

Members present: Tina Altenhofen, Amy Clark, Vicki Cooper, Kyle Dorriere, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Mike Irvin, Beth Lackey, Brenda Maldonado, Michelle Melish, Kara Olding, Tina Peebles, Autumn Ruehl, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Vanessa Steele, Juliane Stockman, Teresa Walker, Brandon Weinel, Carolyn Willhoit, and Christopher Witt

Members absent: Amanda Andrews, Kristi Bishop, Chris Bowling, Courtney Clark-Rankin, Sara Conwell, Bryan Irby, Daniel Jones, Sara Nicolas, Terkerah Washington, and Kimberly Wiley

- I. Call to Order at 1:01 PM
- II. Vote on new member – Carolyn Willhoit (replace Tiffany Budd)
 - Motion: Tina Peebles
 - Second: Dave Groeschen
 - Approve: Voice Vote
- III. Guest: Chris Calvert - VP for Administration and Finance and CFO
- IV. Approval of March 14, 2024 Minutes
 - Motion: Vanessa Steele
 - Second: Carolyn Willhoit
 - Approve: Voice Vote
- V. Liaison Reports
 - Board of Regents – Staff Regent - Cori Henderson
 - Administrative Liaison – Chief Human Resources Office – Lori Southwood
 - Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
 - Student Government Association – Lucy Burns
 - President’s Report – Steve Slone
- VI. Standing Committees:
 - Benefits
 - Constitution & Bylaws
 - Credentials & Elections
 - Outreach
 - Policies
 - Scholarship
- VII. University Committees:
 - Benevolent Association
 - Food Service Advisory
 - IT Advisory Committee
 - Regent’s Distinguished Service Award
 - Sustainability
 - Transportation
 - Employee Engagement and Wellbeing
- VIII. Ad-Hoc Committee
 - Roundtable – Steve Slone
 - Staff Advocacy Committee – Kimberly Wiley
- IX. Old Business

- X. New Business
- XI. Non-Member Discussion Period
- XII. Norse Uppreciation
- XIII. Announcements
- XII. Adjournment 1:58 PM

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

President - Steve Slone

Alright! Good afternoon, everybody. Thank you for joining me, joining us for the April version of the Staff Congress meeting. According to the clock on the bottom of my computer. It is 101 pm, so I'll officially call the meeting to order. If I seem a little bit more scattered brain than usual. It's just because Kimberly Wiley, our secretary, is on vacation. So I'm admitting people from the waiting room. And Sara Conwell, our Parliamentarian, is also on vacation Kimberly is in Branson, and Sara is in Cancun, and I am jealous of both of them. So I'm pulling double and triple duty. But Hi, everyone, thank you for joining me. I know I sent out the agenda, but there's one agenda item that I need to throw on really quickly before we get down to the regular business. We had one Staff Congress member that just left the university. I'm sad to report. If you haven't already heard that, Tiffany Budd is no longer with NKU. She has accepted another position somewhere off campus, so we need to fill Tiffany Budd's position. I am pleased to announce that Carolyn Willhoit from over in Chase Law Library has graciously agreed to rejoin us here on Staff Congress. Carolyn, I think you're out there in zoom land. There you are feel free to take the microphone. Tell us a little bit about you, Carolyn.

Carolyn Willhoit responded well, I work as a law library assistant in the Chase library and I also work as a circulation supervisor. I've been here 12 years. I've served multiple times on Staff Congress, usually for someone who has his left or can no longer do their duty, and I love being here with you all, and I'd like to know what's going on all over the campus and be able to meet with people from all over the campus. So that's why I'm joining you again. Steve responded thank you, Carolyn, as is our

standard practice, I need a motion from a Staff Congress member to accept. Thank you, Tina Peebles, for the motion. Can I have a second Dave Groeschen? All those in favor of Carolyn rejoining us and Staff Congress? Please wave at me or say, aye. And any opposed? Seeing and hearing none. Carolyn, welcome. Thank you. Gracie will be in touch with your committee assignment. You are taking Tiffany Budd's position. I do not expect you to do the sustainability updates.

