

**Members present:** Tina Altenhofen, Amanda Andrews, Kristi Bishop, Chris Bowling, 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, Brenda Maldonado, Michelle Melish, Kara Olding, Tina Peebles, Connie Seiter, Terri Smith, Vanessa Steele, Juliane Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, Kimberly Wiley, and Christopher Witt

**Members absent:** Ali Hannig, Sara Nicolas, Autumn Ruehl, Steve Slone, and Steven Smith

I. Call to Order at 1:03 PM

II. Guest: Dr. Cady Short-Thompson, President

III. Approval of February 8, 2024 Minutes

Motion: Tina Peebles

Second: Kristi Horine

Approve: Voice Vote

IV. 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

V. Standing Committees:

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

VI. University Committees:

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

VII. Ad-Hoc Committee

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

VIII. Old Business

IX. New Business

X. Non-Member Discussion Period

XI. Norse Appreciation

XII. Announcements  
XII. Adjournment at 2:54 PM

Motion: Tina Peebles  
Second: Vanessa Steele  
Approve: Voice Vote

### **President Elect – Vicki Cooper**

Vicki Cooper shared good afternoon, everybody welcome to the Staff Congress meeting for March 14, 2024. It is now 1:03 so I'm going to call the meeting to order. I wanted to mention that Dr. Cady Short Thompson will be here at 1:30 so we're just going to start with our normal meeting procedure. And then when she gets here, we'll cut to her. The first item up on the agenda is the approval of our February 8 minutes, hopefully you have looked at those. Can I have a motion from anybody to approve those. Okay, I see, Tina. Do I have a second? I see, Christy. So minutes are approved. And from there we'll just go on to the liaison reports. I saw Cori on here earlier. Cori, do you have something that you want to report?

### **Board of Regents – Staff Regent Cori Henderson**

Cori Henderson shared yeah, I just got a few highlights from Tuesday's meeting. So first, Hi everyone. Good afternoon. So we had our Board of Regents meeting on Tuesday. I want to share just quick highlights. So we kind of did talk preliminarily about our budget and the budget process. As you guys have heard that we're kind of still in a deficit of \$2.8 million, but we do believe that we'll be able to overcome that deficit so that hopefully we can start the next fiscal year on track. We also talked about the Science Center expansion and what that looks like, what that might entail. And then we also had an update from Eric Gentry on the legislature that's out there currently right now. And in regards to that, as you guys saw, President Short Thompson sent down an email yesterday. I'm stating that the Senate has did their proposal for a budget. That is very favorable for NKU, so very excited about that. That does include an additional \$10 million that will go into the performance funding pool which we have actually been performing pretty well. Some of those metrics are getting ready to change a little bit. But I'm hopeful that we'll still be able to perform, and hopefully over perform in the other institutions. And then they also provided some additional funding for our infrastructure,

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which is exciting. I know that we desperately need to be able to do those upgrades and then they gave some funding for Steely Library, which have we talked about also on Tuesday, that we're hoping to maybe use some of those sources for Landrum as well as in some upgrades. So fingers crossed. Again, it was very favorable for NKU and we'll see how it goes from there.

### Administrative Liaison – Lori Southwood

Lori Southwood shared good afternoon everyone. I have a couple updates that I'll share with you and reminders. First, from training, just a reminder that we are in the compliance training season. And so the annual compliance training refresher is due at the end of this month. So just a few more days left. I encourage you to get online at your earliest convenience to not miss that deadline of March 29. Also a reminder that the deadline for staff evaluations is May 17. That's the deadline for it to be in HR, so your deadline may be before that. My guess is, in most cases it is before that, because you need to get it through to your self-evaluation to your supervisor, then have your meeting with your supervisor to go over your evaluation that may need to go through your chain of command, and up through your Vice President's office. So look for what their deadlines are. But ultimately the Vice Presidents then need to have those all completed, and into HR by May 17. For supervisors with new employees that would be new to you. It could be new to NKU or transitioning to a new role. There is, and has always been, the requirement for a 90 day evaluation. And so you can find more information on our website. And I'll include a link in the materials that I submit. Another training update is the end of Coursera, the on demand training. So this is to for those of you that maybe engaged with courses with Coursera. You would need to finish those by the end of April. Because at that point our access to Coursera will end. So pass on that information. A couple updates from IT. This week, March 11-15, upgrades to wireless systems are occurring in Griffin Hall, which may cause brief Internet interruptions. This will not affect classroom computers and computers connected via hardwire. This concludes IT's wireless upgrades and academic and administrative buildings, except for none, hall and fine arts due to their construction. The residential buildings will be upgraded over the

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summer and should be completed before the fall semester. And a second update from IT. The it has begun the migration of the MyNKU system to Hannah to enhance efficiency and performance. Initially, student information, finance, human resources and reporting will be migrated. IT has created a web page to share progress with campus community. Please note that these early months of the migration will not have an impact will not have much impact on current NKU operations. I'm also going to include a link to that page. You know that there were some Staff Congress benefits. I think the benefit committee may be updating, but I will chime in if there's additional information. And then it's recently come to our attention that there is a House Bill out there floating on pension, spiking that it passed would have has the potential to benefit some. Not all, but some of our employees and retirees. So it could impact those that have already retired. And it's I have a letter here that I'm just going to give you to summarize it. A letter that's actually from the Executive Director of KPPA which is the State's pension plan. The KERS plan is now called KPPA that it's estimated that there are approximately 420,000 active, inactive, and retired members of the plan in the plans administered by KPPA, they could be affected positively by this. This bill those members affected May see an increase in their benefit payments and or an increase in what their final retirement benefit would be. It's not estimated to change the employer cost, so it would have no impact on. and Ku or other KPPA employers, and it would have a minimal increase to KPPA's administration expenses. So it sounds like they're wholly endorsing it. And hopefully, we'll see positive news coming from that As I said, we've just become aware of this as this is moved, and we will be monitoring it closely and that concludes my updates.

Cori Henderson asked Coursera and whether we are considering any other alternatives. Lori responded well, yes, there are alternatives that we already engage with. And so we're looking at what enhancements or what changes we may need to make. Given the exit of Coursera. But we have Percipio access to a lot of resources and training. Through Percipio and I can't see if Marquita is on this call or not. She may want to weigh in with more information. If not, I will connect with her, and we'll send out an update. Yeah, I don't see Marquita. Okay? But I'm all looking at 3 different screens. Right? So it's good. So let me just say, Percipio, is something that we've engaged with

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in the past, and we continue to have access to, and it is an unbelievable library and resource of information. But that Coursera was kind of built more in a classroom or class structure. Percipio has some of that, but also a lot of other resources. So they're not exactly the same thing. But off we can offer some of the same benefits. So we'll be looking at that more closely.

### Faculty Senate Liaison – Janel Bloch

Dr. Janel Bloch shared yes, pretty much just a lot of things in progress. We're obviously just tracking the Legislature, and what's going on with the budget and the various bills. And just keeping an eye on those. John Farrar reported that he's working on that, the still working on, I think, along with Vicki and others, looking into possible salary to your parking proposal. Still waiting to get back information so he can move forward on that. We did pass a BA in Special Education as a new program in our last meeting. And the PCC is looking at voting on a proposed changes in the treatment of NRTs, including some of their contracts, terms, and perhaps even the names that are used to refer to them that's been on for a while. But they're going to be, I think, voting on that this week, and then that would move forward to the Faculty Senate to vote on. And there's also a proposal to looking at the various ways that college with it. Given that we're getting more schools in as opposed to departments. There's a proposal as to how to treat the representation of those schools in on Faculty Senate. So that's being discussed, and it'll probably be voted on later this semester, I would guess. But that is my report. We're also working, I think your policy committee will work on this, we're also working on a this isn't really Faculty Senate but just in general the policy on policies. Was Grant going to talk about that later in this meeting? Vicki Cooper responded he couldn't make today. But I think he may come to the next meeting and talk about it. And we did meet with him also on that one, Staff Exec team and also the policy committee members or chairs.

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### Student Government Association – Lucy Burns

Lucy Burns shared so I don't have too many updates from SGA today. We do you have a couple of questions in the works. One regarding a recent Master Communication program that was discontinued. You have some thoughts to share on that that will be coming out next few weeks hopefully. As well as a resolution about some communication issues with the first 2 student success hub that were brought to our attention. So that will be coming out as well in the next few weeks. And we did pass an honorary resolution honoring Bonita Brown for her contributions during the past year. And our election season is rapidly approaching. So if there are any students that you are aware of that would like to participate in our elections, I believe those need to be in by next Thursday or Friday, if I'm not mistaken. Sometime late next week. Those applications need to be in and all the students were emailed a link to that. So direct them there if they need to find it, and then the voting for elections will be the 27 and 28 of March. Yes, that is all I have.

