



Northern Kentucky University
Board of Regents Materials

March 18, 2020

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AGENDA
Special Board of Regents Video Teleconference Meeting
Northern Kentucky University

Regents Dinner - CANCELLED
Tuesday, March 17, 2020 – 6:00 p.m.
Regents Dinner at President's Home (Wilder, KY)

Joint Finance and Policy Meeting
NKU, Student Union 104 – Wednesday, March 18, 2020 – 9:00 a.m.
Special Board of Regents Video Teleconference Meeting – Viewing Location – Student Union 107A

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Pension and Legislative Update (Hales, Gates, Southwood, Caswell)
Guest Presenters (Farris, Howard, Jacobson, Joyner)
2. COVID-19 (Coronavirus) Update (Ott Rowlands, Southwood, Slaughter, Hales)

Board of Regents Lunch - CANCELLED
NKU, Student Union 109 – Wednesday, March 18, 2020 – 11:30 a.m.

11:30 a.m.

Board of Regents Meeting
NKU, Student Union 107 – Wednesday, March 18, 2020 – 1:00 p.m.

1:00 p.m.

- Call to Order
- Roll Call
- Approval of January 15, 2020, Board Minutes
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents

1:20 p.m.

B. Presidential Reports:

1. Facilities Management Report (Hales)
2. Research/Grants/Contracts Report (November 16, 2019 – January 31, 2020) (Ott Rowlands)
3. Fundraising Report (July 1, 2019 – January 31, 2020) (Gentry)
4. Quarterly Financial Report (Hales)
5. Organizational Changes Report (Hales)
6. Policies Report (Gates, Ott Rowlands)

1:40 p.m.

C. Presidential Recommendations:

1. *Academic Affairs Personnel Actions
2. *Academic Affairs Reappointment, Promotion and Tenure
3. *Non-Academic Personnel Actions
4. *Major Gifts Acceptance
5. *Naming Recommendations
6. *Faculty Handbook Update
7. *Posthumous Degree (Black)
8. *Staff Emeritus (Thomas)
9. *Honorary Degree (Nalbandian)

2:00 p.m.

D. Executive Session

*Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Wendy Peek in the Office of the President, 572-5172, by 2 p.m., Monday, March 16, 2020).

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
January 15, 2020**

Regent W. Lee Scheben, Chair, called the regular meeting of the Board of Regents to order at 1:00 pm, Wednesday, January 15, 2020.

Roll Call: Michael Baranowski, David Bauer, Richard Boehne, Normand Desmarais, Ashley Himes, Jarett Lopez, Terry Mann, Dennis Repenning, W. Lee Scheben Gregory Shumate, Andr  Ward.

Other Attendees: Ashish Vaidya, Wendy Peek, Tammy Knochelmann, Bonita Brown, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Darryl Peal, Sue Ott Rowlands, Kim Scranage, Lori Southwood, Diana McGill, Hassan HassabElnaby, Kevin Kirby, Dale Stephenson, Jim Allen, Andrea Falcone, Judith Daar, Tracy Insko, Bill Farrow, Bill Allison, Jared Schindler, Jonathan Erion, Allen Cole, Ande Durojaiye, Melissa Gorbandt, Sara Kelley, Russ Kerdolff, Samantha Langley, Larry Meyer, Mary Paula Schuh, Leah Stewart, Syed Zaidi, Ryan Padgett, Janel Bloch, Chad Ogle, Matthew Zacate, Bob Alston, Jane Bratton, Annette Pendery, Theresa Walker, Bridget Evans, Anita Southwick, Ashley Coates, Vicki Cooper, Gina Yoon, Brandon Billiter, Inna Pylyayeva, Kimberly Wiley, Sue Murphy Angel, Julie Hood, Deanna Karem, Grace Hiles, Susan Ryman, Brian Yahl, Lori Thaxton, Julie Moses, Jacob Crase, Tina Ryle, Shawn Clark, Steve Kruse, Maureen Doyle, Tom Ramstetter, Ali Greer, Chris Bowling, Chris Witt, Dionna Sholler, Natalie Gabbard, Lindsey Christian, Felicia Share, John Moran, Steven Wease, Shelby Graham, Krista Rayford, Tina Altenhofen, Steve Slone, Kim Baker, Theresa Huddleston, Mary Pat Chauvin, Tammy Riley, Rhett Clark, Amberly Nutini, Emily Rudd, Diana Reincke, Lisa Wolf, Dan Jones, Steve Jones, Melody Sumner, Bruce Smith, Dave Berland, Mary Dawn, Cathy Dewberry, Beth McCubbin, Steve Flora, Don Stinson, Jill Diesman, Tiffany Budd, Marcia Johnson, Genelle Antoine, Tiffany Mayse, Terri Smith, Karen Doyle, Janice Ison, Prudi Downs, Trene Jackson, Rachel Smith, Erin Smith, Ashley Jackson, Debbie Reichler, Tommy Barnett, Millie Mclemore, John Gaffin, Stephen Moon, Jodi Bauer, Donna Trenkamp, Rose Von Handorf, Vimalan Kasilingam, Ben Broomall, Sherri Jones, Angela Fulkerson, Jennifer Moeves, Amy Fries, Julie Bridewell, Dave Bridewell, Jeff Pugh, Paul Mellville, Atley Smedley, Gary Wehrle, Mary Barry, Shari Rieselman, Jimmy Martin.

Regent David Bauer seconded Regent Gregory Shumate's motion to approve the minutes of the November 6, 2019 Board of Regents meeting. (**Motion carried**)

Regent Jarett Lopez seconded Regent Richard Boehne's motion to approve the minutes of the November 13, 2019 Board of Regents meeting. (**Motion carried**)

Public Participation:

At the January 15, 2020 Board of Regents meeting, Staff Congress member Kimberly Wiley, Brandon Billiter and Inna Pylyayeva requested to appear before the Board of Regents. The Staff Congress members spoke on behalf of all staff about the KERS Pension decision to be made.

Board of Regents
January 15, 2020

Kimberly Wiley

Good afternoon!

My name is Kimberly Wiley. This is Brandon Billiter and Inna Pylyayeva. We are members of the Staff Congress Pension Committee. We are “staff helping staff”. We would like to thank you for the opportunity to address the Board of Regents on behalf of staff and present our pension concerns to you.

Everyone in the state of KY should be aware of the frightful state of our retirement system. We collectively believe it is critical university leadership and the Board fully understand the impact any potential pension changes will have on NKU staff.

When we began our employment at NKU, we were not given a choice of retirement plans. Unlike administration and faculty, participation in KRS is mandatory for staff. This benefit was a promise made to every single one of us at the beginning of our career. As dedicated, loyal employees, we believe it is unjust to now take this benefit away.

In order to understand how these changes will affect our retirement, many of us have completed a thorough analysis of the proposed options to try to understand our future should NKU decide to exit the system. Our research has revealed the results are absolutely devastating.

As you may know, staff employees are divided into three tiers depending on when they began working and contributing to KRS. Tier I employees will suffer severe financial losses. These employees have dedicated their careers to the university and many have worked here for over a decade, some approaching twenty years and more. Tier I employees will lose between 40% and 75% of their expected pension benefits over the life of their retirement. This amounts to hundreds of thousands of dollars. I personally will lose almost half of my retirement funds. For some of our Tier I employees, lifetime losses amount to nearly \$1,000,000. And these figures are assuming they only live to 85. What if they live longer?

For Tier II employees who began work at the beginning of the tier, potential losses are just as substantial. Tier II employees with fewer years of service may not suffer as drastic an impact. However, a loss is a loss and should not be discounted just because the figures are not as great as others are.

Many Tier III employees are frustrated. They fear they will be forced to exit the system and feel that their contributions to KRS have been wasted because they will never benefit from the dollars they have paid into KRS.

We strongly believe that each employee deserves the right to decide what is best for themselves. Employee choice is the ideal option for NKU staff. We ask that university leadership advocate for this option and encourage legislators to consider it once again. Barring this option, we urge the administration to work with legislators to split the tiers so that Tier 1 remains in the system and Tier II moves to the DC plan. It is critical that Tier I employees who have the most years of service remain in KRS.

We realize that the final decision is not entirely up to NKU but will be guided by what the legislature decides. We also understand that contributions of 49% or even 83% are not sustainable. However, your choice of how to take action on their eventual decision will shape the future of the entire university. We are not a factory making widgets...we are a team, a family! What affects one group affects us all. For years, university leadership has maintained that its most valuable resource is its people. Our staff are essential to the successful operation of the university.

Along those lines, we are proud to share that Faculty Senate has proclaimed their support of staff and recently passed a resolution recognizing NKU staff as crucial to the new strategic framework, *Success by Design*. The resolution emphasized that staff with the longest tenure at NKU possess irreplaceable institutional knowledge. Our faculty are concerned about the level of support and quality of services we would be able to provide to students if experienced staff are lost. Retention of our talented staff starts by investing in our collective long-term future together. As stated in their resolution, "the Faculty Senate at NKU urges university leadership to prioritize investing in staff by allocating the funds needed to minimize the negative effects on every staff member of changes to NKU's retirement system." We are extremely grateful for their support!

In the next few months, NKU will be making a business decision regarding our pension. This decision will be based on many factors but we realize the bottom line is dollars and cents. However, please remember the outcome of your decision is a very unique and personal one for all staff and will have a potential life altering impact on them and their families for the rest of their lives. We implore you to weigh this decision very carefully!
Thank you!

Brandon Billiter

Good afternoon!

I started at NKU as a student employee in 1998, graduated, but never left. I have been a permanent employee in Student Account Services since 2002. Currently in the KRS system, I could retire with full benefits at 49 years old. If NKU opts out of KRS, I will not be able to retire until 55, at the earliest. And, at that point I will only receive 47% of what I expected 6 years earlier in the KRS system. I will have to work until I am 65 to make up the difference in benefits, having served NKU for 43 years. This definitely was not the plan and this was not the promise when I started.

Our dedicated staff have been the backbone of NKU's good times and have helped the institution persevere through some rough patches. Our collective dedication has not waived, even through many years of minimal or no raises at all. Since 2009, there have been 6 years with no raises or cost of living adjustment. If we analyze NKU raises compared to the inflation rates posted by the US Department of Labor, the data shows that NKU staff makes over 8% less than we did in 2009. That lack of adjustment already negatively effects our KRS pension because the pension calculation is based on your highest five years of salary.

NKU salaries struggle to compete with the private sector as it is. In some areas, for example, Information Technology, our staff is making about 30% less than they would get elsewhere in the local market.

While our salaries have been declining, health, dental, and parking costs have sky-rocketed. One of our committee members researched their pay stubs for the last 10 years – since 2009,

- Parking rates have gone up 35%
- Dental insurance up 86%
- Health insurance up 163%

On top of all of this, the total number of staff since 2009 has dropped by 12%. Technology has moved very quickly. We at NKU are innovative in our approaches to recruiting and retaining students. Our jobs are always evolving and require a lot of skill. We are doing so much more in 2020, but with 12% less staff.

Please consider:

NKU has 252 staff in Tier I and 174 staff in Tier II...combined we make up 60% of our entire staff population. If NKU decides on a hard exit from KRS these staff members will most certainly lose the most. And if promised pension benefits are taken away or significantly reduced, numerous staff may be forced to explore employment elsewhere. NKU could lose a significant portion of its human capital. Attracting new talent is already a challenge. NKU may be facing additional costs to make those salaries more competitive in the open market.

- According to an August 2018 Forbes article titled “Companies Need To Know The Dollar Cost Of Employee Turnover”, it costs around 50% of an employee’s salary to replace an entry level position and 125% for a mid-level position. Our staff have years of invaluable experience that will be difficult to replace.

Now, some of these dollar amounts that you hear today may not seem like much if you have financial security in your life, but believe me, it is a significant amount to us. Many of our staff are already struggling and are working multiple jobs to support their families. Consider our lowest paid employees that started at \$10.40 an hour. Their expected retirement is barely enough to get by as it is. Taking half of it away will drop them below the poverty level. Simply stated, most of us do not make enough to invest in a personal retirement account – the KRS pension is our retirement plan, and we are counting on it.

I know that this is not a crisis that NKU created. I also know that the decision made by this body will have an effect on NKU’s image in the local community. I am truly sorry that this has landed on all of our plates. We are asking for your understanding and advocacy.

Thank you so much for your time today.

Inna Pylyayeva

Thank you Brandon. Personally, I have been worried sick about my financial future and the future of my family! And that's reasonable! How would you feel if you were forced to give up 2/3 of your retirement, and you didn't even have a voice in the impacting decision?

I will share my personal story. I will have over 19 years of service this June, and if NKU exits the KRS system, I will lose 70% of my expected KRS pension. The TIAA plan will help by about 20%, so with TIAA savings, I will lose 50% of my expected retirement income. My lifetime loss will be close to a 1,000,000. I will be 11 months away from reaching the 100% health coverage that you earn at 20 years of service. I will lose the option to retire early at 53 with 27 years of service. I will have to work an additional 17 years until I am 70 to reach the same level of benefits as I will have earned at 53.

I have been working as a Programmer and then later as a Business Systems Analyst in the Office of Information Technology. IT is a competitive field, but I have chosen to continue working at NKU through many years of no raises because of the pension that was promised to me. If NKU forces me out of my pension, I will be absolutely devastated.

We included TIAA contributions in our calculations. For many Tier I and II staff, TIAA savings offset some of our losses, but not nearly enough. Those who are close to retirement simply don't have enough time left in their careers to build the equity needed to reach the financial security and stability they are counting on. Plus, KRS pension promised to us is a guaranteed defined benefit for the rest of our lives. There is no guarantee with TIAA.

My fellow committee members have shared their stories, and there are many more where staff will suffer significant financial losses if they are forced to exit KRS. We don't have enough time to present them. We are happy to share these stories as well as our calculations with the board if requested.

Please take a moment to reflect. How you would personally feel if your employer made a decision that resulted in a 50, 60, 70% loss of your retirement income and you had no vote, no control?

I grew up in the former Soviet Union and witnessed many people losing their hard earned income. I immigrated to the United States because I did not want to live in a country where government or an employer could take things from you whenever they like – things you have earned, like pension.

It was a cultural experience when I learned that our pension is protected by the inviolable contract of the Kentucky statutes. I never imagined I would be facing the possibility of losing my pension in the United States of America.

I still do want to believe in the American dream - if you work hard, you are going to be ok. While pensions are not a norm nowadays, this is what we were promised and we were not given any choice. Forcing staff out of their retirement towards the end of their career after many years of service is simply unjust. We truly hope that NKU will do right by its people. Letting us choose to keep our pension benefits is the right thing to do ethically and morally.

Board of Regents
January 15, 2020

We enjoy our work. We know that experienced staff is crucial to the continued success of our students. Collectively, we have shown dedication to the University through our actions. NKU has a bold opportunity to emphasize that this loyalty was not in vain.

Thank you so much for your time!

Chair W. Lee Scheben thanked the staff for their remarks and dedication to NKU and advised that the Board of Regents is working diligently on this matter.

Presidential Comments:

Thank you, Chair Scheben and members of the Board.

Happy new year and welcome back, everyone. I hope that you all had a restful and enjoyable holiday season.