Guest - Chris Calvert - VP for Administration and Finance and CFO

Chris Calvert shared alright, thanks. Well, I appreciate the opportunity to talk to staff Congress. So I came from Cincinnati State. I've been here just a little bit less than a month. So I was at Cincinnati State for about 6 and a half years. When I got to Cincinnati state it was, we had a lot of the same challenges that that we have here at NKU. So I'm looking forward to working with everybody to have the success we had there and get ourselves on a more sound fiscal footing, and begin to see enrollment growth again. And it's been a great month or so. Everybody's been really friendly. Just compliment everybody on their enthusiasm and the staff that we have across the board. So if you see me please say hi to me, feel free to grab me in the hall and ask a question, and just here to answer any questions. So Steve did ask me to just touch on the budget really quick. So where we're at with the with the state budget near final. We're basing our assumptions on what passed the House and Legislature. The Governor is expected to do some line item vetoes, and those are expected to be overridden. So these should be fairly accurate numbers. We're still looking at a small deficit for fiscal year 25 that we need to bridge that gap. But it's something that's within you know, we're kind of seeing a light at the end of the tunnel. It's something, and we should be able to bridge the gap for so overall. We're seeing about a \$400,000 deficit right now on paper. And we'll bridge that gap here between now and the Board meeting the couple of big things that are still outstanding. Really, the biggest will be the allocation of the performance funding. Once that's baked in, we'll then make any other small adjustments. We need to show a balance budget presented to the Board, get their buy in, and then, continue to watch enrollment and expenses as we get into the next

fiscal year and hopefully, we don't have to make any negative adjustments from there. Hopefully, enrollment will be strong. And that'll begin to solve some problems. But, you know, other than that I'm happy to answer any questions that that that you have.

Steve Slone continued feel free to send any questions to me through the chat. I'll also volunteer Vicki Cooper, our president elect. If you want to send them to her chat as well. but also feel free. Just take the microphone, put in the general chat. If you feel comfortable. The floor is open. Something in the chat, Chris, that just came through from Kyle. How do we see FAFSA affecting our budget in the fall? Chris responded yeah, good question. And we were actually just talking about that again this morning. I don't know, and I don't think anybody knows and anybody tells you they know wouldn't know, you know. The FAFSA is a universal problem. It's affecting every institution that accepts financial aid which is about every institution across the country. So you know, it's not an NKU specific problem. It's an industry problem. It's a higher education problem. That being said, you know, I'm concerned about it. I'm worried that FAFSA will have a negative impact on us you know, it's there. There's some optimists that think that it could have a positive impact. I wouldn't go there. So you know, I think it's not unlikely that the FAFSA issues could negatively impact our enrollment. But you know, if the problems get resolved here in early May, and you know it's smooth sailing after that, then I would say that it's probably not going to have much of an impact on anybody whether or not the Federal government can resolve the problems that quickly. I've seen communication from Department of Ed that they're optimistic. But I also saw the same communication in March that they were optimistic about the month of April, and didn't work out so. The best news is that it's not a singular NKU problem. It's not our university's problem. It's across the board. So you know, that's not going to resolve the frustration for parents and students and financial aid departments and universities. So we'll just have to keep watching it. I mean the very, very early numbers are that we're not seeing a significant impact yet, but it's too early to be drawing any conclusions from our early priority enrollment. So I think it's also, going to do you know, the other negative factor, of the FAFSA issues is that streaming an already strained department? You

know, we're financial aid department, like most of our departments, are already at capacity and have had to make adjustments over the last several years in terms of how much capacity and staff that they have. This only exacerbates that. So you know, it's a big headache. It's a complete unknown. And you know, we'll just continue to watch it day by day, and do everything we can to reach out to our students, to try to make sure it affects them as little as possible.

Steve continued with Chris, I had a question that came through to me, and you're probably aware of it. Staff Congress and Faculty Senate always have conversations about parking about parking fees. For years we've had conversations back and forth about like a salary based parking structure and having tiers, something just to more offset the parking hits. Some of our lower paid staff on campus. Chris responded yeah, Cady and I talked about that a couple weeks ago, and I would say that I do not expect us to make any adjustments for this fiscal year 2025, for the upcoming fiscal year. So it's something that Cady and I have looked at. We talked about a couple different options. A real kind of brainstorm, you know. What should our parking be? What are some options? The issue is that right now, because of the fiscal constraints that we're under, and because of the mandate we have from our Board, there's a reluctance to make any dramatic changes for fiscal year 2025. If we can get into a position of surplus that'll give us some flexibility to consider parking as maybe a means to give something back to the employees that we haven't been able to do in in the more recent past. So I would say at this point in time, I don't expect us to make any changes for the upcoming fiscal year. But it's definitely something that we're aware of, the concerns, the desire for some change, and something that we're certainly willing to consider in the future. Steve responded whenever we have the conversation, Chris, I know that my people would be willing to do anything to kind of lessen that burden. So I appreciate the consideration, appreciate that you answering the question, and I'll take any other questions out there in Zoom Land.

