

**Members present:** Amanda Andrews, Kristi Bishop, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Jennifer Davis, Kyle Dorriere, Melanie Hall, Ali Hannig, Bryan Irby, Mike Irvin, Claudia Johnson, Daniel Jones, Beth Lackey, Brenda Maldonado, Tina Peebles, Connie Seiter, Steve Slone, Steven Smith, Terri Smith, Vanessa Steele, Juliane Stockman, Terkerah Washington, Brandon Weinel, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

**Members absent:** Tina Altenhofen, Chris Bowling, Vicki Cooper, Dave Groeschen, Kristi Horine, Michelle Melish, Sara Nicolas, Kara Olding, Autumn Ruehl, and Teresa Walker

- I. Call to Order at 1:06 PM
- II. Approval of May 9, 2024 Minutes  
Motion: Stephen Smith  
Second: Chris Witt  
Approve: Voice Vote
- III. 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
- IV. Standing Committees:
  - Benefits
  - Constitution & Bylaws
  - Credentials & Elections
  - Outreach
  - Policies
  - Scholarship
- V. University Committees:
  - Benevolent Association
  - Food Service Advisory
  - IT Advisory Committee
  - Regent’s Distinguished Service Award
  - Sustainability
  - Transportation
  - Employee Engagement and Wellbeing
- VI. Ad-Hoc Committee
  - Roundtable – Steve Slone
  - Staff Advocacy Committee – Kimberly Wiley
- VII. Old Business
- VIII. New Business
- IX. Non-Member Discussion Period
- X. Norse Appreciation
- XI. Announcements

XII. Adjournment 2:01 PM

Motion: Tina Peebles  
Second: Carolyn Willhoit  
Approve: Voice Vote

### Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared the following report:

- BOR Meeting yesterday, June 12
  - Passed proposed budget
  - Reoccurring budget will have a small surplus, but non-reoccurring budget has a \$4.8 M deficit due to financial aid scholarships
  - Discussed concerns with increase to mandatory commuter meal plan. Faculty Regent, Spataro motioned to amend this fee by capping for two years. Motion did not pass.
  - There will be no raises this upcoming fiscal year. President and cabinet looking for opportunities for staff, such as removing the CRC fee for FY26.

### Administrative Liaison – Lori Southwood

Lori Southwood shared the following report:

Staff Congress Updates

IT

- Multifactor authentication (DUO) will be implemented for students in the fall semester to add an additional layer of security.
- Fall Lab and Classroom Software Requests are due by Monday, July 15 - To have software added or retained in classrooms or computer labs, you may call the Help Desk to submit a service request by Monday, July 15. Please provide proof of licensing and installation media for software that hasn't been used previously.

FLSA: A total of 48 staff members who are currently exempt are impacted by the Department of Labor's FLSA rule raising the exemption salary threshold, effective July 1, 2024. All of them have been notified about their transition from exempt to non-exempt status beginning the bi-weekly pay period starting on June 23, 2024. They have received helpful information regarding time entry requirements, overtime policies, vacation accrual, benefit deductions, and training sessions focused on these changes. On May 23, a coalition of 13 local and national associations, along with Texas businesses, filed a lawsuit in federal court in Texas challenging the U.S. Department of Labor's new rule setting minimum salary thresholds for exemptions under the FLSA. We do not yet know how or when the court will rule on this matter.

In 2016, the court stopped a similar rule to increase the salary threshold just days before it was set to take effect, and it permanently blocked the rule in a 2017 order. It's important to remember that the effective dates for compliance have not been changed or blocked at this time. Thus, NKU, like most employers, is preparing to comply with the July effective date, as extensive planning, budgeting, communication, and system modifications are involved ahead of a change of this nature. However, NKU will continue to monitor developments from the courts and the DOL's Wage and Hour Division.

- FLSA: HR has hosted a series of sessions for all employees and supervisors who are impacted by the change in the FLSA threshold. The recording of the training session is available through the FLSA FAQs page.

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- Employee Information Video – Click [HERE](#) to view FLSA Employment Updates.
  - Employee Informational Session Options (same as video but in-person) – AC 722
    - Tuesday, June 11 ---- 11 AM – 12 PM
    - Wednesday, June 12 ---- 1 PM – 2 PM
    - Wednesday, June 12 ---- 2 PM – 3 PM
  - Supervisor Training Options – AC 722
    - Thursday, June 13 ---- 10 AM – 11 AM
    - Thursday, June 13 ---- 11 AM – 12 PM
  - Staff Performance Evaluations

### Faculty Senate Liaison – Janel Bloch

Janel Bloch shared Faculty Senate is not meeting in the summer. The new officers, including the new President (Jacqueline Emerine) and new PCC Chair (Holly Riffe) will begin on July 1.