And thank you to everyone who is here with us today. We are excited about the start of the Spring semester and a new decade.

Dedication of Student Union Ballroom

- Just this morning, we dedicated the H. Gordon and Thelma S. Martin Ballroom in this building.
- Gordon was a businessman, developer, and a pioneer in Northern Kentucky. He was instrumental in forming the Northern Kentucky Chamber of Commerce in 1969 and served as its Chairman in 1975.
- Gordon also served on this Board of Regents from 1972 to 1984 and was elected chairman in 1982. He also served on the NKU Foundation board.
- His wife, Thelma was a teacher in Ludlow and was an active member of the Erlanger United Methodist Church.
- We are very grateful for Gordon and Thelma's generosity to NKU and to the rest of the Martin family.

Giving Tuesday

- On Giving Tuesday last month, our campus community came together to raise more than \$97,000 in support of student success.
- That is an increase of \$70,000 over last year.
- The inspiring success of that day was a result of our faculty and staff volunteers embedded within the divisions rallying their peers, as well as a giving competition between departments to encourage participation.
- Local news stations even featured NKU as we engaged students to pay it forward on Giving Tuesday with a cash machine event on the Student Union Plaza. The "cash" they grabbed was designated towards a university fund selected by the students. Before they enter the cash machine, students had to answer trivia questions about NKU's culture of giving and alumni engagement. The more they know—the more time they have in the cash machine. The \$500 in the cash machine was donated in advance for this event.
- It was an exciting day to be on campus, and I thank everyone who helped make it such a success.

We are also excited to welcome new staff members to the NKU Team:

Dr. David Schneider, Director of Center for Innovation and Entrepreneurship (CIE).

- Dr. David Schneider, a highly successful entrepreneur, business executive and NKU alumnus, joined us last week as Director of our award-winning Center for Innovation and Entrepreneurship (CIE) on Jan. 6.
- He brings a wide variety of business experience to the CIE, from launching startups as an entrepreneur to guiding established public and private companies as the president/CEO.
- Welcome, David.

Chief Diversity, Equity and Inclusion Officer

- I am also pleased to welcome Mr. Darryl Peal as our Chief Diversity, Equity and Inclusion Officer and Title IX Coordinator. Darryl joined us this week from the National Collegiate Athletic Association (NCAA).
- The depth and breadth of his experience complement the core pillars of our Success by Design Strategic Framework—access, completion and career and community engagement.
- Thank you to Ande Durojaiye, Sara Kelley, Leo Calderon, Shamima Ahmed and Janiah Miller for their work on the search committee.
- Darryl, welcome. We are glad you're here.

Legislative Update

- Last week marked the beginning of the 2020 legislative session in Frankfort.
- AVP for Government, Corporate & Foundation Engagement Adam Caswell and I have been meeting with our NKY legislative caucus to advocate for our three legislative priorities – performance funding, asset preservation, and pension options.
- Regent Rich Boehne and I had the privilege of attending Governor Beshear's inauguration last month.
- The governor will deliver his budget address on Tuesday, January 28.
- There are two pension-related bills we are monitoring.
 - HB171 is a new pension option that would eliminate the percent of payroll contribution and move us to paying a liability-based payment. This favors NKU.
 - This week, we anticipate another pension bill will be filed by Sen. Schroder in the Senate, and Rep. Hart in the House. This bill would allow us the option to keep all of our Tier 1 employees in KERS and move all Tier 2 employees out.
- Here on campus, the RFP process for the pension services that on which we collaborated with Eastern Kentucky University and Western Kentucky University resulted in 8 proposals being received. The universities selected Segal and will be working with them very soon to analyze the options.
- We will also continue to hold more informational sessions for staff this semester and we will keep our campus community updated throughout the legislative session.

Woodcrest Apartments Closing

- During the process of shoring up and repairing sections of the Woodcrest Apartments complex this fall, we realized the deterioration was beyond what was anticipated and hired a structural engineering firm to inspect the halls.
- After reviewing their reports about the condition of Woodcrest, we decided to close Oak and Sycamore Halls immediately last month.
- University Housing has worked to minimize the impact on students. Students will be notified of their new assignments, and how to schedule a moving appointment with the hired moving companies today (January 15, 2020).
- In addition University Housing is making every effort to maintain roommate groups and providing flex dollars or meal plan swipes for affected students.

SACSCOC Update

- Assistant Vice Provost Abdou Ndoye and I attended the annual SACSSOC meeting last month. We were informed that SACSCOC's Board of Trustees has placed NKU under warning for failure to be in compliance with two components required for reaffirmation pertaining to library and information and learning resources, as well as general education student outcomes assessment.
- We must submit a monitoring report to show our work and improvements in those two areas.
- While this is disappointing, please know that we have action plans already underway to address SACSCOC's concerns.
- Earlier this month, Steely Library received funds to purchase new databases and collections. Dean Andrea Falcone is touring campus to hear from faculty, staff and students to understand their needs and to ensure the library has the resources and personnel to support them.
- The general education assessment plan is now complete, and we are holding workshops for faculty to review the assessment results and incorporate them into assignments.
- NKU remains fully accredited, and our commitment to being a premier, student-ready, regionally engaged institution remains steadfast.

An update on Success by Design

- We continue to be diligent in our work around Success by Design.
- Five Implementation Teams have been organized and have begun meeting.
- They will be working to propose initiatives for their areas by the beginning of February with plans to begin implementation of efforts in March.
- This Friday, we will hold the Inaugural Student Success Summit with panel including:
 - Brigitte Blom Ramsey, Executive Director of the Prichard Committee for Academic Excellence
 - Dr. Anton Reece, President of West Kentucky Community & Technical College, and
 - Dr. Kirsten Turner, Associate Provost for Academic & Student Affairs, University of Kentucky
- The 2020 NKU Innovation Challenge will also take place on Friday, following the Summit.
- We were very pleased and surprised to receive 133 submissions for the Challenge. I think this shows the excitement, enthusiasm and passion for student success on this campus.

- 15 ideas will be presented to the Student Success Summit panel who will serve as judges, along with two students.
- Everyone is invited to attend.
- There will also be a fan vote for campus to weigh in on the idea they think is most promising.
- Winners will be announced on January 27!
- We are excited that several of you will be in attendance.

Academic Affairs Updates

- I am pleased to announce that the Institute for Health Innovation has received a new grant for \$750,000 over two years to reduce the harm associated with substance use disorder in justice-involved individuals in Owen and Carroll Counties. This unique granting opportunity leverages the combined resources and expertise of the U.S. Department of Justice, the U.S. Department of Health and Human Services, the Centers for Disease Control and Prevention, along with other federal partners. Twenty-one sites were selected for these projects across the country, from over 200 applications.
- Chase College of Law has been selected as a Top Law School in Trial Advocacy by Prelaw Magazine, a national publication. Special thanks are due to Jack Harrison, who ably leads our Center for Excellence in Advocacy.
- We are pleased that several of our faculty members have been nominated for a Grammy Award or have worked with groups and composers that have been nominated for a Grammy. These include Jason Vest, Scott Lang and Michael Culligan, Owen Lee and Dwight Perry.
- Northern Kentucky University placed first among 17 teams at the Midwest Invitational Collegiate Cyber Defense Competition on November 17.
- A ribbon-cutting ceremony and tour of the new Kroger Innovation Lab in Griffin Hall will take place this Friday, January 17, at 2 p.m. This partnership between Kroger Technology and the new Informatics+ center in the College of Informatics will provide on-site internship opportunities for NKU students and will highlight the latest Kroger technology and innovation projects. It also complements NKU's broader partnership with Kroger around FUEL NKU.

Veteran's Resource Station Service

- The Veterans Resource Station successfully completed its annual *Fill the Boot Campaign*. This year's donations were used to make 30 large care packages, which were sent to a deployed National Guard unit based out of Owensboro, KY. NKU alumnus Madison Simpson serves in that unit.
- In addition, monetary donations from the American Legion and VFW (Veterans of Foreign Wars) Posts within the region covered the costs to ship the packages.
- I would also like to acknowledge Travis Roy from NKU's Veterans Resource Station for his coordination and leadership on this year's campaign.

Student Affairs Updates

- The Norse Leadership Society (NLS) celebrated 30 years of leadership development in 2019. NLS hosted the 27th annual Fall Retreat in Pigeon Forge, Tennessee. This year, 110 students were able to participate in the event at a significantly discounted rate. Many students shared that this retreat was life changing and positively impacted their sense of belonging on campus.

- African American Student Initiatives hosted Sherehe to recognize students graduating in December. This celebration provides African and African American graduates with a more intimate and African-centered means of recognizing and honoring their achievement.
- Activities Programming Board (APB) brought U.S. Women's National Soccer Team star Rose Lavelle as the Fall Keynote speaker. Rose shared her journey to becoming a professional soccer player and her experiences winning the World Cup. She connected with more than 300 people from our NKU community and of our region in an engaging dialogue.
- The Parents Attending College annual holiday help program was a huge success and the largest to date. A total of 25 departments, 10 faculty and staff, two student organizations and one community partner sponsored student parent families this holiday season. With our collective efforts, we were able to provide gifts for 45 student-parent families including 64 adults and 98 children! Additionally, the Black Men's Organization and Division of Administration and Finance collected toy donations which have completely restocked the birthday closet for the coming year.

Administration and Finance Update

- We are nearing finalization of a new contract with our dining services partner Chartwells. The new 10-year contract will provide progressive residential meal plans, added features to the catering program, restoration and renovation funding, and additional scholarships and sponsorships. We are also collaboratively working with Chartwells on a number of student success initiatives.
- In October 2019, Moody's confirmed NKU's A1 rating and upgraded its outlook from negative to stable. The good rating enabled NKU to sell the recent 25-year bond issuance at an excellent interest rate of 2.87 percent.
- Ayers Saint Gross, the Master Planning firm, was on campus in November to kick-off the update to the Master Plan. They met with leadership of nearly every college and many departments, to learn about space needs on campus. They engaged with many students as well as faculty and staff to discuss issues important to the future of the campus. The master planning team returns to campus February 5 and 6 to review findings and discuss planning principles that will guide development of our Master Plan update.

Athletics

- NKU's student-athletes continued their display of excellence in the classroom this past fall, recording a 3.39 cumulative GPA. This marks the fifth-straight semester in which the student-athletes had a cumulative GPA of 3.37 or higher. And, it is the 17th-straight above a 3.0 and 12th-consecutive above a 3.2. Every athletic program registered at least a 3.12 team GPA.
- The volleyball team won its first Horizon League Championship and earned the program's first appearance in the NCAA Division I Championship, where it dropped a first-round decision to 22nd-ranked Michigan.
- The Department of Athletics worked with 49 Degrees to design and install branding on the front of Regents Hall. With such a large number of off-campus guests annually visiting Regents Hall, the goal was to showcase the NKU and Norse Athletics brands in a prominent manner.

Search for VP of Student Affairs

- We will begin our search for the Vice President for Student Affairs this semester and have selected the search firm Witt/Keiffer to assist us in the search.
- Director of Athletics Ken Bothof will be the chair of the search advisory committee.
- Thank you to Arnie Slaughter and Dannie Moore who are co-interim administrators for the division of student affairs while we conduct this search.

Commencement

- Last month, we celebrated our annual December Commencements and conferred nearly 1,300 degrees to our talented graduates.
- It is always a very special moment to be able to shake the hands of each of our graduates and to see the excitement on their faces as well as their families.

Before I close I want to mention two important upcoming events:

MLK Day of Service

- On Monday, we will be closed to observe Dr. Reverend Martin Luther King Jr Day.
- However, more than 600 Norse students, faculty and staff have graciously volunteered their holiday to perform needed acts of service throughout the region during our Second Annual Reverend Dr. Martin Luther King, Jr. Day of Community Service. You are more than welcome to join us for this Day of Service.

Homecoming

- Finally, mark your calendars for Homecoming Weekend, Feb. 7-9. Festivities will include the annual Alumni Awards Feb. 7 and the men's basketball game the next day. I look forward to seeing you all there.

Chair Scheben and members of the Board, that concludes my remarks for today's meeting.

B. Presidential Reports:

1. Facilities Management Report (Interim Vice President Administration & Finance/CFO Mike Hales).

- a. Master Plan
- b. Energy Savings Performance Contract
- c. Elevator Improvements (Lucas Administrative Center)
- d. Student Union Food Service/Pizza Renovation
- e. Softball Field Turf Replacement
- f. New Residence Hall
- g. US 27 Development

2. Research, Grants, and Contracts Report (October 1, 2019 through November 15, 2019)
(Provost and Executive Vice President Sue Ott Rowlands).

During the October 1, 2019 through November 15, 2019 time period 10 grants were awarded. The total amount of money awarded was \$447,430. For the fiscal year 2019-20 the cumulative total number of grants awarded is 36 totaling \$5,875,303.

3. Fundraising Report (July 1, 2019 through November 30, 2019) (Vice President Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2019 through November 30, 2019 totaling \$2,714,061 in support of the university.

4. Quarterly Financial Report (July 1, 2019 through September 30, 2019) (Interim Vice President of Administration & Finance/CFO Mike Hales).

The Report was reviewed by the Board of Regents Audit Committee in accordance with Article III (D) (2) of the Board of Regents Bylaws.

5. Policies Report (Provost and Executive Vice President Sue Ott Rowlands and Vice President for Legal Affairs/General Counsel Joan Gates).

The Policies Report summarized all policies that were approved at the executive-level after proceeding through the campus vetting process. The President and other university administrators determined that approval of these policies by the Board of Regents was not needed per the criteria established in Presidential Recommendation C-7 of the January 2015 regular meeting.

6. Faculty Development Awards – Project Grants (Provost and Executive Vice President Sue Ott Rowlands).

The Project Grant Report reflected the grants that have been awarded for 2020-2021.

7. Faculty Development Awards – Faculty Summer Fellowships (Provost and Executive Vice President Sue Ott Rowlands).

The Faculty Summer Fellowship Report reflected the fellowships that have been awarded for the Summer of 2020.

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent André Ward and seconded by Regent Jarett Lopez to approve the Presidential Recommendations as listed; C-1 through C-5. (**Motion carried**)

1. Academic Affairs Personnel Actions:

a. Faculty Appointments:

Ms. Paige Long, lecturer in the Advising Center, College of Health and Human Services, effective October 21, 2019; **Ms. Jin Peng**, assistant professor in the Department of Economics & Finance, Haile/US Bank College of Business, effective August 12, 2019; **Ms. LeShauna Persley**, lecturer and advisor, Haile/US Bank College of Business, effective August 1, 2019.

b. Transitions:

Dr. Judith Audas, from associate director to director of the Nurse Anesthesia Program, School of Nursing, College of Health and Human Services, effective July 1, 2019.

c. Departures:

Ms. Gail O'Brien, lecturer in the Department of Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective December 31, 2019; **Dr. Kirsten Schwarz**, associate professor in the Department of Biological Sciences, College of Arts and Sciences, effective December 31, 2019; **Ms. Leslie Hammann**, lecturer II, W. Frank Steely Library, effective December 31, 2019.

d. Phased Retirement:

Ms. Lisa Jameson, associate professor in the School of the Arts, College of Arts and Sciences, beginning fall semester 2020 and terminating at the end of spring semester 2022.

e. Temporary Faculty Appointments:

Mr. Mahdi Yazdanpour, Department of Physics, Geology & Engineering Technology, effective Spring 2020 semester; **Ms. Lynn Brown**, School of Nursing, effective 2020-2021 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between October 15, 2019 and November 22, 2019 received approval by the Board of Regents: Activations/Rehires; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary/Student to Regular & Regular to Contract; Departures; Retirements; Administrative/Executive.