Cori Henderson asked so if we're not looking at the parking right now, are there other things that you and Cady might be considering to kind of help with that constraint that we're feeling and staff turnover, maybe other benefit options just any other out of the box things we're considering to kind of help with some of that retention of staff. Chris responded with yeah, I would say, you know, it's something we've talked about a lot just in few weeks that I've been on campus. And however, I would say that I don't see any significant changes right now. We don't have it. We don't have any specific changes in terms of benefits, parking compensation, in this upcoming year's draft budget that would be, you know, material or across the board, or anything like that. So I don't really see or expect anything this upcoming fiscal year. And really, that's cause the focus is on making sure we can balance the budget. And we're really looking at, you know, conserving yeah, minimizing every expense and maximizing every piece of revenue in order to get to that balanced budget. So I think if we were to see anything it'd be in the yeah fiscal or 2026 or later.

Steve continued with another question that came through to me, Chris. I know that we had asked, I mean as you get your legs under you, so to speak, with the job, regarding the campus rec fee that was recently instituted. We, as Staff Congress were really interested in. Did it actually produce the revenue it was supposed to? We'd like some numbers about how much came in from that Campus Rec fee. Chris responded I don't have those numbers, but we can certainly take a look at that and get you some data on it. Steve responded thank you Chris, thank you for joining us. You know you've got a direct line to me. As we come up with things we'll invite you back. But you have an open invitation. You know that whenever you need to come to Staff Congress feel free to reach out to me and reach out to Vicki. Happy to have you welcome to NKU. Chris responded yeah, thank you. And like, said to everybody, please, if you see me in the hall and you have a question, don't be afraid to stop me, or happy to spend time with everybody. And I appreciate hearing the ideas that you have comments. So, yeah, unfortunately, I wish we could do more. But we'll continue to note those things. and then

that'll help us make yeah better decisions in the future. So thanks, and I'm happy to come back anytime. So don't be afraid to ask.

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared thanks, Steve. I'll try to talk pretty quickly as well. I just have a couple of things. May 13th is our next finance and budget meeting for the subcommittee for the Board of Regents. During that meeting we're hoping to discuss and finalize our financial sustainability metrics. Those are metrics that have been put forth by myself as well as my supervisor. Holly Chason is looking at some best practice metrics that came through from NACUBA. And so we're hoping to kind of finalize that. And that's going to help us as an institution to kind of keep a pulse on where we are in different metrics that we believe that we should be hitting. So if we're not hitting certain metrics, then we'll know that perhaps we need to pivot or adjust as an institution. So I'm very excited about that and then we have our next BOR meeting on June 12th. That's when we'll hear and review the budget for the upcoming fiscal year as well as approve that budget as well. And then also I just want to say just a thank you to everyone. It's just has been a really great few years serving this term. And so I just really wanted to make sure that during Staff Appreciation week that I say thank you to everyone. It's been wonderful working with you all with Staff Congress. I always say, if it wasn't for the hard work happening at Staff Congress, I wouldn't be able to be as informed and also share that with the Board of Regents. So thank you all. Steve responded I would be remiss if I didn't also thank Cori for her tireless work and her advocacy. Thank you, Cori for all that you do for us. It's an honor to work alongside you any questions for Cori. Seeing and hearing none. Thank you, Cori.

Administrative Liaison – Lori Southwood

Lori Southwood shared • I have a couple updates from Benefits. I think the Benefits committee may have a report, but I wanted to add as some information we've received from KPP that they have, and you should have received this as well. But they're going paperless as of May 1st. All members with valid email address with KPPA will default a paperless communication on May 1st, unless they opt out. You can contact or go to