### President Elect – Vicki Cooper

Vicki Cooper shared I will move on to the President's report. We are getting the list of administrators for the administrative evals together and those have been sent out for review by everybody. The one change that we did receive was to remove Chris Calvert. Since today is his first day, there is not really anything to evaluate. Did anybody else have any changes that needed to be made to the list or anything that I need to be aware of for those parameters on who we're for sending out on the Admin evals. And of course Steve always says how much he appreciate everybody. I did want to pass that on. I know he does appreciate getting the support from campus. And the other thing that came up is that the Budget Committee did send forth a change to one of the policies Budget Committee. No policy committee sent something about the change in a policy and there is that policy on Policy Committee policy on policies policy that is going to change slightly on how things are done. But I wanted to bring up the request that's being made from our Benefits Committee. I don't remember if we sent this out to everybody, this request is to revise the vacation annual leave policy. Currently if

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somebody leaves the university and then comes back they start back at the new employee status. The request is to change this policy so they return at the same level of leave they had when they left. Does anybody have any comments? Tina might be able to elaborate on some of this, too, if she wants to. Tina Peebles responded yeah, so basically like, just what Vicki said, we are looking to have previous year of experience at the university taken into account when accumulating vacation time. So previously, for example, you could have been here 10 years left, the university came back. And according to HR, you've started at year one again. So you lost those 10 years that you had as part of your vacation approval rate. And the reason we think that this is important is the years of experience are taken to account into pretty much every aspect of what we do. Including the 5 by 5 increase proposal, the plan that they are working on when we hire new people back who've been here with the university before they bring back that institutional knowledge that had left with them. So KERS will not show you back as day one. They have you there as 10 plus years, or 5 plus years, or how many every years, and we just think that this would be a great benefit. To those people to help encourage folks to come back if they've left without it, damaging anybody who stayed here. Their vacation approval, because they'll remain on track. So it's I feel like I stumbled a lot over that. So if anybody has any questions please let me know any, any concerns, any comments, anything like that. I spoke with Lori about it, and Lori is planning to move it on to the executive team, but she recommended, and I completely agree. She recommended, that we have Staff Congress weigh in first so that if we do support it as a group, that'll help when she presents it to the Executive Team, because they'll likely ask, has Staff Congress reviewed this? And what are their thoughts? Lori Southwood responded I'm just going to restate what Tina was saying there, as far as the policy. So we're not, it's not that they lose their KERS. So what happens is that an employee works a number of years they leave. They would have access to have that their vacation time up to their mat. The maximum that is allowed based on their level paid out to them is terminal vacation. So they get the vacation. It's not that they're losing that. But then they're away for a couple of years they've gone to another employer, and at some point they come back, and we know that that does happen. We have people

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that leave and then decide to continue their career and come back to us. And at that point they will start occurring, based on then, the level of position that they're hired into at this starting rate for that position start occurring their vacation. But those of you that have been around for a while know that once you have 9 years, that tenth year, your rate changes, and you start occurring a week more. And so what would happen here is somebody that has worked 5 years, gone away for 5, and then come back, for you know 5 more would not increase at that point, because we would be looking at their accrual in their current role since their last hire, not their total accrual through time. So it's a fairly common practice across industries as a way to acknowledge the employees that have been with you a long time and stayed. It's also increasing over time your accrual rates and not having everybody start at the same crew rates. That's also very common. And so we've had that as far as at least as long as I've been here, maybe, since we started that benefit, I'm not sure that it's been administered that way. And this is a request, then, to change that administration or the way that that's administered for those individuals. I think that that unless there's questions that others have, that's all the information I would have on it. Vicki Cooper shared thank you, Lori, that that clarified it very well. I appreciate that. Before you take this to Cabinet, do you want us to vote on it? Or you just want feedback from everybody? Lori responded you know, the way we want to make sure that employees have been able to weigh in on this from their perspective on any policy. So what I had shared with Tina was the new process kind of isn't going to change dramatically from that. You might, from your perspective, not see a big change in the policy process. But we're going to make sure that all of the policies come to the Cabinet, and the Cabinet will then make sure that those you know, shared governance groups are made aware, or have been involved in reviewing some in depth review of any changes that we're making. So it may be that there's questions or comments here, and then people want to go back and review or ask more questions, or, or, you know, read it in more detail. And we just want to make sure that that it's fully been vetted that way before the Cabinet makes a final determination whether to move it forward or not as a policy. So I think it's up to you isn't as a shared governance body to determine what that means? And is it a vote or not? Or is it a discussion? Vicki



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responded is there a committee that you want to look at it. You know that kind of thing. So I think what I would just ask all staff members is to make sure to review it and then send any comments to the Exec Team on it. If you have any concerns or anything, then we'll talk in the Exec Team about where we're going from here on that.

### Benefits

Tina Peebles shared Allie is still out with her new little one so I will give the report, and I will probably stumble just as much as I did over the policy. So please forgive me. The Benefits Committee did meet on March 5 and it was brought to our attention that there were some questions and concerns about Delta Dental in the university is discussing, moving forward with an RRP process this summer to see what our options are, and with other companies, as far as dental insurance is concerned. Then TIAA we're asking for webinars on retirement. They haven't responded yet, but we're hoping to get some webinars out there that not only faculty and staff can participate in, but they could be recorded, and they can reference them later if they have questions. KPPA has monthly webinars out there, and there's links out on the HR Benefits page for people who want to reference those if they have questions. The Retirement Committee met on February twenty-seventh, and part of that meeting it was decided to replace Western Asset with Dodge and Cox, Western Asset as an under funding under producing program that we were linked into as part of the retirement. It was underperforming fund, and so we decided to go with Dodge and Cox, which traditionally has been a better performing fund. And TIAA will handle all of the notifications to the individuals who are enrolled in that retirement program. On March 21 from 12:00-1:00 there will be a Medicare and Social Security navigation webinar to retirement webinar. It will be recorded for those who cannot make it. Lori Southwood shared okay, I'm going to piggyback again. So I do believe that Patty has sent out schedule. I'm trying to see who this one, too, but I believe she sent it out for those seminars, one being the one that Tina just mentioned on Thursday. There's also one on Wednesday. From TIAA: Paycheck for Life. Set your sites on retirement security. Then there'll be one Tuesday, the 26 of March. 5 steps to create your retirement income plan. Thursday, April 4 TIAA advice tools planning

ahead for your retirement the importance of getting and staying on track. And then as Tina said, various KPPA Tier I and Tier II webinars will be hosted by KPPA. I believe that information came out after the committee met Tina, which is why it did and thank you. Lori, because I knew I saw an email so we do have an organization that helps us with evaluating the plans that are offered through TIAA? And did they look and analyze experts in in that business? Analyze the success of the funds that we're offering, and when we find one that has over an extended period of time not performed. Well, then, we want to get that out more going to be more value to our employees. And so there is a committee that meets quarterly, at least quarterly. That committee is headed up by our by Patti Burke and our benefits team and has representation from staff and faculty and so just kind of to give you some background information on that. And if there's if you're interested in being part of that committee, let us know.

**Guest – Dr. Cady Short-Thompson, President**

Dr. Short-Thompson shared good to see all your faces. I just would share a couple of updates, and then I'm happy to take questions. I think, as some of you already know, the update about the ELC or Empower Learning, our childcare center on campus. We're having some just some turbulence there as they have announced that they're not renewing their contract with us as of this June, and their last day will be May 31. For those of you who are parents on the call that use the center, you know we're working hard to get an RFP ready to go out to work to attract a new vendor. I appreciate your patience. I imagine it's very stressful. I actually had 2 of my own kids in that center once upon a time. So totally understand that this creates interruptions through your families. So to try to secure someone to help join our team to watch our kids and teach our kids for, especially for a faculty staff and students who have their kids in the program. So I don't have an ETA yet on what we expect, and when we expected I know we're pushing. I think I shared with Cori this morning that you've got Diana and me pushing hard, and we've got these folks who are trying to create the best possible RFP, so that when it goes out, it's likelier to attract more interested vendors. So there's this tension right now between pushing and trying to get it to be as accurate and full and as helpful

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as possible. My goal is to get an RRP out this Friday. Wish me luck. How that will work out I just don't know. And I I'm not really a great I don't have a crystal ball, and I always sometimes think, wouldn't it be handy to actually be able to predict. But I just don't know. So know that we get it. You know, we've been literally in a position where childcare was forefront on our minds. And so I see Amanda's face. I get that. You've got kiddos in the office program and know that it's on the very short list of where we're pushing hard. And I think you know, Diana, she's good at pushing. So I appreciate her attention to this and know that we're trying to move it as quickly as we can. So thanks for your patience. Happy to answer questions about that. I could stop here. If you want me to answer questions about that. Any questions before I move on. Mike Irvin shared I would just say, Cady, as a parent like Amanda, who has kids there, just would say we're very well aware that there are no guarantees in terms of what's to come. But just in general I'm very, that's what I'm looking for, encouraged by the response and just how quickly that's come just based on y'all having known literally nothing at the last Staff Congress meeting! Not your own fault, just, you know. Cady responded I do hope that we'll be able to attract someone. I have glimmers of hope. I just want to really do our best to get the word out and then move as quickly as we can. What I have said is that you know we're already running the Center with a pretty low rent, and I mean it brings an important service to a faculty, staff, and our students. Again I get it. My 2 kids were here for 3 years each. And so we're going to do what we can to make it happen. Just know that the timing might be tough, and we're just doing what we can to move heaven or earth to get this to come together. So thanks for your patience. I know I do know. It's alarming. It's frustrating. It's disconcerting cause these your kids, I mean, what's more important than your kids?