3. Major Gifts Acceptance:

The Board of Regents accepted contributions totaling \$1,205,033 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period October 1, 2019 through November 30, 2019.

4. Naming Recommendations:

The Board of Regents approved the following naming action:

1. The naming of a scholarship to support Chase College of Law students with high academic promise. “Julie A. Schoepf Endowed Scholarship”.
2. The naming of a scholarship to support an undergraduate student displaying financial need and pursuing a field of study in the College of Arts and Sciences. “Sandra Brooking and Chester Turner Memorial Scholarship”.
3. The naming of a scholarship to support undergraduate degree-seeking students pursuing studies in elementary education. “Jane S. Edwards Endowed Scholarship”.
4. The naming of an endowed professorship in the College of Informatics. “Straws Endowed Professorship in Computer Science”.

5. Sabbatical Leaves:

The Board of Regents approved the sabbatical leave recommendations for the 2020-2021 academic year received Board of Regents approval.

Consent Agenda Item C-6: A motion was made by Regent Gregory Shumate and seconded by Regent Jarett Lopez to approve the Presidential Recommendation as listed; C-6. (**Motion carried**)

There was a report given to the Board of Regents by Sue Ott Rowlands and Kevin Kirby. They briefed the Board on details pertaining to the new Bachelor of Science in Cybersecurity.

6. New Bachelor of Science Degree in Cybersecurity:

The Board of Regents approved a new Bachelor of Science Degree in Cybersecurity.

Consent Agenda Item C-7: A motion was made by Regent André Ward and seconded by Regent Jarett Lopez to approve the Presidential Recommendation as listed; C-7. (**Motion carried**)

There was a report given to the Board of Regents by Mike Hales and Hassan HassabElnaby. They briefed the Board on details pertaining to the new rate for the re-designed Master of Business in Leadership and Innovation program and new MBA international partnership rate.

7. College of Business Tuition Rates:

The Board of Regents approved a new rate for the re-designed Master of Business in Leadership and Innovation (MBLI) program and a new MBA international partnership rate as proposed in the Revised Authorized Schedule of Tuition.

D. Executive Session:

Regent André Ward seconded Regent W. Lee Scheben's motion to enter into executive session pursuant to KRS 61.810(1) (c) and (f). **(Motion carried)**

At 2:32 p.m., Regent Jarett Lopez seconded Regent André Ward's motion to adjourn. **(Motion carried)**

Signature On File
Wendy J. Peek
**Assistant to the Vice President/
Chief Strategy Officer**

Signature On File
Bonita J. Brown
**Vice President and Chief Strategy Officer
Secretary to the Board of Regents**

I, Normand Desmarais, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the regular meeting held on January 15, 2020, and that such matters are still in force and effect.

Signature On File
Normand Desmarais
Secretary of the Board of Regents

FACILITIES MANAGEMENT REPORT

1. Master Plan

Ayers Saint Gross of Washington, D.C. is leading the update of the campus master plan. The Master Plan Steering Committee will oversee a collaborative campus planning process focused on land use/site planning, space utilization and space needs, student life, community integration, transportation/parking, and infrastructure including utility planning. Built on consensus through engagement and collaboration, the Campus Master Plan will articulate the physical goals and aspirations of the University's mission aligned with the strategic plan.

The campus engagement phase of the Master Plan process began in November. The master planners were on campus in early February to share preliminary space analysis and will return in March, April and May. The Master Plan together with its supporting documentation and plans is scheduled to be complete in fall 2020.

Consultant: Ayers Saint Gross

Estimated Scope: \$606,000

Fund Source: Net Position

Anticipated Completion: Fall 2020

2. Energy Savings Performance Contract

Background:

In September 2016, an RFP was issued to select an ESCO (Energy Savings Contractor) to serve as a partner on a potential Energy Savings Performance Contract (ESPC). CMTA Energy Solutions was selected and completed a comprehensive technical energy audit in May 2017. Based on opportunities identified in the audit, CMTA evaluated and estimated the cost of various energy cost saving measures, or ECM's. Contracts for this project were signed in late 2018. Bank of America financed the ESPC and avoided electric costs will fund lease payments.

All installation work related to the project is done and the project was complete at the end of February 2020. Measurements and verifications will be ongoing to ensure savings targets are achieved.

Engineer: CMTA Energy Solutions

Estimated Scope: \$4,100,000

Fund Source: Guaranteed Energy Savings

Anticipated Completion: February 2020

3. Elevator Improvements (Lucas Administrative Center)

The elevators in Lucas Administrative Center had reached the end of their useful life and had become increasingly unreliable. Both elevators are in process of modernization to improve safety and performance. Pedco E&A Services prepared bid documents and ThyssenKrupp is performing installation. One elevator will remain out of service throughout the construction period. Work on elevator #1 was completed in February 2020 and work on the second elevator began on March 1, 2020. The project is scheduled to be complete in August 2020.

Engineer: Pedco E&A Services

Contractor: ThyssenKrupp

Scope: \$610,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: August 2020

4. Student Union Food Service/Pizza Renovation

The pizza area in the Student Union food court was renovated for a SBARRO operation. Renovation included some new cabinetry, electrical and plumbing changes, and food service equipment. SBARRO opened for full operation at the start of the spring 2020 semester.

Architect: necto architecture

Engineer: KLH Engineers

Contractor: Graybach

Scope: \$175,000

Fund Source: Auxiliary – Food Service Revenue

Completion: January 2020

5. Softball Field Turf Replacement

The grass turf on the softball field is in poor condition and is in need of replacement. Drainage is inadequate, the field is not level, and a new irrigation system is needed. Some minor structural repair to the dugouts is also needed. Design work is complete and the project is in the bid phase. Construction work will begin in May 2020.

Engineer: Kleingers Sports Works Field Design

Contractor: TBD

Scope: \$516,000

Fund Source: Net Position – Non-Recurring Investment

Anticipated Completion: Fall 2020

6. Landrum Hall Roof Restoration

Landrum Hall's roof is at the end of its life, is showing signs of stress and has minor leaks. This project will restore the roof by replacing insulation (where necessary) and installing a new protective membrane and gravel. The roof will have a 10 year warranty.

Roof restoration, rather than complete replacement, extends roof life, saves resources, reduces replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits.

The installation contract was awarded to Imbus Roofing. Work began in February and will continue as weather permits into early April 2020.

Contractor: Imbus Roofing

Scope: \$325,000

Anticipated Completion: April 2020

7. New Residence Hall

A design team of Moody Nolan (MN) architects, a nationally recognized firm with offices in Covington, Kentucky and Columbus, Ohio and Lord Aeck Sargent (LAS) of Lexington, Kentucky and Atlanta, has designed a new 297-bed student residential facility. A significant part of LAS' higher education practice is the planning and design of student residential facilities. Messer Construction is serving as construction manager for this project.

The building will be located on the front (south) section of Lot F. It will include 297 semi-suite style beds featuring two double-occupancy bedrooms sharing one private shower room, one private toilet room, and two sinks. The building will include ample communal gathering and study space to foster student engagement.

Construction is anticipated to begin in spring 2020. The project is scheduled for completion by July 2021.

Architect of Record: Moody/Nolan

Student Life/Interior Design Consultant: Lord Aeck Sargent

Engineers: CMTA, THP, The Kleingers Group, Geotechnology, Inc.

Landscape Architect: Vivian Llambi & Associates

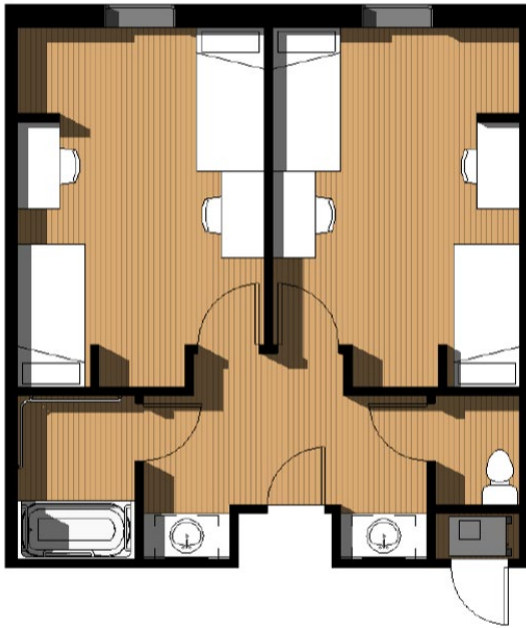
Construction Manager: Messer Construction

Scope: Approx. \$23.6M

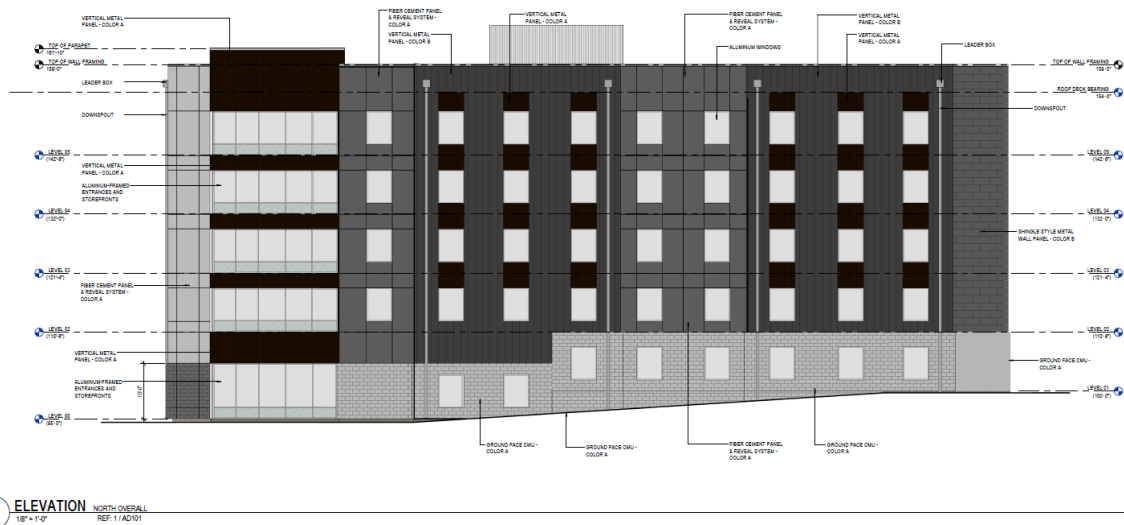
Fund Source: NKU Bonds – Supported by Housing Revenue

Anticipated Completion: Summer 2021

New Residence Hall - Continued



Proposed Semi-Suite Layout



8. Residential Village Exterior Repairs

The Woodcrest Apartment Complex includes three buildings, Oak, Sycamore and Willow. As a result of structural investigations completed in fall 2019, and the cost of the repairs identified by the structural engineers, a decision was made to close Oak and Sycamore residence halls as of January 31, 2020. Students were relocated to other available beds. Willow, the third building in the Woodcrest complex, will remain open for the spring semester, closing after final exams in May 2020.

Residential Village Exterior Repairs - Continued

THP, Limited has been selected to design repairs to the exterior of Norse Hall. The stairs and balconies will be repaired and painted. Design is underway, and construction will begin in May 2020 with an August 2020 completion. This work has an estimated scope of \$1,150,000.

Also at Norse Hall, the last section of underground “Blue Max” piping will be replaced this summer, at an expected cost of \$250,000. This project will also include installation of needed underground storm water piping.

Engineer: THP Limited

Contractor: TBD

Scope: \$1,400,000

Fund Source: NKU Bonds – Supported by Housing Bond Revenue

Completion: Fall 2020

9. NKU Gateway Sign at the Three Mile Roundabout

Brownstone Design has completed design work for a NKU sign to be installed on the hillside overlooking the Three Mile Road/University Drive roundabout at Norse Boulevard. The three dimensional, lighted sign, 12 feet tall and 14” deep, will create a welcoming environment at this important entrance to campus. The sign is in the bidding phase and construction will occur this summer.

Designer: Brownstone Design

Contractor: TBD

Scope: \$157,000

Fund Source: Net Position

Completion: Summer 2020



Proposed NKU Gateway Sign at Three Mile Roundabout

10. Fine Arts Floor Heaving Repairs

The heaving of the first floor in the original part of the Fine Arts Center has caused several concrete block walls to put pressure on the second floor slab, causing structural cracks in the second floor slab and adjacent beams. THP has completed design of needed repairs, which will allow the walls to move upward without putting structural pressure on the second floor slab.

Bidding is underway. Construction, which will begin in May, is in the area of five Theatre labs and several faculty offices, and will be complete in August 2020.

These are interim repairs until the larger Fine Arts floor heaving project (an area of about 15,000 square feet) is funded.

Designer: THP Limited

Contractor: TBD

Scope: \$250,000

Fund Source: Deferred Maintenance Project Pool

Completion: Summer 2020

11. Fine Arts Center Corbett Lobby Renovation

SOTA has funding to enhance the two-story entry lobby to Corbett Theater. The existing wall carpet will be removed and a new gypsum board wall surface will be installed. New flooring and lighting are also included in the project. Bid documents were developed in-house and the project is currently out to bid. Work will begin in mid-May and will be complete prior to the start of the fall semester.

Designer: In-House

Contractor: TBD

Scope: \$100,000

Fund Source: Private Funds

Completion: Summer 2020

12. US 27 Development

Fairmount Properties continues due diligence and planning for the US 27 Development. The project will be a mixed-use development with a pedestrian-friendly, ground floor street presence. Phase One is a 65,000 square foot office building and associated parking garage on the north side of the Nunn Drive intersection for St. Elizabeth Healthcare and OrthoCincy.

Phase Two, on the south side of Nunn Drive, will be a mixed-use development of 30-38,000 square feet of full-service and casual restaurant and retail tenants; a 110 room hotel; 75-150 market rate apartments; parking; and, potentially, office space. If office space is included, fewer apartments would be built.

US 27 Development – Continued

Retail uses will result in a safe, active pedestrian experience complete with al fresco dining on patios, sidewalk amenities, public art installations and an urban environment that embraces the notion of a unique street experience.

The State TIF (Tax Increment Financing) application has been reviewed and a final award of \$14.2M was approved. State and local TIF funds will be used to help with the cost of structured parking and other infrastructure development on the Phase II site. OKI has approved an \$861,704 STP/SNK Transit infrastructure support grant for the project. Funds allocated through two federal programs, the Surface Transportation Block Grant program and the Transportation Alternatives program, will be spent on road, transit and pathway improvements benefitting the project. Fairmount will match the grant funds with \$369,302 in project funds.

Phase I Progress - North side of Nunn Drive:

- Danis Construction is the construction manager.
- The interior is nearing completion and is being prepared for occupancy.
- Final site grading is complete. Exterior building-mounted signage and landscaping will be installed in March.
- Move-in will occur in early to mid-April.