their website for more details that you have 3 ways to choose your communication preference. You can log into the my retirement.ky.gov, I'll include all this information in in my report that I submit. So that you have the links there. But or you can submit a form. There's a change form that you can request and submit or you can call them directly, and I have an 800 number but I'm sure that's all on their website as well. But I'll get that in in my report. You will need your PIN or your personal identification number to do that. And then an update from Andy Meeks on the food and beverage summer hours. So there will be reduced schedules for the Food Court in the student Union and rather than just say this all here where you won't be able to retain that information. I will have that specific schedule also included in the report that I submit and then just a brief update on the proposed change for the FLSA overtime role. But just want to let you know that we're closely monitoring the Department of Labor's wage an hour highly anticipated final rolling. Update on FLSA overtime regulations. The final rolling could be released this month. And we're anticipating a 60 day implementation period that we would have to implement the changes. There has been a lot of feedback that they've received, requesting that the changes not happen, and also requesting that if they do happen that there's a longer runway or more time for implementation. Whatever the final rolling is, and whatever comes out this month or in the near future, it's important to note that the final rolling often encounters legal challenges before they're implemented, which it did the last time, and so we expect that even with the final report, we may have some time, because there'll be a period of time for legal challenges. So just know that we're closely monitoring that and we'll be sharing detailed information once we know what where we stand. An update on the annual compliance refresher training. And so that period of time has passed for us to be fully compliant. With that training, as of Monday, there were 1,564 out of the 2,017 employees that completed it, or 78 which is good, but we know we can do a lot better. We've done better in the past. Much, much better, close to 20 higher than that. So we have a gap to fill. So we're still wanting you to encourage employees to complete that or go online and complete that refresher if they haven't done so that we have full compliance. Tina Peebles asked I just want to make sure we haven't ever done that with student workers. Is that something we should be

doing with student workers? Lori responded . I believe there's a separate module for student workers. I'll get that information included in my report.

Lori continued with •on the staff performance evaluation, there's a reminder as well. And the 23-24 evaluation period we need to be finalized. And we're also asking for the initiation or for you to complete the initiation for next year's report. So you'll finalize your 23-24 by the using the word or the Pdf form that we've used in the past. Those need to be completed really as soon as possible. The deadline for them reaching HR is the 17th of May, but those need to route through your chain of command and your Vice President 's office before coming to us, and that there may be reviews at each of those levels. So the sooner the better as far as completing. If you haven't done your self-evaluation, please do that. If you have people reporting to you, make sure that you have a schedule in place and some directives there as far as receiving the self-evaluations, completing your evaluations, and having that that meeting where you discuss that the accomplishments and the goals moving forward. And then, in addition to finalizing the 23-24, part of the process this year is to input your 23-24 job competencies and goals into TalentED, to create the foundation for next year's 24-25 evaluation period. So it'll save you time and the system will be able to help support your next phase of the process. If you do that at the conclusion of this phase so for more information on that, you can go to the website. It's the staff performance evaluation process website. You can get to that through the HR website. And I'll include a link to all that information in the report that I submit today. And that's all that I have prepared, unless there's questions, or about what I've shared, or other questions on things I haven't covered.

Steve Slone continued with Lori, I had a question that came through to me. Can HR let us know if any of our staff have not completed the annual compliance training? Lori responded yes, that actually, those reports have gone out to the Vice Presidents for those that have not completed. But if you have a question about people in your area. I would direct you to your Vice President's office or to contact HR and we can let you know where they stand, as far as completion.

Michelle Melish commented so first I just wanted to say thank you for the staff breakfast. That was really nice, and it was really wonderful to get together and show appreciation for all of our staff. I was just wondering, and I don't mean to give you guys more work, if it's possible to advise supervisors of who's receiving like the notices for like 5, 10, 15 years. We like to have little celebrations in our unit or maybe just send it out to the whole university like a month before the breakfast, because I know we might even get more attendance. So people know that their friend or colleague is being recognized too. Lori responded I appreciate that comment. We'll be meeting after this week to go over and take into consideration any changes we want to make. So I'll make sure that that's something that we add to our discussion, and see what we can accomplish there. So I appreciate that. What I can tell you, and what I thought you were going to say and didn't, but I will say we often get requests for the people that want to know who is going to win the Regents Distinguished Service award, and we cannot give out that information in advance. But every year we do get at least one or two requests for that information, so we don't. But the service awards we do know, obviously in advance, as we plan for that and you know who's going to receive that? It's those that have achieved that threshold or that accomplishment within the prior calendar year. And so that may be something that we can that we can do but we'll definitely consider that in our discussions.