So second, how we're working on money a lot these days. I think about revenues and expenditures more than maybe ever before my life. Probably not, really, though, because for years I've been running budgets, and I'm feeling hopeful about where we're sitting right now in this fiscal year, as well as where we're heading for the next you know, when I came into this role. The numbers were, I think. harrowing still, I think just

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the gap that I had to close from then to now. And yet now I think where we're sitting is a better position, certainly, than when I arrived. So I'm feeling hopeful, you know. We it depending on who you ask in the day. I think the gap right now is \$1 to \$2 million and the gap can be closed, in my opinion, with revenues. So I think the big question is, what will the revenue streams be? I don't know if any of you think that it's funny if I say that sometimes I feel like I'm dealing with a Magic 8 ball with revenue sources. I mean, it's like, will it be the state I don't know. Shake the 8 ball and see what the answer is. Will it be a donor, or will it be you know, some other opportunity with our revenue stream? There are a lot of different inputs into our budget and it's just starting to come into clear view. And I think you all get lay of the land as quickly as possible and work with his team to have it all come into a balanced budget. And I feel confident that we'll get there. I think that. We're just working through a zillion different budgets from different departments as we speak. So that's that. And I think that you all saw the news out of Frankfurt yesterday. It's tentative. Obviously, it has a lot of ground to cover in terms of discussions, but that's the most money we've seen in a while here, at least as a proposal out of the Senate. And it's really, I think, a result of a few things. I think that the Senate has more money that it has had in in recent years, and that I think we made the most of it, asking for ourselves for things that were priorities for us and important for us. I also think that we've had Jenny and Eric and a couple of lobbyists and me down there just often. We, Jenny and Eric, have been there just about every day of the session. With a few exceptions. I've been down there at least once or twice a week and literally for my first week. I don't know if you all know that. So they were like I didn't even know where my own bathroom was here, and I was in Frankfurt right? So I mean it was hilarious how new I was, and down there, walking the halls of you know the of Senators and Representatives just getting to know them and getting acquainted. So I feel full about where we're headed, as it relates to our state appropriations. And I just know we're going to have a busy few years then spending that money which is a good problem to have. Isn't it so?

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Then I would just share with you that we're right now working on summer planning, and one, I think good piece of news, or piece of good news rather, is that if you look at the Fourth of July, I don't know that anyone has even turned to look at summer yet but the Fourth of July, and it's timing I am planning on sending a message out that says that we'll have the fourth and the fifth off so that we have a nice big four day weekend. So I know. See, that's always the best part about these visits that I do. We have vacation. So I do think I learned actually at NKU. I will tell you this. You wouldn't know this, but I learned at NKU that when we close the campus and take a minute and all get to be off, it's a beautiful thing. And I actually, I remember, back in the Votruba days when he would close us on the, you know, twenty-second or twenty-third of December, and send us all home for the holidays. Then I went to UC and they didn't have that. And so I will tell you. I'm the reason why you seen it has. That is because of this place that made me realize it's really good for all of us to take a minute and just rest and be with our people and get a breather, and we come back brilliant. Right? We come back ready to hit it again. So we're going to do that for the fourth and the fifth of July, and then the Cabinet and I had a conversation just I think it was a week ago, I can't remember, and on announcing, and I can announce it to you now is that last summer I know that you had a Friday closure. I think it was at 2:00, 2:30, or something like that. So starting June 7 through August 9, and I'll follow up with an email so you don't have to scramble to write this down. But it's June 7 through August 9, we're actually going to close at noon on Friday. So at 12 we're going to say, let's take the afternoon off. See, I knew I could make you happy with that. So and honestly, we're not necessarily in a position yet to do raises. And yet I do think that time is valuable. And so I have to believe that, you know, in a circumstance where we're getting our financial footing, I think that time can be a valuable thing. So I'll get that memo out to everybody shortly. But I just figured, you know good news is always welcome. We made the decision last week, and I just think if you have, you know, nice two and a half day weekend plans for the summer, it can just feel kind of nice. So that's all I have in terms of announcements.

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I'm happy to take questions, your concerns, your thoughts, in the time we have remaining. I see, Amanda, but I don't know if anyone else wants to call in people, because I don't know if I can see everybody. So, Amanda do you have a question? Amanda Andrews responded, so back to the daycare thing, just because I know students, I know us. Faculty and staff are like kind of, you know, we're in our boat. But is there going to be anything communicated to faculty and staff about how to be lenient with students? If there is issues like this last Monday, as far as either virtual communication for class, or you can like. I know it's not the best idea to bring kids to the classroom, but like something along those lines. So they're not penalized for the daycare shutting down. Cady responded yeah, it's a good question. And it's one I'd love to have Diana think about specifically. But one of the things that Cori and I talked about in a recent meeting was, you know, we don't really know what we're going to be dealing with, do we? I mean, that's the thing that's the most disconcerting part. I mean the fact that you had, because of illness the Center close for the day, right? And so I mean, that could happen anytime. And I'm sure it did in Covid. But we don't know what's going to happen. And so you know, one of the things that I think we'd be well advised to think about is just some flexibility in those last minute cancellations or unexpected. I think of it as turbulence. You know it just it's tough to adjust that quickly. So I think we have the names of the students. I imagine we can pull their schedules and communicate with professors. I'll have Diana's team reach out to do that. But I also think we have to think about our faculty and our staff because I don't know what options that could cause, as it relates to teaching. You know, I can tell you that there is at least one or two different times in my career as a faculty member where I had a little kid in the corner of my own because of, you know, circumstances that couldn't have been predicted. So I imagine that that's happened here as well with students. So I do think that there, we're going to just have to operate grace and figure that out. But yeah, I think it's a good point to communicate out that this is, it could be a bit choppy for us, especially because we just can't predict the future and their staffing. So thanks for the suggestion.

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Vanessa Weiland asked is there any follow up as far as what's going on with the DEI bills that are in progress? Cady responded yeah, so good question. It depends on how far back you need follow up from, so I'll talk for a minute, and if it doesn't address what you're wanting to know, Vanessa, tell me so I know that there are a number of different conversations that have gone on. I know that you know that Senate Bill 9 or 6 rather passed the Senate and then I know that. I think you probably know that from the Board conversation that Eric led, that I, along with most other University presidents met with Representative Jennifer Decker last Thursday and shared my concerns and thoughts about HB 9 and essentially went through the number of concerns that none of it would be surprising to folks who've been in these conversations at the university. I think that all but maybe one or two of the University presidents met with her last Thursday and Friday. But anyway, I met with her with the whole team and raised concerns of everything from accreditation concerns if we're not able to teach about a broad population. A diversity, for example, in nursing, learning about social determinants of health, and making sure that our students are well equipped to serve patients from different backgrounds and with different demographics, and that that's an expectation and a requirement of our accrediting broad bodies of our programs. And we have a lot of accredited programs and talked about that. I talked a lot about my real concerns about the notion of not accepting transfer credit, for example, or credits that were related to any course that might be called DEI. Talked about concerns, about student success, and about belonging and talked about workforce and concerns, not just about our own workforce, you know, being able to recruit the best and brightest folks, but also about the region and our ability to, you know, essentially grow the pipeline because we need more people in this region to fill the roles not fewer, and to be a welcoming community. I think it always helps to bring in more people and different people right and you know. Certainly the Chamber of Commerce in Northern Kentucky has been supportive of that, and they've been working their relationships and back channels. I know today there is actually, it may be going on right now, if not later this afternoon. I'm not sure the time there is a hearing of HB 9 and CPE's president and some of his top team, Aaron Thomson and his top team. They're representing the Universities, and

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intentionally so this could be a difficult meeting, and I think none of the University president thought it was a good position to be singled out, but to be represented by the CPE, which is actually typical in these circumstances. So I feel confident about Aaron's leadership and about the others who work right alongside them and have data about all of our universities and the collective impact of the work we've all been doing for quite a while, so we'll know a lot more, you know soon. I can't predict the future on this one either. It has seemed like something will go forward. The question is, what and I think you could imagine there a lot of different possibilities from one of the bills going forward and getting approved. None of the bills going forward and getting approved them being combined in some way or another. I think that there has been a real emphasis on accreditation. And the you know the academic message. I feel less concerned about that getting in there or being in there. I don't know about the other parts and pieces. So we're going to know a lot more tomorrow from what has is going on right now. So I think that would be all I know to update you on right now. I know that Eric and Jenny are on it. Jenny's down there now, but I don't know. Is she going to be in the room or not, because sometimes they allow it, sometimes they don't. Either way they'll get information. Those two are very savvy, right? They're very good. They're very network. They're very relational. So they'll get us the information that we need. So yeah.

Cady continued so I see stuff in in the chat and I don't know if it was for me. So I'm trying to see it's about the Res. Hall's name. Oh, yeah, so what's the question about the resolves? Is it about? Amanda Andrews responded are we thinking about any plans to find out finding a new name process for the new name element? Cady responded yeah, so I actually got an email from a group of students. The truth is, there's a naming opportunity there. And what I mean by that from a donor. And so I think that what I'm trying to do is to see what's possible. In a naming right that actually brings revenue to us. So that's what I'm most interested in doing first, in the event that we struggle, and I would say, give me some time, because it's been 6 months, and you know I often joke that you don't meet a donor and say nice to meet you, can I have 3 million dollars, please. So it'll take me a little bit of time to know who aligns well with that, who some



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donors want their names on things, others that's not their motivation. So I'd love to bring in some revenue there. I just don't know. There's also some interest with naming some of the other colleges like the Honors College, so there could be some you know, relationship there, but too soon to say on what that would be. Who that would be, etc. So that answer the question about it. I don't have my glasses on, can't see. So anyone else struggle like I do. It's like, Oh, my gosh.