Phase II Progress - South side of Nunn Drive:

- Fairmount continues to have discussions with potential hoteliers and retailers.
- Master Planning is underway to incorporate design for both sides of Nunn Drive, to ensure a look that is consistent with the objective of creating a new campus gateway.
- Ground Lease negotiations with Fairmount are ongoing.

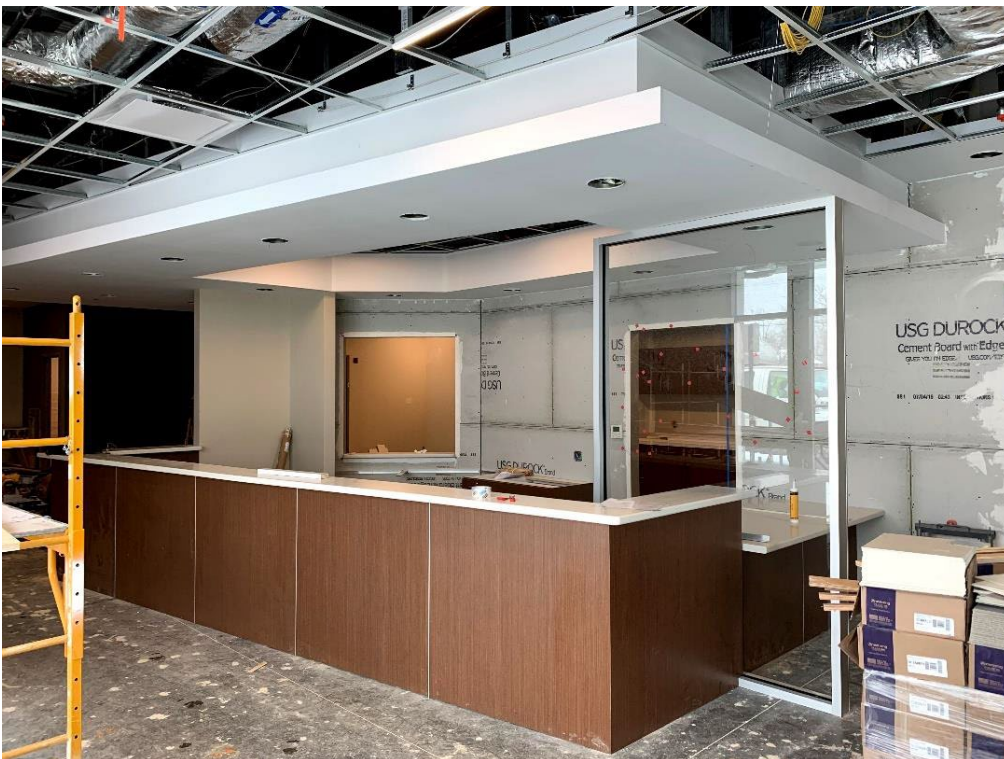


Entrance, 2/6/2020

US 27 Development – Continued



Hanging Light Fixtures, 2/3/2020



Urgent Care Check-In Area, 2/7/2020

US 27 Development – Continued



Aerial View of Medical Office Building Site, February 2020

OFFICE OF RESEARCH, GRANTS, AND CONTRACTS REPORT

The attached report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for November 16, 2019 through January 31, 2020 for Fiscal Year 2019-20:

- During the November 16, 2019 through January 31, 2020 time period **12** grants were awarded. The total amount of money awarded was **\$233,210.**
- For the fiscal year 2019-20 the cumulative total number of grants awarded is **48** totaling **\$6,108,513.**

NKU Office of Research, Grants and Contracts
Grants Awarded Funding: November 16, 2019 - January 31, 2020
FY 2019-2020

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>College of Arts & Sciences</i>					
Applied Research	New	Biological Sciences	Diatom Sample Processing, Analysis and Archive System	Kentucky Department of Water	\$6,160
Basic Research	Continuation	Physics, Geology and Engineering Technology	Sloan Digital Sky Survey IV 2020	Astrophysical Research Consortium	\$31,467
Basic Research	Continuation	Physics, Geology and Engineering Technology	Milky Way Mapper 2020	Astrophysical Research Consortium	\$9,362
Public Service	New	School of the Arts	Bound and Determined: An Exhibition of Photobooks	FotoFocus	\$2,500
Public Service	New	School of the Arts	Political Photography: Bringing Stories into the Light	FotoFocus	\$10,000
Public Service	Continuation	Political Science, Criminal Justice & Organization	Future Leaders Internship Program 2019-2020	Murray & Agnes Seasingood Foundation	\$10,000
Public Service	New	Mathematics & Statistics	KYOTE - Match	Private Funds	\$20,000
<i>College of Health & Human Services</i>					
Public Service	New	Nurse Advocacy Center for the Underserved	Senior Spotlight at Golden Towers	Horizon Community Funds of Northern Kentucky	\$7,500
<i>Health Innovation Center</i>					
Applied Research	New	Institute for Health Innovation	LOUD Partnerships for Families in Carroll and Owen Counties	U.S. Department of Justice	\$82,855
Basic Research	New	Institute for Health Innovation	Dynamiccare Contingency Management - PILOT	Realworks	\$43,643
Public Service	New	Institute for Health Innovation	Teen Health Science Cafe - Addiction Series	Northern Kentucky Agency for Substance Abuse Policy	\$4,000
<i>Outreach Services</i>					
Public Service	New	Health, Counseling and Student Wellness	Warrior Run 2020	Warrior Run	\$5,723

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
Total Number of Awards 11/16/2019 - 01/31/2020			12	Total Funds Awarded	\$233,210
<i>Total Number of Awards FY 2019-20</i>		<u>48</u>	<i>Total Funds Awarded FY 2019-20</i>		<u>\$6,108,513</u>

FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2019 through January 31, 2020 totaling \$7,315,638 in support of the university.

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2020.

Fiscal Year 2019/2020 Further Faster Resources at 1/31/2020	
Designation	Amount
Academic Affairs/University Designated	1,945,095
Athletics	604,531
Chase College of Law	2,537,056
College of Arts and Sciences	448,383
College of Education	201,371
College of Health and Human Services	192,392
College of Informatics	891,900
Haile • US Bank College of Business	173,517
Honors College	1,661
Institute for Health Innovation/Health Innovation Center	1,655
Steely Library	37,842
Student Affairs	280,234
Total	7,315,638

NORTHERN KENTUCKY UNIVERSITY

QUARTERLY FINANCIAL REPORT

FOR THE PERIOD JULY 1, 2019 THROUGH DECEMBER 31, 2019

Northern Kentucky University
Quarterly Financial Report

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Current Restricted Fund Schedule of Expenditures

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Schedule of Current Investments

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of December 31, 2019 and 2018
(in thousands)

	<u>2020</u>	<u>2019</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 104,960	\$ 96,867
Notes, loans and accounts receivable, net	8,303	7,945
Other current assets	1,866	1,686
Total current assets	<u>115,129</u>	<u>106,498</u>
Noncurrent Assets		
Cash and cash equivalents	51,065	18,703
Investments	14,048	12,999
Notes, loans and accounts receivable, net	1,604	1,847
Capital assets, net	371,858	383,219
Other noncurrent assets	251	198
Total noncurrent assets	<u>438,826</u>	<u>416,966</u>
Total assets	<u>553,955</u>	<u>523,464</u>
DEFERRED OUTFLOWS OF RESOURCES		
Bond refunding loss	2,730	3,094
Pension and OPEB	40,635	67,703
Total deferred outflows of resources	<u>43,365</u>	<u>70,797</u>
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	12,575	11,835
Unearned revenue	1,222	1,138
Long-term debt-current portion	907	666
Other long-term liabilities-current portion	544	992
Total current liabilities	<u>15,248</u>	<u>14,631</u>
Noncurrent Liabilities		
Deposits	10,875	12,070
Long-term debt	139,532	104,186
Other long-term liabilities	2,148	1,958
Net pension and OPEB liability	369,866	375,369
Total noncurrent liabilities	<u>522,421</u>	<u>493,583</u>
Total liabilities	<u>537,669</u>	<u>508,214</u>
DEFERRED INFLOWS OF RESOURCES		
Service agreements	888	1,272
Pension and OPEB	12,644	10,539
Total deferred inflows of resources	<u>13,532</u>	<u>11,811</u>
NET POSITION		
Net investment in capital assets	268,928	282,597
Restricted		
Nonexpendable	7,616	7,616
Expendable	8,139	4,811
Unrestricted	(238,564)	(220,788)
Total net position	<u>\$ 46,119</u>	<u>\$ 74,236</u>

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Revenues, Expenses and Changes in Net Position
For the Quarter Ended December 31, 2019 and 2018
(in thousands)

	<u>2020</u>	<u>2019</u>
OPERATING REVENUES		
Student tuition and fees (net of scholarship allowances of \$23,550 in 2020 and \$22,893 in 2019)	\$ 62,853	\$ 55,929
Federal grants and contracts	1,285	1,121
State and local grants and contracts	1,290	1,150
Nongovernmental grants and contracts	1,356	1,650
Sales and services of educational departments	2,074	1,679
Auxiliary enterprises		
Housing and food service (net of scholarship allowances of \$739 in 2020 and \$719 in 2019)	5,217	5,636
Other auxiliaries	2,666	2,633
Other operating revenues	4,269	3,456
Total operating revenues	<u>81,010</u>	<u>73,254</u>
OPERATING EXPENSES		
Educational and general		
Instruction	42,698	35,189
Research	1,180	923
Public service	4,701	4,629
Libraries	3,139	2,907
Academic support	11,252	9,598
Student services	13,122	12,357
Institutional support	15,294	14,575
Operation and maintenance of plant	9,679	8,669
Depreciation	8,510	9,248
Student aid	9,216	8,343
Auxiliary enterprises		
Housing and food service	2,236	2,091
Other auxiliaries	707	706
Auxiliary depreciation	1,606	1,544
Other expenses	137	35
Total operating expenses	<u>123,477</u>	<u>110,814</u>
Net income (loss) from operations	<u>(42,467)</u>	<u>(37,560)</u>
NONOPERATING REVENUES (EXPENSES)		
State appropriations	28,765	29,323
Federal grants and contracts	7,264	7,709
State and local grants and contracts	6,007	5,816
Private gifts and grants	44	19
Investment income (loss)	1,590	1,036
Interest on capital asset-related debt	(1,994)	(1,898)
Other nonoperating revenues (expenses)	(1,452)	(911)
Net nonoperating revenues	<u>40,224</u>	<u>41,094</u>
Income (loss) before other revenues, expenses, gains or losses	<u>(2,243)</u>	<u>3,534</u>
Capital appropriations	-	-
Capital grants, gifts and contracts	284	5,792
Total other revenues	<u>284</u>	<u>5,792</u>
Increase (decrease) in net position	<u>(1,959)</u>	<u>9,326</u>
NET POSITION		
Net position-beginning of year	48,078	64,910
Net position-end of quarter	<u>\$ 46,119</u>	<u>\$ 74,236</u>

Statements for Management Use Only
Excludes required GASB Pension/OPEB Reporting

Condensed Statement of Net Position

	12/31/2019	12/31/2018
ASSETS		
Current assets	\$ 115,129	\$ 106,498
Capital assets, net	371,858	383,219
Noncurrent assets	66,968	33,747
Total assets	553,955	523,464
DEFERRED OUTFLOWS OF RESOURCES	2,730	3,094
LIABILITIES		
Current liabilities	15,248	14,631
Noncurrent liabilities	152,555	118,214
Total liabilities	167,803	132,845
DEFERRED INFLOWS OF RESOURCES	888	1,272
NET POSITION		
Net investment in capital assets	268,928	282,597
Restricted		
Nonexpendable	7,616	7,616
Expendable	8,139	4,811
Unrestricted	103,311	97,417
Total net position	\$ 387,994	\$ 392,441

Condensed Statement of Revenues, Expenses and Changes in Net Position

	12/31/2019	12/31/2018
OPERATING REVENUES		
Student tuition and fees, net	\$ 62,853	\$ 55,929
Grants and contracts	3,931	3,921
Sales and services of educational departments	2,074	1,679
Auxiliary enterprises	7,883	8,269
Other operating revenues	4,269	3,456
Total operating revenues	81,010	73,254
OPERATING EXPENSES		
Educational and general	110,281	97,190
Depreciation	8,510	9,248
Auxiliary enterprises (including depreciation)	4,549	4,341
Other expenses	137	35
Total operating expenses	123,477	110,814
Net income (loss) from operations	(42,467)	(37,560)
NONOPERATING REVENUES (EXPENSES)		
State appropriations	28,765	29,323
Gifts, grants and contracts	13,315	13,544
Investment income	1,590	1,036
Interest on capital asset-related debt	(1,994)	(1,898)
Other nonoperating revenues (expenses)	(1,452)	(911)
Net nonoperating revenues	40,224	41,094
Income (loss) before other revenues, expenses, gains or losses	(2,243)	3,534
Capital appropriations	-	-
Capital grants, gifts and contracts	284	5,792
Total other revenues	284	5,792
Increase (decrease) in net position	(1,959)	9,326
Net position-beginning of year as previously reported	48,078	64,910
Add back effect of Pension	341,875	318,205
Net position-end of quarter	\$ 387,994	\$ 392,441

NORTHERN KENTUCKY UNIVERSITY

Current Unrestricted Fund

Schedule of Revenue, Budgeted and Actual

For the Period from July 1, 2019 to December 31, 2019

With Comparative Prior Year Data

	Fiscal Year 2019/20			Fiscal Year 2018/19		
	Revised Budget	Actual Revenue	% of Bgt	Revised Budget	Actual Revenue	% of Bgt
STUDENT TUITION AND FEES						
Tuition - Summer	\$ 13,206,959	\$ 6,968,910	53 %	\$ 9,596,827	\$ 3,824,580	40 %
Tuition - Fall	72,856,486	74,905,665	103	73,481,208	70,645,624	96
Tuition - Spring (Including Winter)	71,674,522	153,331	0	62,984,719	186,178	0
Mandatory Fees	4,452,681	2,395,813	54	4,449,900	2,269,542	51
Class Fees	4,067,612	1,978,932	49	3,203,570	1,895,837	59
TOTAL STUDENT TUITION AND FEES	\$ 166,258,260	\$ 86,402,651	52 %	\$ 153,716,224	\$ 78,821,761	51 %
STATE APPROPRIATIONS GENERAL	\$ 52,300,000	\$ 28,765,000	55 %	\$ 53,314,700	\$ 29,323,100	55 %
SALES AND SERVICES OF EDUCATIONAL ACTIVITIES	\$ 5,264,635	\$ 2,073,478	39 %	\$ 4,673,540	\$ 1,678,998	36 %
SALES AND SERVICES OF AUXILIARY ACTIVITIES	\$ 17,843,541	\$ 8,622,130	48 %	\$ 17,227,058	\$ 9,137,602	53 %
OTHER SOURCES						
Service Fees	\$ 1,897,673	\$ 1,007,541	53 %	\$ 2,165,225	\$ 1,180,873	55 %
Rentals	1,837,130	1,145,045	62	1,497,565	730,134	49
Investment Earnings	1,990,500	1,183,560	59	1,147,000	1,151,965	100
Other	3,082,812	1,927,677	63	2,548,985	1,553,588	61
TOTAL OTHER SOURCES	\$ 8,808,115	\$ 5,263,822	60 %	\$ 7,358,775	\$ 4,616,560	63 %
TOTAL CURRENT UNRESTRICTED FUND REVENUE	\$ 250,474,551	\$ 131,127,081	52 %	\$ 236,290,297	\$ 123,578,021	52 %