Cori Henderson asked are we doing any more workshops on TalentED? Lori responded the platform is out there. We do have some departments that are using that but I know that in recent discussions with Marquita that's a focus moving forward is to support. What education or the training portion of TalentED? What would support those individuals or those platforms that are using it to provide more support and more fully develop that and there's also access to a library or portfolio of ready-made, already produced, third party resources, training modules. All kinds of things, books, PowerPoints, training materials already available through that. But it's somewhat overwhelming. And so we're also looking at how can we market that, or pull out

information from that resource that would be valuable to our population. So more work to be done as we develop that tool.

Lori continued with there's also a comment in the chat about the booklets. I did have some people commenting yesterday about missing the booklets. So for those of you that haven't been around for as many years as some of us, you may not be aware of this, because I think we eliminated those several years ago, but as part of a budget cut, but we used to produce booklets that had everybody's name listed in it that we're receiving the awards. And it actually was helpful, because, as I'm reading down this long list of names, sometimes, I would look up and then look back down and miss a name, and the whole room would call out because they'd be following along in their booklet. So I miss it, too. But they were quite a production, and an expense. So again, we talk about it each year, but we haven't gone back to it yet. But I appreciate the comment.

Vanessa Steele asked so regarding the pay scales, and the legislation regarding that, do we know approximately how many people that might affect in the University? Lori responded on the FLSA? It depends. It depends on what number they come up with. But it could be as many as 100 employees. So what we're given, the numbers that have been discussed. Vanessa asked and do we know approximately what the number is likely to fall into? Lori responded we don't. And I mean at this point I don't have that information in front of me, but I think they were looking at. Oh, but yes, maybe I do. The current level is at 30, about 35,600, and they're talking about nearly a 70 increase so it could go up to 60,200. So that would be a significant impact on us.

Christopher Witt shared I have a quick question, really quick about the TalentED stuff. Lori, you said earlier we're going to input the stuff from into the modules for next year? Is everyone going to do it individually? Because I have six people I do performance reviews, for. Am I going to have those people do that themselves in TalentED or do I need to do that? Lori responded I'm going to say this, and then I'm going to double

check it for you. But my understanding is that they can do that themselves. But when they do, it will come to you for you to through the system to review it. Steve shared that Dionna shared in the comments that the same thing. Everyone will input their own goals and competencies and then it will route to their supervisor for review and approval.

Lori continued with before I sign off Steve, I just want to thank everybody again for participating in this week's activities. Yesterday was a wonderful day. Both the breakfast and the dinner that we had last night for second shift were really fun and I'm hoping that you all enjoyed it and fun. We've received the photos back and we want to get those out to people. But just so many smiles. And people like, you know, just really supporting each other. It's just so great to have those opportunities to get together. I just realize how much I miss seeing everyone. So thank you all for participating and being there and supporting that.

Lori share the following report as well:

Benefits update:

(Benefits committee may provide this info as well...I met with them last week.)

- As previously reported, Benefits is working with Procurement on the **RFP process for dental** for plan year 2025.
 - o (Results should be known this summer.)
- AFLAC issue (voluntary benefits, critical and accident)
 - o Some employees received notice from AFLAC that their coverage was terminated. This is not accurate. Coverage is still active.
 - o This was the result of an AFLAC error with the file they receive from NKU. Any questions, contact Susann Schulte or Patty Burke in HR.
- UMR updated their Search Portal for those employees on the HMO plan to help with finding the providers at St. Elizabeth, Children's and Tri Health.
 - o Employees in the HMO plan will see the updated search option when they log in to UMR. www.umar.com
 - o This was done in response to some issues with provider searches in the HMO plan.
- TIAA Retirement plan
 - o It was reported at the last Staff Congress meeting that (based on recommendation from our investment partner CapTrust, and with concurrence of the NKU Investment Review Committee) TIAA is replacing an underperforming fund with a better performing fund. Dodge& Cox Income Fund Class X is the new fund, replacing Western Asset Core Plus Bond Fund. This will be effective May 13.