Vicki Cooper asked if there were any other questions or thoughts. Tiffany Budd responded so I was reading about the new opportunity to transition some of or all of maybe the Chase Law School to the new development in Covington. I was just wondering if you could speak to that a little bit. Does that mean that Chase would completely leave our campus? If so, why are we building a very expensive mock trial room for them? If they're going to leave, you know? Or what would you know just some details around all of that situation. Cady responded yeah so, Tiffany, welcome to my brain over the last few weeks. We've asked all those different questions. You know we have been presented with an opportunity like no other. I mean it is not common to have a Senator say we will pay for the entire facility, the entire move, and then have plans to renovate whatever needs to be renovated from the billing that's left behind. I mean that's a deal right. I mean, that's a pretty big deal it would involve if it goes through the full move of all of Chase. So it would be all of Chase, library, and all. You know the think the big questions are around. How long will it take? So you can ask five different people and get five different answers on this one. But my experience would say, it's going to take longer than some folks think. I think it'll take at least four to five years for us to plan and construct and move and the fact that we have multiple different organizations involved could extend the time. So I am as optimistic as they come. But I also am realistic about what that will involve. So if you have NKU, UK, the port authority would be the person who would run the project. And of course there are folks from Kenton County involved right as well as you know, any number of other life sciences, pharma partners that may have some say in some space. It's going to involve a lot of different negotiations and conversations. And you know, just from building things here on

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campus that alone gets complicated. And we're one body or one organization, right. So if you put all these different voices, it's going to take some time. So I do think it's we're looking at, you know, five years, four, five years out I think. Then the question becomes so we actually have already said to all of our law donors, for example, the courtroom project that is going to move forward here and then whatever can and then we move from there to Covington again. Assuming this all goes through and their naming rights will go and it will be built with the same court room projects idea down there. I think the question then becomes, what is not become? And I don't have an answer for that yet. I think there are a million different possibilities. I will say that there's a lot of interest in this campus community in this setting. I think that you're seeing that in a couple of different partnership deals that we're seeing come out of Frankfurt right now. So, for example, the Crime Lab and the Medical Examiner's office taking over the Highland Heights Civic Center building as an example of one that I think can bring some partnerships and some revenue. What I don't know is what are some other possibilities as we go forward. Are there ways that we might work with UK or U of L for other programming that might find its way into one of our more vacant buildings. It's too soon to say, Tiffany, but I would just say that you know that I think there's an important exercise ahead of us as we think about our enrollment, mix and profile to also think about our facilities and how we're using them, where we're using them? Are we using them as well as possible, or are some folks strewn across campus in ways that don't make sense cause. I'm a big believer in putting people who work together close together. It just, you know, proximity facilitates that interaction easier. And I imagine that over the years we've grown dynamically. So as a result, we've taken space that was available not necessarily logical. So I think there are a lot of conversations that we have as we go forward to start to address some of those adjacencies so probably too long of an answer. But I think there's a lot of exciting potential. And yeah, we still have to go through the whole remainder of the assembly process and see what actually comes out the other end? right?

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Chris Witt asked for clarification on what you said earlier that we're one to two million dollars, and then the budget would be balanced for 2025. Is that correct? Did I hear that right? Because I know before it was a lot more money. So I just wanted to make sure I heard that correctly. I also want to say, thank you for the extra days, and for Fourth of July and the summer for the yearly release. That's great. Thanks so much appreciate it. Cady responded fabulous. Yeah, we're getting close, I mean, on the budget. I feel good about it. I actually, I can see it starting to come into...I have a number of different contingencies in my mind. And I know that Diana and I have been really disciplined about saying not yet on some things, because we wanted to really prioritize our people and I think that's been the case throughout this whole process over the last year and a half. But I do think that in these final steps we just want to get as much right as we can. So what else? Amanda Andrews asked how much of that balanced budget is just accounting for what we're going to be getting in the new fiscal year? Is that like 1.2 accounting for any of that? Or is that just where we're at now? Like when we're talking about our balanced budget, and you're saying we're at 1.2 within. What we need to be is that accounting for? Cady responded Yeah, so in between one and two. It depends on who you ask in which day. So a couple of things. For me, it's about trying to figure out what are the right revenue streams? What are the right leverage to pull? So I'll give you one example. We are right now working with ap to do a competitive market analysis of our tuition rate. And I am convinced that we have lowered our tuition rate for undergraduate tuition with discounting too low for our online program. And so now it's a matter of for at least the incoming class. And we have a number of new programs, as you all know, in undergraduate online. I actually want to with the partnership with Chris and Diana and others, to take the ap analysis and say, this is where we went up. compared to our regional competitors as well as our national megas, you know, because we do compete with, like Southern New Hampshire and Arizona State, etc. So it's one example of a revenue stream that could be better right? Right? It's not going to solve the whole problem. But, I have a phrase that I use often you'll hear me say it's not going to take one solution. It's going to take a hundred. So like if you just save here and make a little bit more here and save there, do you get my point? It doesn't involve like

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massive layoffs. It doesn't involve hopefully, any right involves. Let's pull all the right levers and be maybe prudent about not overspending in certain areas that we might love to, but we just it's not time yet to. So, for example, I know some of you probably want to talk about raises. I don't think I've got it this year, I just don't know how we're going to pull it off, and I don't like the idea of saying, if you want a 1% raise, then I'd have to make 10 cuts in in faculty or staff. I just hate that. It just doesn't feel good to me or anyone I've talked to. So I'd rather say to you, Please be patient with me, and here's the good news I met with Chris Calvert today, and I said, You know, one of my priorities is to get a 3 to 5 year budget in place and have some actual plans for what is it we want to accomplish because money is really a tool to do what we need to do around here. And so if some of our goals are to return to having some plans around compression and equity adjustments or around raises to address inflation, well, let's build that into some of our assumptions going forward. But I mean, say, that we are just getting started on fully analyzing the finances is an understatement. Because, I mean, there's just a lot to get our arms around right and starting to think differently about all of it, really getting clear about what are our instructional costs, and what haven't we been thinking about, and what's going. Well, and what's not right. So I say all that to say that we're still really waiting through it and trying to figure out what are the best ways forward cause. There are answers about how to go forward. I just. I know that we're all committed to doing it in a way that is good for all of us.

Brenda Maldonado shared summer that does not go for facilities. Right? I know the 4<sup>th</sup> and the 5<sup>th</sup> for July does. But as far as early off on Friday that would not be us, right? Lori Southwood responded so this is where, Brenda, I get out ahead of myself because I don't know the details. It will benefit all employees. But we know that their employees that aren't necessarily, that's not a time for them that they can take off. We have people in facilities, the police department, our accounting department, that's their busiest time of the year payroll and maybe in your own area there are going to be times where you may need to continue working during that that downtime. But there, like last year, you will be able to still get that time at another time. Brenda. If you recall last year, we we're

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shutting down it to there are some employees that their shift doesn't go till 2:00. They're already done with their day, and so that doesn't impact them. But then they don't benefit from that being paid for that time off. And so they're able to take other time off. And that's something that, though, will work out with the individual department heads in those areas to make sure that that's a smooth process. And Payroll has built a special coding in the system that you would code that time, so that you get credit for it. So yeah, it does need to be customized. Some live for meet our needs, and to make sure that we're servicing those that we are, or need to serve, and getting our jobs done. But so it's not going to be the exact same for all but everybody's going to benefit. Karen Dawn responded this is Karen Dawn in Facilities, and I can assure you that will work with all of our facilities just like we did last year, to make sure that everyone is entitled to the same, and they do enjoy the time off that is given with their family as well. Cori Henderson asked so if someone in those areas takes a vacation day on that Friday? Natalie Gabbard answered you're off on Friday, you take 4 hours of vacation, and then the rest would be the Admin release time. Lori continued thanks, Debbie. Natalie said that there she is working on detailed communication that'll follow when Cady sends something out to the campus so that you'll have an opportunity to go in and get more information specific to that, how to document it, how to fill out your time card, you know FAQ's, that kind of thing.