NORTHERN KENTUCKY UNIVERSITY
Current Unrestricted Fund
Schedule of Expenditures by Function and Account Category
Budgeted and Actual
For the Period from July 1, 2019 to December 31, 2019
With Comparative Prior Year Data

	Fiscal Year 2019/20			Fiscal Year 2018/19		
	Revised Budget	Actual Expenditures	% of Bgt	Revised Budget	Actual Expenditures	% of Bgt
EDUCATIONAL AND GENERAL						
INSTRUCTION						
Personnel Expenses	\$ 67,182,537	\$ 34,489,874	51 %	\$ 62,693,948	\$ 30,843,528	49 %
Operating Expenses/Capital Outlay	<u>12,998,862</u>	<u>7,161,786</u>	55	<u>6,808,935</u>	<u>3,311,759</u>	49
TOTAL INSTRUCTION	\$ 80,181,399	\$ 41,651,660	52 %	\$ 69,502,883	\$ 34,155,287	49 %
RESEARCH						
Personnel Expenses	\$ 538,824	\$ 281,091	52 %	\$ 443,380	\$ 310,218	70 %
Operating Expenses/Capital Outlay	<u>462,954</u>	<u>38,961</u>	8	<u>464,964</u>	<u>40,136</u>	9
TOTAL RESEARCH	\$ 1,001,778	\$ 320,052	32 %	\$ 908,344	\$ 350,354	39 %
PUBLIC SERVICE						
Personnel Expenses	\$ 3,632,648	\$ 1,478,539	41 %	\$ 3,361,115	\$ 1,545,425	46 %
Operating Expenses/Capital Outlay	<u>7,610,131</u>	<u>1,811,468</u>	24	<u>5,609,935</u>	<u>1,877,292</u>	33
TOTAL PUBLIC SERVICE	\$ 11,242,779	\$ 3,290,007	29 %	\$ 8,971,050	\$ 3,422,717	38 %
LIBRARIES						
Personnel Expenses	\$ 3,967,478	\$ 1,781,181	45 %	\$ 3,832,500	\$ 1,736,712	45 %
Operating Expenses/Capital Outlay	<u>1,969,728</u>	<u>1,425,846</u>	72	<u>1,998,064</u>	<u>1,262,213</u>	63
TOTAL LIBRARIES	\$ 5,937,206	\$ 3,207,027	54 %	\$ 5,830,564	\$ 2,998,925	51 %
ACADEMIC SUPPORT						
Personnel Expenses	\$ 20,630,033	\$ 8,909,853	43 %	\$ 18,539,888	\$ 7,705,479	42 %
Operating Expenses/Capital Outlay	<u>13,640,671</u>	<u>2,003,467</u>	15	<u>8,604,288</u>	<u>1,343,906</u>	16
TOTAL ACADEMIC SUPPORT	\$ 34,270,704	\$ 10,913,320	32 %	\$ 27,144,176	\$ 9,049,385	33 %
STUDENT SERVICES						
Personnel Expenses	\$ 17,210,793	\$ 8,427,777	49 %	\$ 16,326,518	\$ 7,729,970	47 %
Operating Expenses/Capital Outlay	<u>8,685,716</u>	<u>4,142,648</u>	48	<u>8,259,344</u>	<u>3,816,002</u>	46
TOTAL STUDENT SERVICES	\$ 25,896,509	\$ 12,570,425	49 %	\$ 24,585,862	\$ 11,545,972	47 %

NORTHERN KENTUCKY UNIVERSITY
Current Unrestricted Fund
Schedule of Expenditures by Function and Account Category
Budgeted and Actual
For the Period from July 1, 2019 to December 31, 2019
With Comparative Prior Year Data

	Fiscal Year 2019/20			Fiscal Year 2018/19		
	Revised Budget	Actual Expenditures	% of Bgt	Revised Budget	Actual Expenditures	% of Bgt
INSTITUTIONAL SUPPORT						
Personnel Expenses	\$ 24,258,115	\$ 11,580,040	48 %	\$ 23,438,019	\$ 11,150,077	48 %
Operating Expenses/Capital Outlay	10,464,648	3,298,985	32	7,613,725	2,537,963	33
TOTAL INSTITUTIONAL SUPPORT	\$ 34,722,763	\$ 14,879,025	43 %	\$ 31,051,744	\$ 13,688,040	44 %
OPERATION & MAINTENANCE OF PLANT						
Personnel Expenses	\$ 11,382,505	\$ 4,918,284	43 %	\$ 11,274,314	\$ 4,979,923	44 %
Operating Expenses/Capital Outlay	4,275,895	2,152,365	50	3,510,196	1,828,239	52
Utilities	4,660,534	1,522,411	33	5,045,268	1,618,913	32
TOTAL OPERATION & MAINTENANCE OF PLANT	\$ 20,318,934	\$ 8,593,060	42 %	\$ 19,829,778	\$ 8,427,075	42 %
STUDENT FINANCIAL AID						
Grants,Loans,Benefits	35,151,742	19,255,784	55	33,817,518	17,463,414	52
TOTAL STUDENT FINANCIAL AID	\$ 35,151,742	\$ 19,255,784	55 %	\$ 33,817,518	\$ 17,463,414	52 %
TRANSFERS						
Mandatory:						
Debt Service/Capital Lease	\$ 5,772,557	\$ 4,641,906	80 %	\$ 6,134,989	\$ 4,625,747	75 %
Nonmandatory	1,475,612	1,287,298	87	826,710	(1,541,577)	(186)
TOTAL TRANSFERS	\$ 7,248,169	\$ 5,929,204	82 %	\$ 6,961,699	\$ 3,084,170	44 %
TOTAL EDUCATIONAL AND GENERAL EXPENDITURES						
Personnel Expenses	\$ 148,802,933	\$ 71,866,639	48 %	\$ 139,909,682	\$ 66,001,332	47 %
Operating Expenses/Capital Outlay	64,769,139	23,557,936	36	47,914,719	17,636,423	37
Transfers	7,248,169	5,929,204	82	6,961,699	3,084,170	44
Financial Aid	35,151,742	19,255,784	55	33,817,518	17,463,414	52
TOTAL EDUCATIONAL AND GENERAL EXPENDITURES	\$ 255,971,983	\$ 120,609,563	47 %	\$ 228,603,618	\$ 104,185,339	46 %

NORTHERN KENTUCKY UNIVERSITY
Current Unrestricted Fund
Schedule of Expenditures by Function and Account Category
Budgeted and Actual
For the Period from July 1, 2019 to December 31, 2019
With Comparative Prior Year Data

	Fiscal Year 2019/20			Fiscal Year 2018/19		
	<u>Revised Budget</u>	<u>Actual Expenditures</u>	<u>% of Bgt</u>	<u>Revised Budget</u>	<u>Actual Expenditures</u>	<u>% of Bgt</u>
AUXILIARY ENTERPRISES						
STUDENT SERVICES						
Personnel Expenses	\$ 2,768,281	\$ 1,236,871	45 %	\$ 2,687,798	\$ 1,267,600	47 %
Operating Expenses/Capital Outlay	6,945,295	1,988,612	29	7,857,695	1,941,462	25
Financial Aid	<u>423,059</u>	<u>309,925</u>	73	<u>423,059</u>	<u>278,541</u>	66
TOTAL STUDENT SERVICES	\$ 10,136,635	\$ 3,535,408	35 %	\$ 10,968,552	\$ 3,487,603	32 %
TRANSFERS						
Mandatory:						
Debt Service/ Capital Lease	\$ 5,550,068	\$ 4,754,689	86 %	\$ 5,455,327	\$ 5,035,994	92 %
Nonmandatory	<u>1,440,827</u>	<u>715,823</u>	50	<u>4,969,760</u>	<u>4,194,371</u>	84
TOTAL TRANSFERS	\$ 6,990,895	\$ 5,470,512	78 %	\$ 10,425,087	\$ 9,230,365	89 %
TOTAL AUXILIARY ENTERPRISES						
Personnel Expenses	\$ 2,768,281	\$ 1,236,871	45 %	\$ 2,687,798	\$ 1,267,600	47 %
Operating Expenses/Capital Outlay	6,945,295	1,988,612	29	7,857,695	1,941,462	25
Financial Aid	423,059	309,925	73	423,059	278,541	66
Transfers	<u>6,990,895</u>	<u>5,470,512</u>	78	<u>10,425,087</u>	<u>9,230,365</u>	89
TOTAL AUXILIARY ENTERPRISES	\$ 17,127,530	\$ 9,005,920	53 %	\$ 21,393,639	\$ 12,717,968	59 %
TOTAL EXPENDITURES AND TRANSFERS						
Personnel Expenses	\$ 151,571,214	\$ 73,103,510	48 %	\$ 142,597,480	\$ 67,268,932	47 %
Operating Expenses/Capital Outlay	71,714,434	25,546,548	36	55,772,414	19,577,885	35
Transfers	14,239,064	11,399,716	80	17,386,786	12,314,535	71
Financial Aid	<u>35,574,801</u>	<u>19,565,709</u>	55	<u>34,240,577</u>	<u>17,741,955</u>	52
TOTAL EXPENDITURES AND TRANSFERS	<u>\$ 273,099,513</u>	<u>\$ 129,615,483</u>	47 %	<u>\$ 249,997,257</u>	<u>\$ 116,903,307</u>	47 %

NORTHERN KENTUCKY UNIVERSITY

Current Restricted Fund

Schedule of Actual Revenues and Expenditures

For the Period from July 1, 2019 to December 31, 2019

With Comparative Prior Year Data

	Fiscal Year To Date 12/31/19	Fiscal Year To Date 12/31/18	Difference	Percentage Change	Fiscal Year 2019 Final
Revenues by Source					
Federal Grants & Contracts	\$ 954,277	\$ 729,791	\$ 224,486	31%	\$ 1,823,129
State and Local Grants & Contracts	1,326,694	1,171,294	155,400	13%	3,203,245
Nongovernmental Grants & Contracts	189,491	217,742	(28,251)	-13%	438,110
Federal Financial Aid Programs	7,619,087	9,001,982	(1,382,895)	-15%	17,975,206
State Financial Aid Programs	5,970,086	5,793,806	176,280	3%	11,137,463
NKU Foundation Subgrants	1,106,532	1,400,836	(294,304)	-21%	2,677,636
Agency Subgrants	104,940	50,800	54,140	107%	113,571
Other	1,000	0	1,000	100%	1,625
Total Revenues	\$ 17,272,107	\$ 18,366,251	\$ (1,094,144)	-6%	\$ 37,369,985

Expenditures by Function					
Instruction	\$ 881,312	\$ 759,370	\$ 121,942	16%	\$ 1,794,876
Research	860,473	603,521	\$ 256,952	43%	1,593,890
Public Service	1,389,105	1,211,646	\$ 177,459	15%	2,644,929
Libraries	39,781	16,753	\$ 23,028	137%	54,833
Academic Support	221,505	443,820	\$ (222,315)	-50%	483,519
Student Services	508,434	585,756	\$ (77,322)	-13%	1,097,522
Institutional Support	401,878	576,283	\$ (174,405)	-30%	990,562
Operation & Maintenance of Plant	8,401	23,768	\$ (15,367)	-65%	28,365
Student Financial Aid	13,398,684	14,572,275	\$ (1,173,591)	-8%	28,760,936
Total Expenditures	\$ 17,709,573	\$ 18,793,192	\$ (1,083,619)	-6%	\$ 37,449,433

NORTHERN KENTUCKY UNIVERSITY

Schedule of Bonds Payable Through the Period Ended December 31 , 2019

	Date Issued	Maturity Date	Original Indebtedness	Outstanding Indebtedness	Principal Due This Fiscal Year	Interest Due This Fiscal Year
HOUSING AND DINING						
SYSTEM REVENUE BONDS						
Series B	11/01/1980	11/01/2020	\$ 4,768,000	\$ 205,000	\$ 200,000	\$ 9,150
GENERAL RECEIPTS BONDS*						
Series A 2010	06/29/2010	09/01/2020	6,785,000	250,000	240,000	12,650
Series B 2010	10/21/2010	09/01/2027	12,265,000	6,900,000	735,000	256,131
Series A 2011	08/04/2011	09/01/2030	9,290,000	6,290,000	460,000	245,150
Series A 2013	02/26/2013	09/01/2022	4,995,000	1,605,000	515,000	37,250
Series A 2014	01/07/2014	09/01/2033	47,375,000	37,560,000	1,825,000	1,875,650
Series A 2016	05/17/2016	09/01/2027	25,765,000	23,230,000	2,410,000	917,000
Series B 2016	08/25/2016	09/01/2028	15,225,000	14,005,000	1,020,000	488,494
Series A 2019*	11/12/2019	09/01/2044	37,870,000	37,870,000	-	400,303
TOTAL BONDS			<u>\$ 164,338,000</u>	<u>\$ 127,915,000</u>	<u>\$ 7,405,000</u>	<u>\$ 4,241,778</u>
*The FY20 interest for Series A 2019 is paid through the capitalized interest fund at the trustee.						
LEASE OBLIGATIONS						
Energy Management Lease	01/24/2019	11/24/2030	4,087,706	3,779,376	293,502	108,364
Capital Leasing Obligations	05/01/2018	05/01/2023	275,089	164,839	52,534	7,455
TOTAL LEASE OBLIGATIONS			<u>4,362,795</u>	<u>3,944,215</u>	<u>346,036</u>	<u>115,818</u>
TOTAL BONDS AND LEASES			<u>\$ 168,700,795</u>	<u>\$ 131,859,215</u>	<u>\$ 7,751,036</u>	<u>\$ 4,357,596</u>

NORTHERN KENTUCKY UNIVERSITY**Schedule of Current Investments****As of December 31, 2019**

	<u>Average Balance</u>	<u>YTD Yield</u>	<u>Maturity Date</u>
STATE INVESTMENTS *			
State Investment Short Term Pool - General Receipts	\$ 103,993,240	1.94%	N/A
State Investment Intermediate Term Pool - General Receipts	3,061,681	2.07%	N/A
State Investment Short Term Pool - Housing	748,358	1.89%	N/A
State Investment Intermediate Term Pool - Housing	<u>12,019</u>	2.07%	N/A
TOTAL STATE INVESTMENTS	<u><u>\$ 107,815,298</u></u>		

*Invested at the state by the Office of Financial Management in investment pools.

RESERVE FOR RETIREMENT OF INDEBTEDNESS

US Treasury Bill	\$ 207,517	1.45%	10/8/2020
Huntington Trust Public Funds Deposit Account	<u>\$ 3,975</u>	0.10%	N/A
TOTAL RESERVE FOR RETIREMENT OF INDEBTEDNESS	<u><u>\$ 211,492</u></u>		

FUND FOR RENEWALS AND REPLACEMENTS

US Treasury Bill	\$ 395,632	2.21%	5/21/2020
Huntington Trust Public Funds Deposit Account	<u>\$ 9,162</u>	0.10%	N/A
TOTAL FUND FOR RENEWALS AND REPLACEMENTS	<u><u>\$ 404,794</u></u>		

ORGANIZATIONAL CHANGES REPORT

ACADEMIC AFFAIRS

1. A new org unit has been created under the Vice Provost Graduate Education, Research & Outreach for Research Compliance. The purpose is to track compliance expenses. Budget/Expense data is continually being requested and previously there was no way to separate these costs from other research related expenses.