- o You will see communication from TIAA regarding this change in the coming days.
- KPPA
 - o **New Paperless Service Starts May 1, 2024** All members with a valid email address with KPPA will default to paperless communications on May 1 unless they opt out. [Contact KPPA](#) for more details. Members have three ways to choose their communications preference: **Log in to Self Service at [MyRetirement.ky.gov](#)**: Members may be prompted to verify their contact information upon login, or they can go to the Account menu and select Contact Information. **Submit a [Form 2040 - Change of Contact Information](#) to our office.** **Call KPPA office at 1-800-928-4646 with their KPPA-issued Personal Identification Number (PIN).**

Food & Beverage Summer Hours:

Student Union Food Court:

- **STARBUCKS**

Monday – Thursday: 7:30am – 2:00pm

Friday: – 7:30am – 12:00pm

Closed on Weekends

- **STUDENT UNION MARKETPLACE**

Monday – Thursday: 7:00am – 2:00pm

Friday: 7:00am – 12:00pm

Closed on Weekends

- **STEAK & SHAKE**

Monday – Thursday: 11:00am – 2:00pm

Closed on Friday, Saturday, and Sunday

Brief update on the proposed change to the FLSA Overtime rule:

We are closely monitoring the Department of Labor (DOL)'s Wage and Hour Division (WHD) highly anticipated final rule to update Fair Labor Standards Act (FLSA) overtime regulations. The final rule could be released this month with 60 days for employers to implement the changes. However, it's important to note that final rules often encounter legal challenges before they are implemented, and this one is expected to be no different.

Training and Development:

- **2024 Annual Compliance Refresher Training Update:** As of Monday, 1564 out of 2017 employees completed the course or 78%. But we can do better. Please encourage employees to still complete the required annual refresher to improve our level of compliance awareness and reporting.
- **Staff Performance Evaluation Reminder:** Finalization of the 2023 – 2024 evaluation period and initiation of the 2024 – 2025 evaluation continues to be underway with the window to complete the process coming to a close May 17. Please note the following:
 - o Finalize the 2023 – 2024 as done in the past by completing the [Word / PDF](#) format.

- o Input your 2023-24 evaluation's job competencies and future performance goals into [TalentED](#), which will create the foundation for the 2024-25 evaluation period.
- o Refer to the Staff Performance Evaluation Process website for process/procedure and other tools and resources by clicking [HERE](#).

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared just a couple of things. At the last Faculty Senate meeting we had a long discussion, a little presentation and then a long discussion, about the possibility of setting up sub-accounts in canvas so that I guess there would be more information about what's going on at different levels within canvas. And a lot of concerns were expressed about how the data would be used. And so the last I heard on that is that that plan is on hold for a while until they can find out more about it, and perhaps pilot testing or something, just to reassure people how that information would be used. Secondly, there was well, all semester pretty much with it, the Legislature. There was concern about the DI bills and I guess one little bit of good news was those did not pass. They would have put a lot of restrictions on DI and things like that, and those did not pass. And so they're not in the bill that went forward. So that's a bullet dodged, I guess, for now. PCC is proposing changes to the faculty handbook with titles, I think titles for non-tenure faculty, and also some changes having to do with contracts and things, and those will be put forward at our next Faculty Senate meeting, and then probably voted on in the discussion of that meeting, and then probably voted on in our final meeting in May. And also just as a bit of news, we have the election for the Faculty Regent going on right now, and the candidates are John Farrar, who is the current Faculty Senate President and Sandra Spataro, who is currently the Interim Regent. And that's my report.

Student Government Association – Lucy Burns

Steve Slone shared Lucy Burns report. We have several resolutions ready, and we'll be passing them on Monday. She also wants to say it has been wonderful serving with all of you this year, and I look forward to all of you meeting my Vice President for the next year, who will be representing SGA at Staff Congress meetings? I want to say

congratulations to Lucy because she was elected SGA President, so I'll put that on the record of congrats to Lucy. Thank you for working alongside. It's been great to have her.

President - Steve Slone

Steve Slone shared I want to echo the appreciation that I that I always say, especially here at an employee appreciation week to all of you, for all you do for us and all you do for Staff Congress. So I'll do my little heart thing that I do. I especially want to thank Vicki Cooper for taking the reins during our last Staff Congress meeting and running the show when I was not able to be with you. Thank you, Vicki. Not a phone call I wanted to make the night before to tell you that you were on your own, but you rolled with the punches. Thank you so much. I cannot thank you enough. No, all of Executive Council really, Kimberly and Sara, who are on vacation, and then, of course, I'd be remiss if I didn't thank Gracie for so many things. She is the heart and soul of Staff Congress and all that we do. So thank you. Thank you. Thank you. Thank you. Thank you. On my front. I want to assure all of you that the Norse Appreciations into TalentED is still going to be happening. I'm not going anywhere. I feel like we've kind of stalled literally on that front, but it's still in progress, expect good news.