Amy Ishmael shared I had a question about kind of the looking into the future for the university. I know that there seems to be this interest, you know in pulling in more revenue by going more and more online. And personally, I feel like that would be a detriment to our university if the students stopped coming to in person class, and we became a completely online university. I was just wondering what your thoughts and take on that. Cady responded yeah, it's a great question. And one of the things that I've become really acutely aware of is we need to be both. And we need to be both because I think it's an access issue for students. There are some students who can't come to campus because they're working and juggling families and aging parents. And you know, having our online programs allows them to keep doing those things and also earn

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the degrees that they so dream of. So I think that's important. I want to be really clear that the strategic enrollment management planning process right now is focus almost solely on in person student population. So we are really trying to reverse the trends that we've seen in the last 5 years. Ryan and Abdou and this whole group of folks are really digging into how can we bring in more in person, more residential students. How can we really target different markets of students so that we can find ourselves with a very different slide, a slide going the other way that we've seen in the last few years, and yet knowing we've got headwinds. Right? So you know, I'm sure you're well aware that the demographics have us, you know, losing more and more traditional age students through the next year. And so I think that the biggest opportunity is just to serve our region far more intentionally. And the team's been doing it this year they've been doing a bang up job of recruiting from our backyard. We have been in over a 170 schools this past Fall, which is way more than we had been for the previous years, really proud of the hard work they've invested, and they're good at their jobs. I mean, they've really turned around applications and confirmations. My biggest headache right now is how to make them into not just application confirmations, but students on our campus. And you know we have to yield as many of those students as possible, given the FAFSA changing and causing some delays and disruptions. You know. I think we're all a little anxious about that. So my optimism is just a little tempered by some of those hiccups. But, by the way, those are hiccups. Every school in the country is dealing with a FAFSA. So, Amy, I agree with you, I mean, ever since I returned to the thing that I missed the most is the buzz of the campus. I think it's a little too sleepy for my taste. You probably have noticed I have high energy, and I like to be in places that have a lot going on. And I just miss that. And I think that we're built for that. I mean, we have too much space to not fill it. And so I'm really committed to getting a lot more person students, a lot more residential students. I'll give you another example of residential students. So did you know that we have said no to our graduate students for housing over the last I don't know how long, maybe forever. But now I've said you know what we have a lot of empty beds. And why don't we have floors of our residence hall, maybe over at Northern Terrace, and have our law students or Med students, or graduate students or MBA

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students. Whoever who actually wants to live here, because it is actually more affordable than living in an apartment. And so I do think there's a tipping point for us at a point where, if we hit you know it's a certain number. I forget the number off the top of my head. I don't want to make one up. But there's a number that we can get to a point where we can have both of our dining halls open, which I think would really help us to then have a positive experience, because I think, having the shuttle to go to the other dining facility isn't ideal, so couldn't agree with you more. I think that the recruitment team is really digging in hard on strategy as we speak, and by July we'll have a new strategy for recruiting more in person undergraduate students for the next year. And we're going to need everybody's help. So that when we do these admissions days and have people on campus, whatever we can do to be engaged with them and be encouraging of them. I mean, I think that's NKU at its best. If I'm honest, I mean, I think we're really student centered friendly place to be. And I think that as people climb out of crawl out of Covid, I think that human interaction is going to be a good thing. So I think being on campus is really going to be a hallmark way that we deliver what we do.

Vanessa Wieland shared Vanessa, again. I have a follow up to that Cady. Would we be looking at, or have we looked at, not just graduate students, but, for example, some of our younger employees things like that, who might actually benefit from, say, discounted housing? You know, especially like, you know, they're younger. There may be single or something like that where they might, it might work out where they had a residence all their own? Cady responded Vanessa, a really good question. And it's funny we started to walk into this graduate part, and I don't know if you know this, but we have that whole cul de sac of houses that's right behind Truist. We own almost every single one of those houses, and we rent them out to, I think, a number of faculty and staff and graduate students. You know what? You have a good question. And I've actually been asked that question. And there's a group working on a housing plan. And so I do think that that might be a year 2 and 3 sort of solution. In my mind, it's a win/win, because we've got the space, people have a need. Why wouldn't we allow it? I think we have to think through how does that change some of our policies? And you know, I think we'd want to

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make sure that, for example, if we're looking at I'll just say non-traditional age folks, you know whether their staff, whether they're graduate students, I think we'll want to make sure that they're all in, for example, Northern Terrace, right? That might make the most sense, and it might also be most comfortable for everybody involved. But yeah, I think it's a good question. I've also been asked questions about, for example, would we be willing to work with some school systems where, for example, their young teachers are just coming to town, and can't afford many different housing opportunities. I'm sure you're all aware of the same studies I've been reading about affordable housing prices in Northern Kentucky. So here it seems strange, right, that we have empty rooms, and we have for years. We're 62% occupied right now. Right? So it strikes me that there are some collaborative solutions ahead of us. So I appreciate the suggestion. It could be interesting just to think about. You know, what does that look like, and how do we sketch it out? If you have ideas about that, I welcome you to either, you know, send them to me or you know, share them in some other way, whether it's coming to one of our housing meetings because we meet as a subcommittee and sometimes have some brainstorming. So if you're excited about it, let us know because I can definitely listen for a bit and learn.

Cady continued I'm seeing Tiffany's question really fast before I go to that says doesn't Thomas More have a residence hall that's owned by a third party? And is that something that's working well for them that we should look into? So a lot of schools operate with a third party vendor. I think the downside is that oftentimes it's not it doesn't generate the revenue that you know that we could have if we were full. Usually revenue is or residence halls revenue are cash cows for universities, but because we have such high debt on our residence halls, and since they're not fully occupied, it's created actual financial problems. We run residence halls I think at a loss of \$2.5 million a year just to give you an idea. So this is another one of the outcomes of Covid, where we weren't parking, we weren't feeding, we weren't housing folks, and as a result we're still paying, but without their actual revenue. So you know, I don't think we're heading into a third party vendor solution anytime soon. But I will say, if you want to know what's on Cady's



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wish list not that anyone cares or ask me, but I would love to have apartments, I mean, I think apartments are really what a lot of our students want and yet I don't know that any of our neighbors are willing to give them to me, and I don't have the money to buy them. But I do know that a lot of our students live over there. If you all been across the street. It's crazy how many NKU decals are on the cars of all of our neighbors apartment complexes. So anyhow, if anyone owns one of those and wants to give it to me, let me know. That's an ask right? So what else? Somebody else had their hand up.

Chris Witt shared I have another question. What about the development up on 27? Wasn't that plans for that to be mixed retail slash apartments possibly. Is that I mean, I guess it's been a put on pause or something for the time being. Is that something we can look into in the future? Cady responded yeah, so interesting question. So we have a pause on that now, only to wait to see what's happening with FC, right? Until that's all paid for. If that FC deal goes through that whole corner really should interact with the athletic facilities, because, as you can imagine from watching, I don't know if you all go to TQL, but FC, brings with it a certain amount of energy activity, you know, traffic and people and it could make a lot of sense to have some restaurants and some other housing facility there. It's an economic development project which means that it's not me, I'm not going to be a land developer. Yikes, I'm not going to be a land developer. But I will say that it it's likely to be something if we go forward with this FC deal that they should interact. So I haven't heard apartments as much as I've heard Boutique Hotel, you know. That's been the idea that I think has some legs. I mean, I could imagine that. You know we could have any number of universities usually have a hotel either on campus or right next to campus, for all of the different folks who visit. So you know what I'm talking about, all the conferences, all of the athletic events, all of the admissions, events, right? So where I used to work we had a nice hotel on campus that was extremely lucrative. And it was constantly full. And, for example, when we have concerts at the Truist Arena, that hotel would just be booked solid right, and you raise the rate for those weekends. So you get the point. I mean, I'm not here to run a hotel, but I am here to get the revenue from a land lease of that space, because that's actually in the long

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run, I think better for the university. So and then I saw something about Chartwells, and being flexible enough for those discussions. Do you mean the discussions about the dining halls? Do you mean? Help me help me understand the question for the residence hall. So they actually are the folks who run the dining halls. Chartwell says, I think, there's a point at which you have enough people that they're staffing and their food preparation and actual food volume is, you know, you have to have a certain number of diners. So there's a number, and sorry I just don't remember. It's something like 1,800 or something like that that we have to have to have two dining halls. One thing about Chartwells is, we're I think, going to be heading into a renegotiation of that contract. And one thing that's exciting, I think, for the students is that we're working to think through with changing some of the options. So, for example, I don't know if you folks who are on the dining plans here, but or meal plans, but some of them wish they had more access to swipe meals. So, in other words, eat at the Student Union more of their dollars, and I think that's likely to be a much more common thing in the future. So, in other words, the University of Cincinnati has a setup where you can have unlimited swipes through some of those restaurants rather than having it so much dining hall dependent. And that could have a lot of changes, positive and negative. Probably I think some kids would just, or students, would just eat burgers all the time, right? So I don't know if it's the best diet, but it might be it might make them happy. Right? Exactly. So talk about a residence hall on top of the retail space. Bob Alston shared so I was just providing context to Chris about it. Cady responded thanks, yeah, I think there have been a number of different ideas. Ultimately, since we're not developing it, because I don't know if you know this. But it had been NKU developing the corner of land, and I just said from the beginning, I'm not doing it because you know what happens. It doesn't get done because you know what I have a lot of other stuff to do, and it's always going to be a last priority for me compared to take care of other things. Right? So that's why we said, Let's work with someone who will develop the land. So what else? Other questions other thoughts in a stormy afternoon.