New Org Unit – Research Compliance – created under the Vice Provost Graduate Education, Research & Outreach

2. The network advisors (within the Norse Advising area) were spending a majority of their time working within the colleges. Instead of having them charged to and housed in the Norse Advising area, they were transferred to their respective colleges to more accurately reflect where the work was taking place.

Changes in Report To Org Unit from Norse Advising

Five positions report to the College of Arts & Sciences Org unit. The College of Informatics Advising Center, the College of Business Advising Center, and the College of Health & Human Services Advising Center each have one position reporting to their org units.

FACILITIES MANAGEMENT

A new org unit has been created under Facilities Management to better manage the student workers that use SAP ESS for tracking time rather than the O&M time clock.

New Org Unit – FM Administrative Services – created under Facilities Management

OFFICE OF THE PRESIDENT

While a national search is being conducted to bring in a new Vice President of Student Affairs, the University Police will report directly to the Office of the President. A search is required for a new VP of Student Affairs to bring in different leadership to implement and deliver on the outcomes of our strategic framework.

Change Report To Org Unit

University Police reports to the Office of the President instead of the VP of Student Affairs.

STRATEGIC PLANNING AND IMPLEMENTATION

With the creation of the new Strategic Planning and Implementation org unit, two existing org units will now move under this new org unit to better align the resources in this area.

Change Report To Org Unit

Planning & Performance and Institutional Research report to Strategic Planning and Implementation instead of to Administration & Finance.

POLICIES REPORT

The following policies were approved at the executive level after proceeding through the campus vetting process. The President and other university administrators determined that approval of these policies by the Board of Regents was not needed per the [criteria established in Presidential Recommendation C-7 of the January 2015 regular meeting](#):

The Board of Regents shall approve the following criteria to determine if a university policy requires Board approval:

- The policy identifies a major university strategic initiative;
- The policy involves the Board's fiduciary responsibilities;
- The policy is associated with an issue of significant risk; and/or
- The policy must be approved by the Board for legal and compliance purposes

The criteria will be interpreted by the President, who may seek consultation from General Counsel or other university administrators. All new or revised university policies that meet the above criteria will be submitted to the Board for approval.

For efficiency purposes, the administration shall have the authority to make technical or editorial revisions for Board approved policies. A technical or editorial change is a non-substantive change such as the correction of statutory or regulation references, contact names, position titles, department names, office locations, email or web addresses, spelling or grammatical errors, and the like.

Copies of these policies are available upon request.

BIOLOGICAL SAFETY

The purpose of this new policy is to compress all existing policies, plans, and procedures relating to biological material safety into one policy that references them. This will create a more efficient process when regulatory and operational changes dictate a change in NKU's biological safety practices.

FINANCIAL CONFLICT OF INTEREST DISCLOSURE FOR RESEARCH

NKU has a responsibility to identify, manage, reduce, and/or eliminate research conflicts of interest and/or conflicting financial interests related to research. This policy defines such conflicts, identifies those individuals who must report such conflicts, clarifies the potential for such conflicts, and delineates the proper procedures for reviewing and addressing all conflicts of interest. All institutions accepting federal funding from a grant, cooperative agreement, or contract from a Public Health Services (PHS) agency are required to implement and adhere to an Institutional Research Financial Conflict of Interest policy. This revision includes minor edits and formatting and a change in NKU's policy. The current policy requires only those researchers submitting grants funded by PHS or National Science Foundation (NSF) to complete the Financial Conflict of Interest (FCOI) training and disclosure. The purpose of this policy change is to now require *any* researcher who submits a grant to the Office of Research, Grants, and

Contracts to complete the training and the disclosure. This change will better protect the institution and will allow added mechanisms for researchers to disclose and manage potential financial conflicts of interest. The disclosure system will also be revised to include questions related specifically to potential foreign influence.

REFUNDS OF STUDENT TUITION/FEEES

This revision to the current “Student Refunding” policy makes the policy less procedural by including a brief policy statement and descriptions regarding student refunds. It refers to the procedural information on the Student Account Services website and to the “Student Absence Due to Military Service” policy, which addresses refunds related to military service. The name of the policy has been changed to increase clarity and accessibility.

SEX OFFENDER

This new policy articulates NKU's requirements to report sex offender information to the campus community. The policy clarifies where this information can be obtained and how the university communicates this information to the campus community. The policy establishes university guidelines supporting the section of state law requiring registered sex offenders to disclose where they are employed, carry on a vocation, or are a student. In addition, this policy establishes additional instruction and detail for notification made by the registered sex offender to the university, allowing the university to continue to provide a safe working environment for the offender as well as for all students, faculty, and staff.

RECOMMENDATION:

That the following academic affairs personnel actions receive Board of Regents approval:

ADMINISTRATIVE APPOINTMENTS:

Dr. Ginni Fair, professor and dean in the College of Education, effective July 1, 2020.

Mini Vita Follows

FACULTY APPOINTMENTS:

Ms. Felicia Dooley, lecturer and MSN preceptor coordinator in the School of Nursing, College of Health and Human Services, effective January 20, 2020.

Dr. Joshua Hamilton, clinical professor and psychiatric mental health nurse practitioner concentration coordinator in the School of Nursing, College of Health and Human Services, effective March 01, 2020.

Dr. Inkyoung Hur, assistant professor in the Department of Business Informatics, College of Informatics, effective August 10, 2020.

Ms. Erika Jay, advisor and lecturer in the Department of Political Science, Criminal Justice and Organizational Leadership, College of Arts and Sciences, effective February 1, 2020.

Dr. Julie Lasley, associate professor and radiation therapy program director in the School of Allied Health, College of Health and Human Services, effective March 01, 2020.

Dr. Sandra Nichols, associate clinical professor and MSN clinical coordinator in the School of Nursing, College of Health and Human Services, effective July 01, 2020.

Dr. Beatriz Russell, lecturer in the Department of Chemistry and Biochemistry, College of Arts and Sciences, effective August 10, 2020

Dr. Amanda Shores, assistant professor in the Department of Biological Sciences, College of Arts and Sciences, effective August 10, 2020.

Mini Vitas Follow

TRANSITIONS:

Dr. Darius Fatemi, from associate professor and co-chair in the Department of Accounting and Business Law to associate professor and associate dean in the Haile/US Bank College of Business, effective January 6, 2020.

Dr. Lewatis McNeal, from clinical associate professor and assistant dean in the College of Education to clinical associate professor and associate dean in the College of Health and Human Services, effective January 06, 2020.

Ms. Catherine Neal, from associate professor and co-chair to associate professor and chair in the Department of Accounting and Business Law, Haile/US Bank College of Business, effective January 6, 2020.

Mini Vitas Follow

DEPARTURES:

Dr. Trende Marc Garrison, assistant professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective January 1, 2020.

Ms. Allison Godel, senior lecturer in the Honors College, effective May 15, 2020.

PHASED RETIREMENT:

Dr. Charles Frank, professor in the Department of Computer Science, College of Informatics, beginning fall semester 2020 and terminating at the end of spring semester 2022.

Dr. Robert Wilcox, professor in the Department of History and Geography, College of Arts and Sciences, beginning fall semester 2020 and terminating at the end of spring semester 2022.

Mini Vitas Follow

RETIREMENTS:

Dr. Greg Martin, professor in the Department of Marketing, Haile/US Bank College of Business, effective June 30, 2020.

Dr. Belle Zembrodt, director of the Office of National Scholarships and Awards and senior lecturer in the Honors College, effective June 30, 2020.

Mini Vitas Follow

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

Integrative Studies	Dr. Steven Watkins	Spring 2020 Semester
Theatre and Dance	Ms. Eva Gil	Spring 2020 Semester
Physics, Geology And Engineering Technology	Ms. Alexandra Shelters	Spring 2020 Semester
Physics, Geology And Engineering Technology	Dr. Mahdi Yazdanpour	Spring 2020 Semester

Haile/US Bank College of Business

Accounting & Business Law	Dr. Alfred Greenfield	Academic Year
Management	Mr. David Harrison	Academic Year

College of Education

Teacher Education and School Leadership	Ms. Melissa Hess	Academic Year
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College of Informatics

Informatics+	Mr. Christopher Brewer	Fiscal Year
Mini Vitas Follow		

MINI VITA

Name: Christopher Brewer

Title: Project Innovation Coordinator (non-tenure track, temporary)

Education: B.S. in Business (Information Systems), 2006, University of Colorado
A.A. in Audio/Video Business, 1992, Colorado Institute of Art
A.A. in General Studies, 1989, Trinidad State Junior College

Experience: 2017-2019, VP Engineering, Fusus LLC
2015-2016, Chief Technology Officer, The Wireless Store
2009-2015, Founder/President, Zavoodi Inc.
2007-2011, Director of Online Technology, College of Informatics, Northern Kentucky University
2003-2007, Director of Web Communication, University of Colorado at Colorado Springs
2001-2003, Senior Consultant, KPMG Consulting
2000-2001, Unix Systems Admin II, Time Warner Telecom
1998-2000, Faculty, Core Knowledge Charter School
1995-1998, Founder/President, NetXperts
1992-1995, Publisher, The Denver Scene

MINI VITA

Name: Felicia Dooley

Title: MSN Preceptor Coordinator (non-tenure track, renewable)

Education: B.A. in Organizational Leadership, 2016, Northern Kentucky University

A.A. in Health Care Management/General Studies, 2014, Maysville Community and Technical College

Experience: 2020-present, MSN Preceptor Coordinator, Northern Kentucky University

2018-2020, Assistant Director of Development, Northern Kentucky University

2018-2018, Assistant Director of Donor Engagement, Northern Kentucky University

2016-2018, Director, Grateful Patient and Family Program, University of Cincinnati Foundation

2014-2017, Administrative Assistant, Cincinnati Children's Hospital

MINI VITA

Name: Ginni Chase Fair

Title: Dean and Professor

Education: Ed.D. in Instruction and Supervision, 2010, University of Kentucky
M.A. in Middle Grades Education, 2001, Eastern Kentucky University
B.S. in Middle Grades Education, 1997, Eastern Kentucky University

Experience: 2017-present, Professor, Eastern Kentucky University
2016-present, Chair, Eastern Kentucky University
2015-2016, Interim Chair, Eastern Kentucky University
2012-2017, Associate Professor, Eastern Kentucky University
2010-2012, Director, Eastern Kentucky University
2007-2012, Assistant Professor, Eastern Kentucky University
2001-2007, Language Arts Teacher, Model Laboratory School
1997-2001, Language Arts Teacher, Lexington Traditional Magnet School

MINI VITA

Name: Darius Fatemi

Title: Associate Professor & Associate Dean

Education: Ph.D. in Accounting, 2007, Indiana University

M.B.A. in Accounting, 2005, Indiana University

Ph.D. in Physics, 1995, University of Virginia

B.A. in Physics, 1990, University of Virginia

Experience: 2016-present, Associate Professor, Northern Kentucky University

2018-2019, Co-Chair, Accounting & Business Law, Northern Kentucky University

2010-2016, Assistant Professor, Northern Kentucky University

2007-2010, Assistant Professor, University of Denver

MINI VITA

Name: Charles Frank

Title: Professor

Education: Ph.D. in Mathematics, 1975, University of Virginia
M.S. in Statistics, 1979, Carnegie Mellon University
M.A. in Mathematics, 1970, University of Virginia
B.A. in Mathematics, 1969, Valparaiso University

Experience: 1993-present, Professor, Northern Kentucky University
1984-1993, Associate Professor, Northern Kentucky University
1979-1984, Assistant Professor, Northern Kentucky University
2003, Visiting Scholar, Center for Education and Research in Information Insurance and Security, Purdue University
1989, Visiting Scholar, AT&T Bell Laboratories
1981-1982, Visiting Assistant Professor, Iowa State University
1975-1979, Assistant Professor, Pennsylvania State University
1973-1975, Teaching Assistant, University of Virginia

MINI VITA

Name: Eva Gil

Title: Lecturer (non-tenure track, temporary)

Education: M.F.A. in Acting, 2012, Case Western Reserve University

B.A. in Theatre, 2001, Russell Sage College

Experience: 2018-2019, Part-time Faculty, Northern Kentucky University

2018-2019, Adjunct Instructor, Miami University

2018, Adjunct Instructor, Wright State University

MINI VITA

Name: Dr. Alfred Greenfield

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. in Accounting, 2005, Virginia Commonwealth University
B.S. in Accounting, 2001, Virginia Commonwealth University

Experience: 2018-2019, Adjunct, Northern Kentucky University
2005-present, Professor, Purdue Global University
2007-2019, Adjunct, Argosy University
2008-2010, Assistant Professor, High Point University
2005-2008, Assistant Professor, The University of Texas Permian Basin
2001-2005, Graduate Assistant, Virginia Commonwealth University
2001-2005, Instructor, Bryant & Stratton College
2000-2001, Tax Intern, Keiter, Stephens, Hurst, Gary, & Shreeves

MINI VITA

Name: Joshua Hamilton

Title: Clinical Professor and Psychiatric Mental Health Nurse Practitioner Concentration Coordinator

Education: DNP, 2006, Rush University
M.S. in Nursing, 2003, University of Wyoming
A.S. in Nursing, 1999, Casper College
B.S. in Natural Science & Mathematics, 1997, University of Wyoming
A.S. in Biology, 1995, Casper College

Experience: 2018-2020, Evaluation Supervisor, Western Governors University
2011-2020, Contributing Professor, Walden University
2015-2020, Adjunct Professor, Roseman University
2013-2020, President, The Hamilton Group LLC
2018-2019, Director & Professor, Rocky Mountain University
2015-2018, Dean, College of Southern Nevada
2014-2015, Associate Dean, Roseman University
2014-2016, Adjunct Clinical Professor, Touro University
2011-2014, Assistant Professor, University of Victoria
2012-2013, Associate Dean, West Coast University
2011-2012, Adjunct Professor, Chamberlain College
2009-2011, Associate Professor, Touro University

MINI VITA

Name: David Harrison

Title: Lecturer (non-tenure-track temporary)

Education: M.B.A. 1983, University of Virginia

B.S. in Marketing & Management, 1978, Babson College

Experience: 2016-2019, Adjunct, Northern Kentucky University

2014-present, Lecturer, Indiana University

2009-present, Consultant, Harrison Management Consultants

2012-2013, Chief Marketing Officer, Champion Home Improvement

1996-2009, Chief Marketing Officer, GAF Materials Corporation

1991-1994, Chief Marketing Officer, Armstrong World Industries

1989-1991, VP Sales & Marketing, Eckerd Drug, Consultant Pharmacy

MINI VITA

Name: Melissa Hess

Title: Lecturer (non-tenure track, temporary)

Education: M.Ed. in Education, 2010, Old Dominion University

B.S. in Elementary Education, 2004, Eastern Kentucky University

Experience: 2013-2019, Associate Professor and Education Department Chair, Cincinnati Christian University

2006-2013, Fifth Grade Classroom Teacher, Henrico County Public Schools

2005-2006, Third Grade Classroom Teacher, Liberty Christian School

MINI VITA

Name: Inkyoung Hur

Title: Assistant Professor

Education: Ph.D. in Business Administration, Information Systems and Business Analytics,
2016, Florida International University

M.S. in Industrial Engineering, 2010, Purdue University

B.S. in Industrial Engineering, 2001, Pusan National University

Experience: 2016-present, Assistant Professor of Information Systems and Cybersecurity, Nova
Southeastern University

2012-2016, Graduate Research Assistant, Florida International University

2009-2010, Graduate Research Assistant, Purdue University

2001-2006, Data Analyst, Samsung SDS Co., LTD.