The administrator evaluations that we always do. I want to thank Robert who is our IT guru. He reached out to Gracie and myself and asked if he could have a little bit more fun with ours and kind of play along and play around with the interface. So we've allowed him to do that to kind of change the look of it so that we don't look exactly like the faculty's. Good work is happening there on that front. He's asked for a meeting with Gracie, invite Vicki and myself probably next week to kind of go over it and look over it. So expect news on that soon.

I also want to take this opportunity to thank everyone, well, first, to thank our current Regent, Cori Henderson, and Chief John Gaffin, who are the two candidates for Staff Regent. I don't want to steal Elections thunder, but those are our two candidates for the Staff Regent. I want to thank everyone for participating in the Staff Regent open forums

that happened this week. I could not do it without the wonderful Elections committee, all of you. I'll especially call out Beth Lackey, and Gracie, of course, for being there at the forums with me and for giving me a microphone, because you know that Steve loves a microphone with those forums. The conversation was wonderful. I left those forums inspired. Not only just for the work that we do here on campus, but we have two excellent Staff Regent candidates, so I cannot applaud both of them enough.

I think that's all that I've got, unless Vicki Cooper reminds me. I do want to state while I appreciate Chris Calvert coming, that parking conversation does continue and does go on. You know, since I wasn't at the last Staff Congress meeting. I know that there was a lot I missed so let me also state thank you and appreciation for Cady for being here with you all last month and for fielding the questions. I think that you know, as long as I'm in this chair, I will continue to push and to advocate and I'm going to bring up these conversations that we always have. So I will talk until my voices hoarse when it comes to these things. So it's an honor to work alongside all of you. It's an honor to lead this organization. I think that's it.

Benefits

Ali Hannig shared we did meet. I guess the main thing Patty was telling us about was just an RRP process for dental. Tina Peebles shared yes, they are going to go ahead and move forward with that, and they're looking at maybe having some more info for us come June or July. But it would not go into effect until the 2025 open enrollment. And then she did talk to us about the voluntary benefits, the slip up on AFLAC end of things. The provider accidentally terminated a group of people that they are providing service to and when they did that term it was a whole group that they terminated, not individuals, but when they did that it triggered a termination ripple that sent reimbursement checks out to some of those who are receiving services through AFLAC. Not everyone, only the people who are involved in that group. They do know that that was a problem. They're taking care of it. HR is aware of it and they're working with them to make sure that everybody who has that services is reinstated as they need to be, and that everything runs smoothly without out any problems. But if anybody has any questions about that

we can refer them to HR, but they are aware of it, and they're working on it right now. And I think that was there's still questions about United Healthcare choice, and UMR. United healthcare does fall under UMR a lot of our providers are still having some issues with that. So we just want to make sure that they understand that United Healthcare is under the UMR umbrella. But UMR is what you are awarded. Ali commented that it's the other way around.

Credential and Elections

Beth Lackey shared just a couple of quick updates. So the staff Regent voting open today and closes on April 25 as Steve mentioned earlier. Our two candidates are Cori, Henderson and John Gaffin. We held the two open forums this week. Recordings of those open forums are available on the Staff Congress website for anyone that wasn't able to attend an email went out today with the ballot to all staff who are eligible to vote. So look for that email and review the open forums. If you didn't get a chance to and do your part and vote in the Staff Regent Election. Next up will be the Staff Congress representative voting. It will open soon and watch for more details on that via email and on the Staff Congress website.

Benevolent Association

Tina Peebles shared Well, thank you so much to everybody who showed up on Tuesday. It was an amazing lunch. We had so many. We were very close to canceling this year, as you know from the plea that we sent out, but so many folks stepped up. We ended up having 32 soups and 20 desserts and we brought in 1,255 hours and \$545 in cash, and we served 152 people. It was so much fun seeing everybody. I echo what Lori said. You know there were so many happy faces at our event as well, and everybody just seemed to enjoy being there. So many people lingered for a while, including Cady and I saw Diana there, and Bonita was there, and just so many people just hung out and stayed for a long time. So it was awesome to see that. I think it was a huge success especially given we had, I know of at least three spring breaks that are going on right now. So we had a lot of people out. And yet we still had a lot of folks

show up. We're going to do a debrief next week and then start planning for fall. Steve Slone shared thank you, everyone especially. Thank you to Tina, to Kimberly, to everybody that's on the Benevolent Fundraising Committee. You all do wonderful work seriously. I cannot thank you all enough.