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Brenda Maldonado shared actually, it's more of a statement. It's in a in a bind, I guess I want to say. Okay, so everybody knows who I am. My name is Brenda Maldonado. As far as facilities, it's been said that we are not getting a raise this fiscal year. I am a custodian here, along with others. We currently have 16 positions open. The custodians that have stayed here through a lot of shenanigans. We have had some to retire quit, and some got fired. However, the ones that stayed do not deserve to be treated unfairly. There were retention payments given to higher positions to stay, but the University can't even give us a little bit of not live paycheck to paycheck. Yes, we get a little. We get little perks but we must pay taxes for what we receive which stinks. The gifts are given. We have to pay taxes on that. Every time we get a raise it gets taken back through parking insurance. The TIA taxes? What give you? I have been here 8 years. In that time I have never seen a cost of living raise. We should not have to get help from the State to be able to live, especially employees that live in university housing. We would be able to afford rent without having to have others live with us. I'm stumbling. I'm so sorry everything goes up and our pay pretty much stays the same. Kentucky minimum wage is \$7.25 an hour. Ohio minimum wage, \$10.45 an hour. It's crazy. See all the construction going on and think, well, there's our raise, which granted a lot of that money is donated. I get that. We are loyal to the company we were. But we think our loyalty is worthless. Actions speak louder than words. I mean, we work very hard to make sure things are clean and presentable. We work so hard we are broken. We just do not get enough for what we go through. There was talk about a sliding scale at cost of parking that has not happened yet. We must pay a tank bus tax which most of us do not use it should be optional. We also have. We also need assistance with different kinds of insurance, because some of us do not understand. We are making payments, and nothing is coming off the balance. Cady responded so thank you for sharing your experience with me. It sounds like it's difficult, and I'm sorry. You know I can't always fix what came before me. I can only pick up where I came in. And you know, I think there are couple of things specifically respond to Vicky can certainly speak to the efforts around getting parking. So it aligns with, you know, different salary levels. And I think Vicky can also tell you that, I said, go for it, and let me know how I can help. And so I

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know they're working on it. I think it's it doesn't help that. We're just onboarding a CFO. And I think he needs to get him some financial information is where I think we're sitting on that. So I'm supportive of that concept. So that's not going to solve the full fullness of the situation that you've raised. I mean, I just got here, Brenda, so I have to say that you know I'm I've gone from a \$9 million dollar to a one to \$2 million dollar deficit, and my goal is to get us in the black, and also to get us strong. And so NKU has not been healthy financially, actually, for the last 12 years. We've had 10 years in deficit of the last 12 years, and frankly, those are decisions that were made by predecessors, and frankly, the landscape of Higher Ed has had its impact, right? But I do think we're going to have to be disciplined. And I think that if I'm candid that probably hit some harder than others, and I hate that. You know I'm open, certainly figuring out you know how to how to best go forward, as it relates to raises, and you know I think it'd be helpful to have HR at the table, representing lots of different ranks and categories and classifications of employees, but you know it does. Some have been hit harder than others, or some don't benefit from certain opportunities in the same ways, and so, however, you and your folks, you know, can help us to sort of crack this nut or address these issues will be helpful. But it's not going to be overnight, I mean the truth is, you know, as I said in my comments earlier, we could give raises this year, but they'd be minuscule, and they'd hurt somebody. They it would mean someone would get laid off. And I don't love that idea. I just it feels bad. So other people tell me all the time that frankly, they're exhausted, because, you know, like you just mentioned, you're down some people. So then, for us to remove some more people, just so that we can give a one person raise seems counter-productive to me. So you know what I said when I got here, Brenda, is that you know, I think you'd probably notice. I jumped in immediately. I got hired, and I said, I'll start in two weeks, which is not common for a President, and the reason why is because I knew that if I could at least get the lay at the land quickly, we could start to turn the tide. And if you look at our first year numbers, we are right. And so the problem is, there's so much compounding of our finances from year one to four of our undergraduates because we don't retain them all right. So it's going to take us a while to sort through and get to a better position. But I I'm actually confident we'll

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get there. And then you mentioned buildings and construction versus raises. I can't say enough. Those aren't the same buckets of money. I can't spend construction dollars from the state on raises. They're completely separate and we can't. It would violate state law. So you know what I said before I meant and I mean I say things directly and bluntly, and then I walk through on them. I follow through on them. So what I've said is I don't think I can do it this year. I'd love to say yes, I mean, if yes is fun. No is less fun. But I will say that I think it makes a lot of sense to say, let's build a plan. And let's think about, you know, where the greatest compression and equity issues. How can we be thoughtful and not just continue to create more inequity or more frustration with whatever raises we can put forward in the years ahead? And I do think that thinking 3, 4 years in advance with a budget makes a lot of sense. And when Chris Calvert and I talked this morning, he and I talked about you know at Cincinnati State he created 3 to 5 year budgets, and it does allow you to start to set some priorities and for us to be able to say, Let's get a raise, you know. Let's have some equity funding and some compression funding. But you know I have a lot to learn from Lori and others about where are the greatest needs, and where are the greatest frustrations. And, Brenda, you'll also hear me ask the questions. I don't have the answers yet, but ask the questions of we've had a lot of vacancies. And you know I think you can respect the fact that if people quit or people retired, or whatever for whatever reason people left, we didn't hire in many cases those folks, because that meant we would be able to recoup the dollars and get out of deficit. So it's better than letting people go, which we hate to do, right? So I think we're going to learn that there are people on our team that we're struggling without. And so I'm hearing you saying, Brenda is, you don't have enough folks to keep to take care of the facilities which I get it. I mean, there's a certain amount of square footage. There's a certain standard of how many people per square footage you should have. Right? So we're going to have to be analytical as we start to build our way back and get healthy again. But first we've got to get financially healthy, and then we can think about how do we grow and change to meet the future demands of this place. Long answer. Sorry it stinks right. I mean, I don't have a magic wand, but I do have an ability to hustle. And I'm pretty darn resourceful. And I think you'll find we'll get

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there faster if we work together. Brenda responded with okay, so how long around about before a raise is given? Cady responded yeah, so I just said, I want to do 3 to 5 year sort of budging so that we can plot it out. Brenda, I'm not a person that likes to give an off the cuff answer that I don't know if I can backup, because then I'll feel like I misled you, so I don't have an answer for you today. But give me give me some time with a new CFO. Let him get his feet under him and keep asking the question. So don't mind me. Yes, I just need to actually be factual before I answer a question because I don't want to, I'm not a political person that'll just tell you what sounds good. I actually want to be able to back it up because you're going to get frustrated with me. If I say it's going to be a year and a half, and if I don't have the money in a year and a half, you're not going to be happy with me. Right? Brenda responded okay, 2 years. So is that since we're not getting a raise, would that parking and insurance be still going to go up, though, which means we're going to be even making less. Cady responded we barely have enough to make rent. Yea, so, Lori, can you speak to this? Lori Southwood responded hmmm, yeah. So I mean, I do think that we said the parking is being looked at. We held the healthcare costs this year. We work hard each year to make sure that that impacts minimal so I mean, we're not looking at just one thing. Here we are trying to look every place we can and try to improve the experience for employees. I know that. You know that your take home pay is the most important aspect of that when that's not strong enough, then it, you know, it's hard to focus on these other things. We have made up a lot of the gap, a lot of groundwork, and what we've done with. Our compensation strategy over the last few years just to remind everyone we did move our ranges, 15% that did impact those at the low end most significantly where we they were. We brought them up to that new minimum. We're not saying that everybody is where they should be at this point, but we have, you know, put plans together to get people there, and we are taking it one step at a time. We were able to address to some extent and compensate people for their time at NKU and their experience. NKU experience. Well, we know that's just part of what is factored into that equation, and also your previous experience, or the experience you come to you with is part of that, and we have not yet been able to pull. We have identified that, at least at that point in time, we that identified. But we, you

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know, need the funding to implement it. So I think it's multi-factor solution it. It's coming up with the right plan that creates that internal equity and market competitiveness. And then having the funding and end it being ongoing annual funding. And so, you know, I think that we're closer. What I would say to you, Brenda, is this isn't an absolute answer is, it's going to be on this date, but that every step we're taking with the budget and the think of the tremendous gap we have that what we're sitting here today talking about is closing it. That is the first step and the most important step foundation for us to be in a situation where we can be competitive, and what we pay and maintain and focus on equity, internal and external equity. But we have to have a solid foundation. If the only way that we're getting there is by cutting and trimming, then it's not going to last. It's not going to be a solution for us. And it's not going to be the place we want to work. It's not going to be the experience that we want it to be. And so I think that I applaud Cady, and her focus and vision. I'm excited about Chris and what he can bring to this. He has a proven track record, and I think that the what we need to do is continue to ask those hard questions, Brenda, and to continue to move forward. Donna Neace commented okay, so my name is Donna. I've been here 13 years. I still make the same amount of money for 13 years that I take home. The thing is, I understand. I understand that you say that we don't have the budget, but it seems like we don't have the budget every year, but we find it in the budget somewhere for everything else. And you say you can't rob Peter to pay Paul. I'm not trying to be hard here, but you know we are all workers. We deal in stuff that you know we're here for everybody. We do everything, and we're the last on the list. And I know you say that we're not, but we are, and we feel that way and I'm sorry. I don't know how anybody up there, or you or anybody can sit there and say that we can't give you a raise for another year and a half. We can't afford to go 2, 3, 4 years without a raise, I mean, when you can go down the road and don't get me wrong. Why do I stay? I like the employees. I like it here. I like the students. But when you can go to McDonald's and Cane's and all them, and start out \$14, \$15, \$16 an hour, that's why we can't get no employees. And yes, I'm a little upset because I put everything in here, and I want to retire from here. But it's like you can't go without a partner or spouse, rent something out in your house without making it and is being an