MINI VITA

Name: Erika T. Jay

Title: Advisor/Lecturer (non-tenure track, renewable)

Education: Ed.D. in Educational Leadership – to be awarded May 2020, Northern Kentucky University

M.A. in Integrative Studies (Industrial/Organizational Psychology and Public Administration), 2014, Northern Kentucky University

Experience: 2013-present, Coordinator, Equal Opportunity Programs, Northern Kentucky University

2019-present, Adjunct Instructor for Organizational Leadership, Northern Kentucky University

2014-2015, Lecturer – First Year Programs, Northern Kentucky University

2012-2013, Graduate Assistant for Teacher Education, Northern Kentucky University

2006-2013, Manager, North Central Region, INROADS, Inc., Atlanta, GA

MINI VITA

Name: Julie Lasley

Title: Associate Professor and Radiation Therapy Program Director

Education: Ph.D. in Education, 2016, Northcentral University

M.S. in Administration, 2003, Central Michigan University

B.S. in Health Science, 2001, Baptist College of Health Science

Experience: 2020-present, Associate Professor and Radiation Therapy Program Director,
Northern Kentucky University

2017-2020, Adjunct Faculty and Professor, Logan University

2015-2016, Program Chair of Medical Radiography, Baptist College of Health
Sciences

2010-2020, Program Chair of Radiation Therapy and Associate Professor, Baptist
College of Health Sciences

2002-2020, Adjunct Faculty, Baptist College of Health Sciences

2002-2010, Clinical Coordinator Radiation Therapy Program and Assistant
Professor, Baptist College of Health Sciences

1998-2001, Staff Radiation Therapist, Baptist Cancer Institute

1998, Staff Radiation Therapist, Finger Lakes Radiation Oncology and the
Genesee Hospital

1995-1997, Staff Radiation Therapist, Northwest Arkansas Radiation Therapy
Institute

1995-1996, Staff Medical Radiographer, Washington Regional Medical Center

1990-1996, Staff Radiation Therapist, St. Luke's Hospital

1987-1990, Staff Medical Radiographer, Barnes-Jewish Hospital

1984-1987, Staff Radiation Therapist, St. Luke's Hospital

1981-1984, Staff Radiation Therapist, Ohio State University Hospital

MINI VITA

Name: Dr. Greg Martin

Title: Professor of Marketing

Education: Ph.D. in Marketing, 1994, University of Wisconsin-Madison

M.B.A, 1988, University of Arkansas-Fayetteville

B.A. in Art History, 1978, University of Arkansas-Fayetteville

Experience: 2016-present, Professor, Northern Kentucky University

2018, Interim Dean, Northern Kentucky University

2015-2018, Associate Dean, Northern Kentucky University

2008-2016, Associate Professor, Northern Kentucky University

2008-2012, Chair, Department of Marketing, Northern Kentucky University

1999-2008, Associate Professor, University of West Florida

1994-1999, Assistant Professor, University of West Florida

MINI VITA

Name: Lewatis McNeal

Title: Clinical Associate Professor and Associate Dean

Education: Ph.D. in Public Health Sciences, 2016, University of Louisville

Master of Public Health, 2005, Western Kentucky University

B.S. in Nutrition/Dietetics, 2002, University of Arkansas at Pine Bluff

Experience: 2020-present, Clinical Associate Professor and Associate Dean, College of Health and Human Services, Northern Kentucky University

2017-2019, Clinical Associate Professor and Assistant Dean, College of Education, Northern Kentucky University

2017-2020, Adjunct Instructor, Northern Kentucky University

2012-2017, Associate Dean of Student Affairs, Owensboro Community and Technical College

2008-2012, Graduate Advisor and Student Recruiter, Western Kentucky University

2007-2008, Coordinator, University of Kentucky/Trover Health System

2007-2011, Adjunct Instructor, Western Kentucky University

2005-2006, Body Walk State Program Coordinator, Mississippi State University

2002-2005, Extension Agent for 4-H/Youth Development, University of Kentucky

2001, Extension Agent Intern, University of Kentucky

MINI VITA

Name: Catherine Neal

Title: Associate Professor of Business Law and Chair

Education: J.D. in Law, 1998, University of Cincinnati

B.S. in Business Teacher Education, 1992, Northern Kentucky University

Experience: 2018-2019, Co-Chair, Accounting & Business Law, Northern Kentucky University

2011-present, Associate Professor, Northern Kentucky University

2005-2011, Assistant Professor, Northern Kentucky University

2002-2005, Assistant Professor, University of Cincinnati

1998-2002, Attorney and Counselor-at-Law, Wood & Lamping, LLP

1994-1995, Cincinnati Region Director, Kaplan Test Prep

1992-1994, Coordinator of Cooperative Education, Northern Kentucky University

1992-1994, Part Time Faculty, Northern Kentucky University

1992-1994, Part Time Instructor, Northern Kentucky Occupational Health Center

1985-1990, Auditor, Procter & Gamble

MINI VITA

Name: Sandra Nichols

Title: Associate Clinical Professor and MSN Clinical Coordinator

Education: Ph.D. in Higher Education, 2004, Florida State University

M.A. in Nursing, 2006, Florida State University

B.S. in Nursing, 2005, Florida State University

M.A. in English, 1991, Florida State University

B.S. in Political Science and English, 1989, Florida State University

Experience: 2020-present, Associate Clinical Professor and MSN Clinical Coordinator, Northern Kentucky University

2017-2020, Advanced Practice Registered Nurse, Valley View Medical Center

2011-2020, Advanced Practice Registered Nurse, Advanced Practice Clinician Solutions, LLC

2017-2020, Advanced Practice Registered Nurse, St Francis Hospital, TeamHealth, NEA Baptist Jonesboro, Baptist Tipton Hospital, Baptist Memorial Crittenden

2017-2018, Advanced Practice Registered Nurse, Forrest City Medical Center

2012-2017, Advanced Practice Registered Nurse & Continuing Education Director, South Georgia Emergency Medicine Associates, Archbold Memorial Hospital

2008-2015, Advanced Registered Nurse Practitioner, Fort Walton Beach Medical Center

2010-2013, Advanced Registered Nurse Practitioner, Tallahassee Orthopedic Clinic

2011-2013, Advanced Practice Registered Nurse, Louis Smith Memorial Hospital

2011-2015, Assistant Professor, Adjunct Faculty, Albany State University

2010-2013, Advanced Practice Registered Nurse, Southland Emergency Medical Services Berrien County Hospital

MINI VITA

Name: Beatriz Russell

Title: Lecturer (non-tenure track, renewable)

Education: Ph.D. in Molecular Genetics, 2009, University of Cincinnati

M.A. in Molecular Biology, 2002, Boston University

B.S. in Biology, 1998, University of Miami

Experience: 2010-present, Adjunct Instructor, Northern Kentucky University

2013-2014, Adjunct Assistant Professor, University of Cincinnati

2009-2011, Postdoctoral Fellow, University of Cincinnati

2002-2009, Graduate Student, University of Cincinnati

1998-2001, Graduate Student Teaching, Boston University

1994-1998, Undergraduate Student Teaching, University of Miami

MINI VITA

Name: Alexandra Shelters

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Earth and Environmental Studies, 2019, Wright State University

B.S. in Geology, 2017, Northern Kentucky University

Experience: 2019-2020, Part-Time Faculty, Northern Kentucky University

2017-2019, Graduate Teaching Assistant, Wright State University

MINI VITA

Name: Amanda R. Shores

Title: Assistant Professor

Education: Ph.D. in Ecological Sciences, 2017, Colorado State University-Fort Collins

M.A. in Biological Sciences, 2011, University of North Carolina-Chapel Hill

B.S. in Biology, 2009, San Jose State University

Experience: 2018-present, Project Manager and Post-Doctoral Scholar, Colorado State University-Fort Collins

2017-present, Vice Chair of Energy Board, Colorado State University-Fort Collins

2019, Guest Lecturer, Front Range Community College

2017, Stakeholder Outreach Consultant, Coalition for the Poudre River Watershed

2015-2017, Teaching Assistant, Colorado State University

2013-2014, EnvironMentors, Colorado State University

2010-2011, Teaching Assistant, University of North Carolina-Chapel Hill

2009-2011, DNA Day Ambassador, University of North Carolina-Chapel Hill

MINI VITA

Name: Steve Watkins

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Humanities, 2014, University of Louisville

M.Div., 2000, Master's Seminary, California

B.A. in History, 1996, Northern Kentucky University

Experience: 2014-present, adjunct professor, University of Louisville

2008-present, adjunct professor, Northern Kentucky University

2008-2014, Lieutenant Commander, US Navy Reserve-Chaplain Corps

2000-2009, Senior Pastor, Kenton Baptist Church

MINI VITA

Name: Robert W. Wilcox

Title: Professor

Education: Ph.D. in History, 1992, New York University

M.A. in History, 1986, University of Calgary

B.A. in History, 1979, Simon Fraser University

Experience: 2018-present, Professor, Northern Kentucky University

1993-2018, Associate Professor, Northern Kentucky University

2015, Invited Visiting Professor, the Universidade Federal de Mato Grosso (UFMT) in Cuiabá, Mato Grosso, Brazil

2008, Invited Visiting Professor. the Universidade Federal de Grande Dourados (UFGD) in Dourados, Mato Grosso do Sul, Brazil

1993, Visiting Professor, The University of British Columbia, Vancouver, B.C., Canada

1992, Visiting Professor, University of Calgary, Calgary, Alberta, Canada

1991, Lecturer, New York University, New York, N.Y.

1987-1988, Teaching Assistant, New York University, New York, N.Y.

MINI VITA

Name: Mahdi Yazdanpour

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Electrical Engineering, 2019, Oklahoma State University

M.S. in Industrial Engineering, 2012, Amirkabir University of Technology

B.S. in Computer Engineering, 2003, Azad University

Experience: 2018-2019, Part-Time Faculty, Northern Kentucky University

2018, Online Instructor, Oklahoma State University

2016-2018, Lab Instructor, Oklahoma State University

2016-2016, Visiting Instructor, Oklahoma State University

2014-2016, Graduate Teaching Associate, Oklahoma State University

2011-2012, Quality of Process Manager, Mapna Boiler Engineering & Manufacturing Co.

2010-2011, Planning & Quality Systems Manager, Mapna Boiler Engineering & Manufacturing Co.

2007-2010, Production Planning & Control Manager, Mapna Boiler Engineering & Manufacturing Co.

2003-2007, Planning and Material Control Administrator, Neyrperse Co.

2002-2010, Instructor, Technical & Vocational Training Organization, Tehran

MINI VITA

Name: Belle Zembrodt

Title: Director, Office of National Scholarships and Awards, Senior Lecturer

Education: Ed.D. in Education Leadership, 2018, Northern Kentucky University

M.S. in Clinical Mental Health Counseling, 2011, Northern Kentucky University

M.S. in Psychology, 1980, University of Kentucky

B.S. in Psychology and Sociology, 1978, Northern Kentucky University

Experience: 2018-present, Director, Office of National Scholarships and Awards

2011-2018, Interim Director, Northern Kentucky University Honors Program

2016-present, Senior Lecturer, Northern Kentucky University Honors Program

2010-2011, Assistant Director/Lecturer II, Northern Kentucky University Honors Program

2005-2010, Assistant Director/Lecturer, Northern Kentucky University Honors Program

2000-2005, Coordinator, Northern Kentucky University Honors Program

1995-2000, Administrative Assistant, Northern Kentucky University Honors Program

RECOMMENDATION:

That the following recommendations for reappointment, promotion and tenure receive Board of Regents approval.

BACKGROUND:

The following recommendations have been made according to the policies of the Faculty Policies and Procedures Handbook which include the appropriate review by departmental committees, chairs, deans, and the provost.

RECOMMENDED FOR REAPPOINTMENT

The following faculty have been recommended for reappointment for the 2020-2021 academic year:

Name	Department/School
<u>COLLEGE OF ARTS AND SCIENCES</u>	
Dr. Joshua Cooper	Biological Sciences
Dr. Lauren Williamson	Biological Sciences
Dr. Molly Hopper	Chemistry and Biochemistry
Dr. Catie Shelton	Chemistry and Biochemistry
Dr. Axel Brandt	Mathematics and Statistics
Dr. Zeel Maheshwari	Physics, Geology, and Engineering Technology
Dr. Gang Sun	Physics, Geology, and Engineering Technology
Dr. Ada Cenkci	Political Science, Criminal Justice, and Organizational Leadership
Dr. Nicole Dillard	Political Science, Criminal Justice, and Organizational Leadership
Dr. Megan Downing	Political Science, Criminal Justice, and Organizational Leadership
Dr. Jae-Seung Lee	Political Science, Criminal Justice, and Organizational Leadership
Dr. Nana Arthur Mensah	Political Science, Criminal Justice, and Organizational Leadership
Dr. Ebo Kobena Osam	Political Science, Criminal Justice, and Organizational Leadership
Dr. Darrin Wilson	Political Science, Criminal Justice, and Organizational Leadership
Dr. Allyson Graf	Psychological Science
Dr. Kalif Vaughn	Psychological Science
Professor Rachel Banks	School of the Arts
<u>COLLEGE OF EDUCATION</u>	
Dr. Funda Gonulates	College of Education
<u>COLLEGE OF HEALTH AND HUMAN SERVICES</u>	
Dr. Thomas Baxter	School of Allied Health
Professor Jason Applegate	School of Allied Health
Dr. Rebecca Elkins	School of Kinesiology, Counseling, and Rehabilitative Sciences
Dr. Dorea Glance	School of Kinesiology, Counseling, and Rehabilitative Sciences
Dr. Collin Herb	School of Kinesiology, Counseling, and Rehabilitative Sciences
Dr. Hallie Sylvestro	School of Kinesiology, Counseling, and Rehabilitative Sciences
Dr. Megan Lindsey	School of Social Work
Dr. Katherina Terhune	School of Social Work
<u>COLLEGE OF INFORMATICS</u>	
Dr. Steve Bien-Aime	Communication
Dr. Stacie Jankowski	Communication
Professor Tracy Songer	Communication
Dr. Rasib Khan	Computer Science
Dr. Shahid Noor	Computer Science