Sustainability

Steve Slone shared I'm going to do a poor job at this. I'm just laying it out there ahead of time. But Tiffany did send me her sustainability report, so I will read it verbatim. Earth Week is coming up April 20-27. There will be as many NKU events this year, but we will have the annual tree sapling giveaway on April 26 from 11:00-1:00 on the Student Union Plaza. Check out the NKU Earth Week website for a few suggestions on other events around the area as well.

We have a completed draft of the new sustainability strategy called Green Vision 2030. Next steps are approval, and then presentations to student, faculty, and staff governance groups. So I know that myself, Chris Witt, we're on that committee with her. We do have the green strategy we will present it in the future, but feel free. Go out, seek out those events. I am not the sustainability, queen by any way, shape form or fashion.

IT Advisory Committee

Steven Smith shared so the first thing let's talk about the ITAC meeting was they're looking at a new tool, accessibility tool, to replace the current ally tool that's used within Canvas. IT's testing a tool out right now, if you're interested in helping with that testing, please contact it Jennifer Taylor. They did a demo and it has a lot of neat functionality. It would have to be, if you're used to working in canvas and doing the accessibility issues. It sounds like it's really full function type tool. And it's cheaper. So that doesn't normally happen. You usually don't get a lot additional functionality and it actually costs less. So that's a very interesting tool that the if you're that's an area you work in, give IT a call. and they could probably show you how to demo it, or where a demo could be done. Next thing we talked about was the multi-factor authentication being rolled out to

students, and they were trying to get an idea how to break up students so not everybody's doing it all at one time. So IT is working on that. That's an ongoing type project. But they're want to roll it out because we've really seen a good response when all the staff and faculty moved on to multi-factor authentication, a lot of less issues with ID's being hacked or passwords being broken. So it's a nice tool for us to use for security purposes. Jason Allen then gave an update on the move to Hana database, and everything's on track at this point in time at least, that was of when we met a couple weeks ago. So they are starting a campaign to communicate that information out, and I think I saw an email that had some timelines included in it, and a website that they're working on so that should be communicated catered out more. End users of SAP should not see a difference. There will be a downtime as they switch the behind the scenes database from the current R3 database, which is dB, 2 over to the new Hana super-fast database. And then that was it.

Old Business

Steve Slone shared the first item of old business that we have. I sent out the memo from our Benefits Committee. Thank you to our Benefits Committee for that memo. I think I sent it out before the last meeting. Want to send it out again before this meeting about the policy change the requested policy change about how vacation and sick time is accrued. You all have had it. You've had the opportunity to look for it. My reasoning for sending it this time is so that you can take it back to your constituents. Let them know that Staff Congress is considering this. At our next meeting we will take a vote on if we, as a body, as Staff Congress, want to put that policy change forth to Cabinet, to Lori, into the policy on policies process. So now open the floor up if there's any questions or discussion we need to have about that now. But if not, then just take it back to your constituents, and we'll come back and vote next month. So take it to your constituents, get their feedback, be prepared when we come to our next meeting in May. We will vote on putting that policy change forth.

Any other old business at the time that we need to discuss? Autumn Ruehl shared I am a member, but I mentioned something. Sometimes, everyone's roles are different here, but as my role in the staff member I don't really see what's going on within the classrooms with our students. And next week is our experimental learning week, where you can see some of the work that our students are doing. I went to some of the stuff last year and was just really blessed by going, and it really, you know, fires me up to come to work, and, you know, give my best self to our students when you see what they're putting out. So if you didn't see it in this week. Yeah, there is a website, it'll let you know what's going on. I encourage everyone to check something out it . It was great. It's a great experience. Steve commented thank you. Autumn. I echo what Autumn states there. So I was like, come, check it out. It's always good to be inspired.

Norse Appreciatoin

Steve Slone shared the following Norse Uppreciation.

Staff

Joey Horn

I have been employed with NKU for several years in Griffin Hall. Over the past several years, Joey has worked with Facilities Management. Every year, day in and day out, this person has always delivered outstanding service and has always greeted me with nothing less than a smile and a pleasant attitude. I know that every morning I come in, Joey will have Griffin Hall looking like the cleanest building on campus.

Adjourn

Meeting was adjourned at 1:58 pm.