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NKU employee. We shouldn't have to live like that. We should be able to count on some kind of raise every year, or at least the cost living, or we should be able to get one every 2 years. But to tell us to go 2, 3 years without a raise is ridiculous, and especially don't I know you know you give these appreciation dinners like, I said, is expensive. Just put it on our chat. We don't want them because we don't feel appreciated. Don't get me wrong. It's just frustrating to think that. Okay, I'm going to go home with the same paycheck for 3 more years. and nothing is being done about it. And it's yes, we've got construction. I know that we got this. We got that. But for the pay to be \$11.96 an hour to get in here is ridiculous. They just raise that what year and a half ago? That's why we can't get employees, because they rather go flip a burger than come in here and mop and sweep and clean tool. It's not, you know. And yeah, that's backbreaking work. And I understand you're say we're in a deficit. It seems like we're in a deficit every year, because there's always an excuse that we cannot get a raise. But then we'll find out something else down the road happen, or somebody else got this or something like that? It's not really hush hush around here because rumors do apply, and most of them are true. And it's like I said. It's very heartbreaking to work at a place that says I'm sorry, but I can't give you a raise. You're as big as we are. We do know we're down on students. But you know it's not because of us, and I know that we have to get students in here and trust me, I understand at all. What I don't understand is how they cannot find money because they can find money for everything else. They can find money for sports, they can find money for everything but their employees. And it's just frustrating to think that I work for NKU, and I can't go home at the living wage, and it's not so much, you know. I'm willing to skip a year, but we skipped a year now. It's a year that we should have got a raise. I mean, because it doesn't matter when you give us a raise, and you need to raise the parking. So we're right back to where that's why. Say we never go up, and then I have. I was on Staff Congress years ago, and my thing was I brought up that sliding scale. I don't know how many years ago that was, but it's still never got anything done, and that's and that's what I said about you know, I'm just. I'm just all upset. It's not. It's not a big deal. Cady responded so I argue it is a big deal, and I and I appreciate you sharing your frustration, though. Donna responded I'll probably get



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a phone call, or I'll probably get called in the office later for talking. Cady responded so I don't mind you saying what you think. And honestly, I can only say that I just got here right? And so the whole history of all of it. I can't really fix your address. Yes, I can, and that's what I'm doing. And so I hear what you're saying. And I do think that what we need to think about is, how can Staff Congress? How can the Faculty Senate? How can Administration work together to set some goals for ourselves? And how can we work with HR to make sure that we start to put some specifics in place, because, you know, we need to get it right when we're able to afford it. But I just I would feel disingenuous to give you some estimate of when it'll happen, or how it'll happen, until I know that we're financially healthy, because we haven't been for a long time. So that's the goal to get there first financial health, and then we have to move forward. And are there different priorities? Sure. Can I explain all of them? No. And going forward, I think that us getting healthy and actually not being in deficit is a first step, and that's really my job is to make sure that we stick the landing this year. So let's work on it together, you know. I understand that when you don't either get a raise or the other costs that you're expected to cover like parking, and other things make it so that if you had a raise it's not really taking a step forward that's frustrating. So again, I used to work here. I went for 5 years without a raise, so I get it. So we'll work on it. I meant it when I said it, so just help me get there.

Vicki Cooper ask is there anything else before Cady goes? Yeah, we're really close on time now. So I want to thanks you for coming in and being willing to meet with us. You are always welcome back. I personally appreciate your candor and willingness to approach all these different topics with us because I think it's important that you hear our concerns. Cady responded I do, too. I do, too, and I appreciate when people say it to my face. I know this is virtual, but it's the same thing. I can see your face. I think it's important. I think that there are sometimes situations where I don't know things right, and so to be told, or to have folks fill my ears is important. So let's keep talking to each other. But let's figure out how to solve the issues together. Cause I do really want to get this right. I didn't come here to continue just to kick the can down the road. Let's fix this

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stuff together and make NKU great, and part of that involves having, you know, faculty and staff and folks who can make a wage that's competitive, right? I mean, that's how we get the best and brightest hires, but also keep people here and keep people happy to be here. So I appreciate the candor from everyone as well.

### Credential and Elections

Beth Lackey shared hi, there! I can jump in and I'll keep it brief, since we are a little short on time. For the Credentials and Election committee, we are gearing up with the Staff Regents election and the Staff Congress Representative election. For the Staff Regent election, nominees have until the end of today to formally accept their nomination. Forums will be held on April 8 and April 10 and voting will open on April 11. And for the Staff Congress representative election, nominations are being accepted through March 20, and voting will begin on April 12. Reminders and more details will be shared via email and ThisWeek, and can also be found on the Staff Congress website. And that is all I have.

### Outreach

Amy Clark shared I can speak on that real quick. So the Outreach team met yesterday again, and we are continuing to work on the NKU employee picnic which we are in the process of kind of planning for August and as well as the end of the year party get together as well. So we're still in the process of kind of getting details squared away as far as like food and events and activities and everything we were going to have going on from there. But that is in what we're in the process. And then Amanda or someone from our team will definitely provide more information as we have that

### Benevolent Association

Kimberly Wiley shared we are working towards this Soup Cook-off that we're going to have April 9. Sheila sent out a message about the event, with links for you to sign up to be a judge, to volunteer your time to come, help either serve or clean up, or set up, or whatever and also for you to donate a soup or a dessert. So if you didn't get that email,

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we'll be getting it out again. But please go to those links and sign up, and we'll have some nice awards for the winner of the soup. And you know we always have a good time, and we have some amazing chefs on campus, so it's always a fun event. So April 9, put it on your calendar.

### IT Advisory Committee

Dan Jones shared Okay, I'll try to be quick. Windows10 is coming to end of life from October 12 to 2025. So they're trying to move to Windows 11 is all they have a volunteer program. If you want to go ahead and try to get Windows 11 earlier, then you can certainly do that. So they're just going to eventually phase out when there's 10 by that time. Excuse me. there's also a new living on the one drive for students. It's being limited to a hundred gigabytes. You know that that a limit will be enforced as of August 1 of 2024. So guess if they're over now, they still. But it'll become read only after they have started forcing it. But another thing is, some of the software they have a Microsoft co-pilot, which is like an AI assistant for windows or office. I guess they have some limited licensing. If you wanted to try that for a few weeks to see how you like it, you can go ahead and do that. They've also changed The Norse Tech Bar loan changes from being able to rent something for a whole semester to like a couple of weeks at a time. So whoever that effect, you know, that might affect some people, but I guess you could renew it, or whatever. And they're working on documentation for all the software licenses that they need. So they're working. You know, they're hopefully, they'll be able to keep whatever licensing we need. And I guess that'll be it for me. Dave Groeschen commented can I time in on the loan program really quick? Yeah. So we, prior to Covid, we did two week lends on all of our equipment. Then what happened was, people were borrowing stuff, and then they were never returning it, and even on that whole semester long we would lose lots and lots of stuff. So we went back to Pre Covid. It has changed behaviors quite a bit. So the program is performing the same way that it did prior to the Covid situation, where we're loaning stuff out perpetually. A lot of it has to do with the fact that our equipment is aging people aren't very gentle with equipment that is free to them. But so it's aging faster than what our 5 year replacement, 7 year replacement plan would be. And eventually we're going to not have money to be able to replace the

equipment to the same amount that we had because of money we received through Covid. So we're trying to get people in the mindset that it is back to if faculty or staff need equipment that theirs is broken, we're there for you to be able to loan you something and then same for students. And the way it has worked right now is, as long as I still have stuff in stock I'll still let them check stuff out again. And then it just depends on if we run out of inventory as to whether the person would be able to continue to renew their devices. So really what it comes down to is, it's a stopgap to try to make sure that we're treating everyone fairly as far as getting equipment out to them that need that.

Agenda		
Topic	Presenter	Discussion Points
I. Windows 11	Staci	Windows 10 reaches end of support on October 12, 2025. IT will be transitioning to Windows 11 on Dell computers by then. The process will include testing software that is not explicitly documented as supported on Windows 11. There is a Windows 11 base image available for faculty/staff to request now. There are 700 laptops on inventory that won't support Windows 11. We will phase the upgrade to start with NTB loaner laptops and the prioritize open labs, teaching labs, classroom instructor stations.
II. Student OneDrive Limit	Staci	Student OneDrive accounts are being limited to 100GB by Microsoft. Officially, the limit started Feb 1, 2024 and they will enforce the limit (OneDrive becomes read only) is on August 1, 2024. IT is planning communications about this.
IV. Subcommittee Updates - Hardware - Software - Emerging Technologies	Various	<p>Emerging Tech – The group sees themselves as providing a bigger picture view and summarization of emerging tech as well as an advocate for funding, resources, experimentation, etc. We have a few licenses of MS Copilot that can be assigned for 2-3 weeks to test. Evan Downing is running that program and helps with general AI testing and experimentation.</p> <p>Hardware – Reviewed NTB loan changes from semester loans to 2-week loans with the opportunity to renew.</p> <p>Software – The group created a draft document for leadership justifying the need for ITAC Software allocation funds. Tim mentioned a budget request for those funds due on 2/29/24. The draft will be reviewed again and sent to ITAC for quick feedback so it can be attached to the budget request.</p>

Tiffany Budd shared the following report:

- We are nearing completion of the finalized draft of the new sustainability strategy. The draft will be presented to the general campus community for feedback.
- Earth Week is coming up April 22-27! Mark your calendar and watch for future announcements about events.