Faculty Senate and Staff Congress leadership met with the president and CFO re: the budget prior to the budget presentation. At that time, the president expressed openness to considering changes to the faculty/staff rec center fee, parking fees, and even the limits on family tuition remission.

### President - Steve Slone

Steve Slone shared I would like to take the opportunity to thank all of you for filling out our Administrator Evaluations. We had 97 Individuals respond and 394 total evaluations completed. Vicki Cooper is a wizard at making these look professional so we will follow our protocols for reporting these out. I also know that Vicki is interested in finding a way to give this data back to Staff Congress. I would be remiss if I also didn't thank Robert Schalk. Robert is our IT guru and he basically designed the software program that we

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used to run this process. This program he's built will help is and help Gracie in immeasurable ways with things that we need to accomplish over the years.

I want to ensure you all that it is still the plan to put Norse Appreciation into Talent ED. I've got almost all of them in the PDF format so that they can be entered in I've just gotten a little side tracked on entering them in. Even though I may no longer be President I am still going to be on Staff Congress and this work will continue.

I want to take this moment to thank Vicki Cooper, Kimberly Wiley, Cori Henderson, Janel Bloch, Lori Southwood, Sara Conwell, and of course Grace Hiles. A leader is only as good as his team and I've had the best team working with me these two years. It is the honor of my life to lead this organization. Thank you.

### Credential and Elections

Beth Lackey shared the following report:

Secretary & President-Elect Nominations will be taken from the floor during the July 11<sup>th</sup> SC meeting. All elected members of the Staff Congress are eligible for the offices of Secretary and Treasurer. Only elected members of the Staff Congress may nominate or cast ballots in the election of any officer of the Staff Congress. If you wish to nominate someone, please contact them prior to the meeting, as they may accept or reject the nomination at the meeting. If you are unable to attend the July meeting and wish to submit a nomination, you can do so by emailing Grace Hiles. You can also request an absentee ballot by contacting her. If you have any questions, you can

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contact the Parliamentarian, Sara Conwell, or Grace Hiles in the Staff Congress Office.

More details will be sent out this week via email and also in the 2024-25 member packet.

### Outreach

Amanda Andrews shared we will be having the NKU Picnic on August 1 from 4-8 PM. The location is still being determined and will be shared at the beginning of July. We encourage everyone to attend with their families. We will have food, fun, and friends!

### Scholarship

Steve Smith shared that we had a very successful Scholarship Award this year. The luncheon was a wonderful event celebrating our awardees and their families. We awarded the following scholarships and awards:

- Kaitlyn Billiter - Mike Baker Scholarship - daughter of Brandon Billiter
- Oliver Davis - Sara Sidebottom Staff Congress Scholarship - son of Jennifer Davis
- Kaylee Marimon - AD Albright Scholarship - daughter ghter of Nichole Marimon
- Haley Peelman - AD Albright Scholarship - daughter of Ann Peelman
- Corinne Rossell - James C. Votruba Staff Congress Scholarship - daughter of Kevin Rossell
- Joseph Andrews - Ken Ramey Book Award - husband of Amanda Andrews
- Amaya Person - AD Albright Book Award - daughter of Lyle Person

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### Sustainability

Steve Slone reported that the Green Vision 2030, which was the last plan that Tiffany Budd did before she left us, is with Facilities Management. I have talked to Mary Beth, and she and Zaidi have some questions that they're going to route back to me, and then we should have an update with it going forward. So I just wanted to throw that out there that things are moving, and I'll have more information about that forthcoming.

### Non-Member Discussion Period

Marquita Barron shared I just want to remind folks that June 28<sup>th</sup> is the last day to make sure that you complete your 2023-2024 staff performance evaluations and initiate your 2024-2025, and within TalentED.

### Norse Appreciation

#### **Staff**

##### **Erin Sheehan**

*Erin is friendly, welcoming, and always asks how you're doing. You can't help but smile when you see her.*

##### **Floor Care**

*The Floor Care team is very small, but they worked hard to make our floor look shiny and clean. They do a good job even with the challenges they face.*

### Announcements

Steve Slone shared that the party for Krista Wiseman-Moore is Thursday, June 20 in SU 107 from 2:00-4:00.

And the party for Bonita Brown is Monday, June 17, from 1:00-3:00 in SU 109.

The new child care center, Little Start, will open August 12<sup>th</sup>.

**Adjourn**

Meeting was adjourned at 2:01 pm.