round Table next month. We're going to wait and re-evaluate it. There is a lot going on around campus right now, and some flux in the cabinet. Round Table used to be answering questions that often we are answering through the portal now. So no Round Table. Just a normal meeting next month. Steve Slone continued with thank you, Vicki. Obviously, this a good time, I think, to pause to think about round table. What we want it to be to look like in the future. It kind of was something, and morphed into something else during the past years. Now with Cady, it's a good time for us to decide what we want it to be, and for us to work with the Cabinet and Administration about what they want to be, and kind of land in the middle, So Vicki's got my full support. She knows this when it comes to it. Thank you, Vicki.

Kimberly Wiley shared I just wanted to remind everybody about the Staff Friday event tomorrow afternoon from 3 to 5 in the third floor UC Ballroom well, outside the ballroom in the lobby. Please come and join us. We had fun at last event, so this is the first one for the spring semester. So please come and join us.

Michelle Melish shared we're having our Spring Study Abroad. Fair on January 31. It'll be a little bit more key than the Fall one. But we'll be in the Student Union Lobby area by Starbucks from 11:30am to 1:30pm. So stop by any time you can. Share it out with students, other faculty and staff.

Dave Groeschen shared just wanted to elaborate on the two week loan thing for Norse Tech Bar. And basically, what we're doing is returning to the policies from what we had pre-Covid. The intent of the program was never be for an entire semester loan. It's not fair to people that aren't able to get to campus, etc. So it's not something we didn't do in the past. Some of the things that it allows for us to is making sure that we're getting timely updates on all of the machines. It's more of us trying to encourage people to use the other resources on campus as well. We've got all these labs and all the classroom buildings that we're going underutilized that it comes down to. We can't continue to pay for equipment here, there, and everywhere, and for our program. All of the stuff that we have was pretty much bought through Covid monies. And it's not replaceable. So we're going to start reducing stock available. So I want to get people less reliant on that now than in the future. So there's multiple reasons behind the why we went back to the two weeks. But a lot of it was I wanted to go back to two week loans right after the campus opened back up. But we weren't able to do that at that point. Vicki Cooper asked about computer replacement. Are we starting to have a longer cycle? Dave responded I'm not sure that would be more of a Stacy question it. It always comes down to what the budget allows for. So I know that they want to still be at a specific time or date range 3 to 5 years. But the budget may not allow for that each year. This is kind of like we get

enough a dollar amount assign, and then they go back through the list of these are the computers that fall in that age range that we would be able to replace. Let's see how much using like a formula of \$1,000 per windows machine, and like what would that get us in terms of, put it, and then try to back what that way? Kind of what we want to do with that. And I know that we're starting to see some of it is that some of the models of computer that we got were lemons. So it may force our hand to go ahead and stick with a 3 to a 3 year instead of 5 year cycle. But I don't know those answers. That's not me, that's more of a Stacy question. But, like you said, bring it up through ITAC and see where we're going from there.

Adjourn

Meeting was adjourned at 1:42 pm.