### Advocacy

Kimberly Wiley shared I just wanted to share some information. Some of you may have seen it, and it doesn't apply to everybody. But they shared earlier about the TIAA and the other retirement webinars they're doing. KPPA is also doing some of those. I don't know if you got the email that had the information about it. Some of them have already occurred. Some of them are happening the end of the month, the rest of the month, but they will re they recorded them if you go to their site you can watch the recordings. And then there was also a partial lump sum option that they have. I don't know a anew bill has created that. You can do a one-time lump sum payment if you're eligible for that So I'll send that information out to everybody like I said didn't apply to everyone. But I just want to make sure that everybody had access to that, that's all. Vicki Cooper added I'm just going to tag on to that because I did watch a one of the webinars yesterday. They have many YouTube videos. They have different videos that you can watch and they are strongly encouraging people to use the member benefits projector and run different scenarios. So if anybody needs help with that, please reach out or watch the video on how to do that. There are a lot of resources there to use. They are going paperless as of the beginning of May. Also if you don't know how to sign in, or you lost your sign in, they can't reissue that, but you can re-register and get in that way. If you don't want to go paperless and you want to still get a paper copy, but you need to get on the site and change that option because otherwise your account will go paperless. We are now at old business.

## Retirement Planning Webinars

[https://www.kyret.ky.gov/Members/Outreach\\_and\\_Programs/Pages/Webinars-and-Videos.aspx](https://www.kyret.ky.gov/Members/Outreach_and_Programs/Pages/Webinars-and-Videos.aspx)

Tier 1 Strategies for Retirement – 3/13 – 10:30 am

Retirement Payment Options – 3/19 – 10:30am

Ready to Retire (Health Insurance) – 3/27 – 10:30 am

Previous:

- Member Self-service (3/5/24)
- Tier 1 Webinar (3/7/24)

**MEMBER SELF SERVICE WEBINAR**  
**TUESDAY, MARCH 5, 2024 10:30AM**  
Join us for a live demo of KPPA's self service portal and access your retirement information in a few easy steps.

**TIER 1 WEBINAR**  
**THURSDAY, MARCH 7, 2024 10:30AM**  
A webinar tailored to the pension and insurance benefits unique to members with an initial participation date prior to September 1, 2008

**RETIREMENT PAYMENT OPTIONS WEBINAR**  
**TUESDAY, MARCH 19, 2024 10:30AM**  
So many options, which one to pick? Learn about the different payments you have to choose from when retiring.

**TIER 1 STRATEGIES FOR RETIREMENT WEBINAR**  
**WEDNESDAY, MARCH 13, 2024 10:30AM**  
We will discuss retirement strategies for Tier 1 members (participation date prior to 9/1/2008) and how to maximize your retirement benefits.

**READY TO RETIRE (HEALTH INSURANCE) WEBINAR**  
**WEDNESDAY, MARCH 27, 2024 10:30AM**  
This webinar is part of the Ready to Retire series. We will discuss eligibility for health insurance, Percentage vs. Dollar Contribution plans, Medicare Eligible plans and reemployment.

**ROAD TO RETIREMENT**  
A GPS for Your Retirement Journey

**Happy St. Patrick's Day**

**SEATS ARE LIMITED**

**IMPORTANT NOTE:** You will receive a confirmation email **from Zoom** upon a successful registration. Please be sure to check your junk folder if you don't see it in your inbox.

**KPPA**  
Kentucky Public Pensions Authority

The infographic features a winding road with icons for each webinar, a leprechaun character, a pot of gold, and the KPPA logo.



## **Partial Lump Sum Options (PLSO)**

[https://www.kyret.ky.gov/Publications/Books/Partial%20Lump%20Sum%20Option%20\(PLSO\)%20FAQs.pdf](https://www.kyret.ky.gov/Publications/Books/Partial%20Lump%20Sum%20Option%20(PLSO)%20FAQs.pdf)

# Understanding the Partial Lump Sum Option (PLSO)

Effective January 1, 2024

### About the Partial Lump Sum Option

House Bill 506 (2023 Regular Session) established a PLSO, with and without survivor rights, as a payment option. Effective January 1, 2024, members may choose this payment option which includes a one-time lump-sum payment and a monthly payment.

### Tax Notice

The one-time lump-sum payment is an eligible rollover distribution subject to special federal tax rules. Members may wish to contact a qualified tax advisor prior to selecting this payment option, which may be subject to additional tax penalties. Please see the [Special Tax Notice](#) for additional information.

### Partial Lump Sum Option without Survivor Rights

This option provides a one-time payment equal to 12, 24, 36, 48, or 60 times the monthly benefit under the Basic or Annuity payment option, plus a monthly payment to the retired member until death. The monthly payment is actuarially reduced to reflect the lump-sum payment amount. This lump-sum is paid separately by check and mailed; however, the monthly benefit payment is direct deposit.\*

**Survivor Benefits:** This option does not provide any benefits to the beneficiary after the member's death. If the member dies before receiving an amount equal to their accumulated account balance, the beneficiary will receive the remaining balance in one payment.

**Insurance Coverage:** The beneficiary is not eligible for monthly benefits and cannot participate in the insurance program.

### Partial Lump Sum Option with Survivor Rights

This option provides a one-time payment equal to 12, 24, 36, 48, or 60 times the monthly benefit under the Survivorship 100% Option, plus a monthly payment to the retired member until death. The monthly payment is actuarially reduced to reflect the lump-sum payment amount. This lump-sum is paid separately by check and mailed; however, the monthly benefit payment is direct deposit.\*

**Survivor Benefits:** If the member dies before the beneficiary, the beneficiary is eligible for the same monthly benefit.

**Insurance Coverage:** The beneficiary is eligible for monthly benefits and may participate in the insurance program if eligible.

### TIAA & Hub/Horan Retirement Webinars

Day	Date	Time	Loc	Topic	Register	Presenter
Wed	3/20/2024	12:00-1:00	Virtual	TIAA- Paycheck for life; set your sights on retirement security.	<a href="https://event.on24.com/wcc/r/4424784/86A751D4D2AEF46C8F114A5D5COD1C0A">https://event.on24.com/wcc/r/4424784/86A751D4D2AEF46C8F114A5D5COD1C0A</a>	TIAA
Thur	3/21/2024	12:00-1:00	Virtual	Hub/Horan – Navigating Medicare and Social Security	<a href="https://event.on24.com/wcc/r/4517182/273958A32686748E5C841506BFF4848A">https://event.on24.com/wcc/r/4517182/273958A32686748E5C841506BFF4848A</a>	Hub/Horan
Tue	3/26/2024	3:00-4:00	Virtual	TIAA-5 steps to creating your retirement income plan.	<a href="https://event.on24.com/wcc/r/4434264/58AD6439263CDF15144DD58D801D5377">https://event.on24.com/wcc/r/4434264/58AD6439263CDF15144DD58D801D5377</a>	TIAA
Thur	4/4/2024	1:00-2:00	Virtual	TIAA: Advice Tools; planning ahead for your retirement. The importance of getting and staying on track.	<a href="https://event.on24.com/wcc/r/4527604/ED9D9AD206DDAFD96DD58D8986D8FF41">https://event.on24.com/wcc/r/4527604/ED9D9AD206DDAFD96DD58D8986D8FF41</a>	TIAA
Various days/time (see link)	Various	Various	Virtual	KPPA-Tiers 1 and 2 Road to Retirement webinars (hosted monthly by KPPA)	<a href="https://inside.nku.edu/content/dam/humanresources/docs/Benefits/LandingPage/WorkLifeColumn/KPPA%20Road%20to%20Retirement%20Planning%20GPS%20March%202024.pdf">https://inside.nku.edu/content/dam/humanresources/docs/Benefits/LandingPage/WorkLifeColumn/KPPA%20Road%20to%20Retirement%20Planning%20GPS%20March%202024.pdf</a>	KPPA

### Old Business

Tina Peebles shared hey, this is old as of the beginning of this meeting. I just wanted to remind folks to take a look at that memo that we sent to update the policy for leave accrual (see attached at end of minutes). It is worded much better than how I explained it earlier, and as I'm doing now, but we would like your feedback any comments, any concerns. Vicki, do we want to give a date by which we get that feedback before we move forward? Vicki commented maybe like a couple of weeks from now. So like by the beginning of April? Tina responded okay, that sounds good. So if you guys have any concerns or any questions, reach out to the Executive Committee or Staff Congress Executive team. If you want ,if you have questions or concerns, you can direct to me as well feel free. But thank you for your time.

Vicki also shared and I think this kind of falls under old business. Grace was put the message in there to make sure that you do Staff Congress nominations too. She's got nominate with exclamation points. Any other old business?

Amy Ishmael commented Vicky, I just had a question. I know that this has been a couple of months now a few months, but there was a committee that was being pulled together to kind of look at the, correct me if I'm wrong, but the method in which we



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would report disciplinary type action. Just it was around the time that you know a lot of IT Admissions staff left, and we were trying to deal with, you know, pick up the pieces and deal with what it had had just happened. What has there been anything any kind of follow up since the formation of that committee? Vicki asked was that one with Grant? Amy responded I think so. Vicki continued I believe so off the top of my head, I'm not sure I don't know I'm looking into now. For some reason. I don't know if you know anything about that. We can check on that and see. I know there were some of those investigations that were summarized where, yeah, let me just stop there. But I'll look into it and let you know.

Vicki continued with so again, just keep Steven in your thoughts at this point. You know. Go home, hug your loved ones all those type of things, and life is short. So I appreciate everyone being here. I think we got some good news today. Not everything was good, but we got more good news this time. I think that's a positive sign.

### Adjourn

Meeting was adjourned at 2:53 pm.