Name	Department/School
Dr. Anthony Tsetse	Computer Science

HAILE/U.S. BANK COLLEGE OF BUSINESS

Dr. Boshra Karimi	Construction Management
Dr. Jaclyn Perrmann-Graham	Management

SALMON P. CHASE COLLEGE OF LAW

Professor Sheldon Lyke	Law School Instruction
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W. FRANK STEELY LIBRARY

No Reappointments

RECOMMENDED FOR PROMOTION

The following faculty have been recommended for promotion beginning with the 2020-2021 academic year:

Name	Department/School	Current Rank	Proposed Rank
<u>COLLEGE OF ARTS AND SCIENCES</u>			
Dr. Emily Shifley	Biological Sciences	Assistant Professor	Associate Professor
Dr. Charlisa Daniels	Chemistry and Biochemistry	Assistant Professor	Associate Professor
Professor Tracey Bonner	School of the Arts	Assistant Professor	Associate Professor
Dr. Erin Strome	Biological Sciences	Associate Professor	Professor
Dr. Earl David Thompson	Biological Sciences	Associate Professor	Professor
Dr. Kristine Hopfensperger	Biological Sciences	Associate Professor	Professor
Dr. Janel Bloch	English	Associate Professor	Professor
Dr. Joseph Nolan	Mathematics and Statistics	Associate Professor	Professor
Dr. Jason Vest	School of the Arts	Associate Professor	Professor
Dr. Ed Kwon	Political Science, Criminal Justice, and Organizational Leadership	Associate Professor	Professor
Dr. Kimberly Weir	Political Science, Criminal Justice, and Organizational Leadership	Associate Professor	Professor
Dr. Michael Baranowski	Political Science, Criminal Justice, and Organizational Leadership	Associate Professor	Professor
Dr. Augustine Frimpong-Mansoh	Sociology, Anthropology, and Philosophy	Associate Professor	Professor
Dr. Daryl Harris	School of the Arts	Associate Professor	Professor
<u>COLLEGE OF EDUCATION</u>			
Dr. Kimberly Yates	College of Education	Assistant Professor	Associate Professor
<u>COLLEGE OF HEALTH AND HUMAN SERVICES</u>			
Dr. Suk-hee Kim	School of Social Work	Assistant Professor	Associate Professor
Dr. Amanda Brown	School of Social Work	Assistant Professor	Associate Professor
Dr. Susannah Coaston	School of Kinesiology, Counseling, and Rehabilitative Sciences	Assistant Professor	Associate Professor
<u>COLLEGE OF INFORMATICS</u>			
Dr. Joe Rubleske	Business Informatics	Assistant Professor	Associate Professor
Dr. Jessica Kratzer	Communication	Assistant Professor	Associate Professor
Dr. Alyssa Appelman	Communication	Assistant Professor	Associate Professor
Dr. Hongmei Wang	Computer Science	Associate Professor	Professor
<u>HAILE/U.S. BANK COLLEGE OF BUSINESS</u>			
Dr. Lee Kersting	Accounting and Business Laaw	Assistant Professor	Associate Professor

RECOMMENDED FOR PROMOTION

The following faculty have been recommended for promotion beginning with the 2020-2021 academic year:

Name	Department/School	Current Rank	Proposed Rank
Dr. Bridget Nichols	Marketing and Sports Business	Associate Professor	Professor
Dr. Joe Cobbs	Marketing and Sports Business	Associate Professor	Professor
Dr. Alain Krapl	Economics and Finance	Associate Professor	Professor

SALMON P. CHASE COLLEGE OF LAW

No Promotions

W. FRANK STEELY LIBRARY

Professor Andrea Wilcox Brooks	Steely Library	Assistant Professor	Associate Professor
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RECOMMENDED FOR TENURE

The following faculty have been recommended for tenure beginning with the 2020-2021

Name	Department/School	Year of Initial Appt.
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Dr. Emily Shifley	Biological Sciences	2014-15
Dr. Charlisa Daniels	Chemistry and Biochemistry	2014-15
Professor Tracey Bonner	School of the Arts	2014-15
<u>COLLEGE OF EDUCATION</u>		
Dr. Kimberly Yates	College of Education	2014-15
<u>COLLEGE OF HEALTH AND HUMAN SERVICES</u>		
Dr. Suk-hee Kim	School of Social Work	2014-15
Dr. Amanda Brown	School of Social Work	2015-16
Dr. Susannah Coaston	School of Kinesiology, Counseling, and Rehabilitative Sciences	2014-15
<u>COLLEGE OF INFORMATICS</u>		
Dr. Joe Rubleske	Business Informatics	2013-14
Dr. Jessica Kratzer	Communication	2014-15
Dr. Alyssa Appelman	Communication	2015-16
<u>HAILE/U.S. BANK COLLEGE OF BUSINESS</u>		
Dr. Lee Kersting	Accounting and Business Law	2013-14
<u>CHASE COLLEGE OF LAW</u>		
No Tenure Awarded		
<u>W. FRANK STEELY LIBRARY</u>		
Professor Andrea Wilcox Brooks	Steely Library	2014-15

RECOMMENDATION:

That the attached non-academic personnel actions receive Board of Regents approval.

BACKGROUND:

The following categories of non-academic personnel actions which occurred between November 23, 2019 and February 14, 2020 require approval by the Board of Regents:

1. Activations/Rehires
2. Reassignments, Reclassifications, Title/Status Changes, Promotions
3. Transfers
4. Contract/Temporary/Student to Regular & Regular to Contract
5. Departures
6. Retirements
7. Administrative/Executive

ACTIVATIONS/REHIRES
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	EFF. DATE
Allison, William	IT – Infrastructure & Operations Group	Lead Technology Support Specialist	01/06/2020
Beccaccio, Grant	Student Financial Assistance	Specialist	12/16/2019
Black, James	University Police – Field Operations	Public Safety Officer	01/06/2020
Brauer, Alex	International Student & Scholar Services	Coordinator, International Students	02/10/2020
Brossart, Renee	Research, Grants & Contracts	Sr. Administrator, Grants & Contracts	01/07/2020
Chapman, Barrett	Budget Office	Financial Analyst	02/10/2020
Collins, Kris	Automotive Shop	Motorcoach Driver/Mechanic	12/09/2019
Costello, Nancy	Institute for Health Innovations	Program Director	01/12/2020
Day, Lisa	Building Services 2 nd Shift	Custodian	01/27/2020
Evans, Payton	University Housing	Coordinator	12/02/2019
Fahlbusch, Gregory	Building Services 1 st Shift	Custodian	12/10/2019
Garrett, Jonathan	University Housing	Coordinator, University Housing	01/06/2020
Glover, Mary	Small Business Development Center	Director, Small Business Development Center	02/03/2020
Hartbarger, Robert	Comptroller – Grants & Contract Mgt.	Senior Accountant	01/29/2020
Hervey, Thomas	IT – Infrastructure & Operations Group	Client Support Specialist II	12/01/2019
High, Marsha	University Development	Assistant Director of Development	11/18/2019*
Humphress, Kacie	Housing Facilities Management	Assistant Supervisor, Custodial Services	12/18/2019
Justus, Timothy	Housing Facilities Management	Custodian	01/21/2020
Kolagi, Akshatha	Undergraduate Academic Affairs	Assessment & Curriculum Analyst	01/13/2020
Landron, Victoria	Campus Recreation	Assistant Director, Competitive Sports	12/16/2019
Moser, Ginger	Comptroller's Office	Secretary	02/03/2020
Nicolas, Sara	University Police – Field Operations	Public Safety Officer	11/25/2019
Nienaber, Bobbi	Office of the University Registrar	Processing Specialist	01/27/2020
O'Bryan, Lillian	University Development	Assistant Director of Development	12/02/2019
Perkins, Summer	Building Services 1 st Shift	Custodian	12/10/2019
Reckers, Terri	Housing Facilities Management	Custodian	01/21/2020
Riley, Raven	Building Services 1 st Shift	Custodian	01/07/2020
Robinson, Nia	Athletic Academic Services	Academic Advisor – Athletics	01/06/2020
Schindler, Wendy	Student Support Services	Coordinator	11/18/2019*
Seta, Paula	Chase College of Law	Coordinator of Budget & Operations	01/21/2020
Turner, Teresa	Athletics Communication	Director of Sports Communications	01/08/2020
Wagner, Christina	School of Social Work	Academic Assistant	01/06/2020
Whitford, Courtney	Housing Facilities Management	Custodian	12/02/2019
Wright, Emily	Norse Violence Prevention Center	Norse Violence Prevention Advocate	01/13/2020

REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Abbott, Jeania	Building Services 1 st Shift	Lead Custodian	Promotion	11/25/2019
Alderson, Stephanie	Student Financial Assistance	Team Leader	Promotion	12/02/2019
Anneken, Lora	IT – Infrastructure & Operations Group	Applications Developer III	Promotion	12/01/2019
Bowen, Eric	IT – Infrastructure & Operations Group	Client Support Specialist II	Reclassification	12/01/2019
Bowling, Christopher	IT – Infrastructure & Operations Group	Client Support Specialist I	Title Change	12/01/2019
Butler, Jeffrey	IT – Infrastructure & Operations Group	Client Support Specialist II	Title Change	12/01/2019
Claybern, Marites	Building Services 1 st Shift	Lead Custodian	Promotion	11/25/2019
Fearon, Jamie	Physics, Geology & Engineering Tech.	Academic Coordinator	PT to FT	01/17/2020
Goode, Jane	Planning, Design & Construction	Project Manager, Campus Space Planning	Reclassification	12/01/2019
Hayduk, Michael	Building Services 1 st Shift	Building Services/Material Handler	Promotion	12/16/2019
Howell, Mary	Building Services 1 st Shift	Material Handler/Recycle	Promotion	12/16/2019
Kappesser, Jacob	IT – Infrastructure & Operations Group	Senior Technology Support Specialist	Promotion	01/27/2020
Koeninger, Gregory	IT – Enterprise Systems Group	Enterprise Application Developer II	Reclassification	12/01/2019
Krebs, Maureen	College of Health & Human Services	Manager, Events, Projects, & Office Admin.	Reclassification	01/12/2020
Lovell, Danny	Steely Library	Certified Library Specialist II	Promotion	01/01/2020
Meeker, Amanda	Career Services	Assoc. Dir., Student Services & Programs	Reclassification	01/01/2020
Myers, Cheri	IT – Enterprise Systems Group	Enterprise Application Developer III	Reclassification	12/01/2019
Panek, Jacob	Admissions	Admissions Counselor	Promotion	01/06/2020
Payne, Jonathan	University Police – Field Operations	Administrative Sergeant	Promotion	11/25/2019
Perry, Ethan	IT – Infrastructure & Operations Group	Senior Systems Analyst	Promotion	12/01/2019
Rudd, Emily	College of Business	Senior Coordinator, Admin. Operations	Reclassification	12/29/2019
Sarode, Vishal	IT – Enterprise Systems Group	Enterprise Application Developer I	Reclassification	12/01/2019
Seifert, Wendy	Office of the University Registrar	Coordinator, Processing & Compliance	Promotion	11/25/2019
Taylor, Russell	IT – Infrastructure & Operations Group	Client Support Specialist II	Title Change	12/01/2019
Terino, Joseph	IT – Enterprise Systems Group	Enterprise Application Developer II	Reclassification	12/01/2019
Torres, Richard	IT – Infrastructure & Operations Group	Senior Systems Analyst I	Promotion	12/01/2019
Turner, Laura	Advancement Operations	Senior Prospect Analyst	Reclassification	01/28/2020
Warren, Lisa	Building Services 1 st Shift	Custodian	FT to PT	01/20/2020
Washick, Mark	IT – Enterprise Systems Group	Enterprise Application Developer II	Reclassification	12/01/2019
Weinel, Brandon	IT – Infrastructure & Operations Group	Client Support Specialist II	Reclassification	12/01/2019

TRANSFERS
11/23/19 – 02/14/20

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Boone, Tiffany	Student Account Services	Psychological Science	Academic Coordinator	12/09/2019

CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Crum, Shelby	Teacher Education & School Leadership	Academic Specialist	Temp. to Regular	11/25/2019
Darrah, Jason	IT – Enterprise Systems Group	Applications Developer I	Contract to Regular	02/01/2020
Risch, Lindsey	Office of the University Registrar	Processing Specialist	Temp. to Regular	01/21/2020
Sharp, Andrea	Annual Giving	Associate Director, Annual Giving	Temp. to Regular	12/09/2019

DEPARTURES
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	EFF. DATE
Becker, Justin	Building Services 3 rd Shift	Floor Care Operator	01/18/2020
Berry, Miranda	Building Services 1 st Shift	Custodian	12/05/2019
Biggs, Kenneth	Steely Library	Library Specialist II	01/18/2020
Black, James	University Police – Field Operations	Public Safety Officer	02/14/2020
Brown, Sharlene	Budget Office	Senior Budget Analyst	01/11/2020
Cioffe, Victoria	University Printing - Copy Center	Specialist, Copy Center	12/01/2019
Cole, Shelby	Admissions	Coordinator, Communication & Technology	12/11/2019
Dunaway, Kelsey	Athletic Academic Services	Academic Advisor, Athletics	12/19/2019
Hoffert, Kellyn	Biological Sciences	Research Assistant	01/25/2020
Longworth, Donna	Research, Grants & Contracts	Specialist	01/31/2020
Mountain, Lauren	Callahan Residence Hall	Residence Hall Director	01/08/2020
O’Hair, Brittany	Building Services 1 st Shift	Custodian	11/23/2019
Pape, Holly	O&M Administrative Services	Administrative Specialist	01/08/2020
Perkins, Summer	Building Services 1 st Shift	Custodian	02/10/2020
Promer, Heather	Athletics Facilities	Coordinator, Athletics Facilities	02/09/2020
Purnell, Amanda	College of Arts & Sciences	Advisor	01/18/2020
Sames, Michael	Center for Applied Informatics	Project Manager	12/31/2019
Schaade, Pamela	Building Services 3 rd Shift	Floor Care Operator	02/07/2020
Todtenbier, Beth	Kinesiology, Counseling & Rehab.	Academic Assistant	12/21/2019

Turner, Sherrie	Chase College of Law	College Business Officer	01/17/2020
Whited-Ford, Caleb	Campus Recreation	Coordinator, Campus Rec. Facilities	02/05/2020
Wilson, Rodney	University Marketing & Communications	Manager, Communications	12/07/2019
Yerace, Pete	Campus Recreation	Coordinator, CRC Membership Sales	01/25/2020

RETIREMENTS
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	EFF. DATE
Baker, Jeffrey	Safety & Emergency Management	Director, Safety & Emergency Management	12/01/2019
Burris, Shirley	Norse Advising	Academic Assistant	02/01/2020
Goins, Karen	Housing Facilities Management	Custodian	01/01/2020
Holloway, Peter	IT – Infrastructure & Operations Group	Systems Analyst II	01/01/2020
Kilmer, Sharon	Office of the University Registrar	Specialist	01/01/2020
Lauer, David	IT – Infrastructure & Operations Group	Senior Technology Support Specialist	12/01/2019
Morrison, Paul	Building Services 1 st Shift	Building Services Material Handler	12/01/2019
Plvan, David	Building Services 1 st Shift	Material Handler/Recycle	12/01/2019
Singleton, Marilou	Advancement Services	Director	01/01/2020
Stone, Maximilian	Building Services 1 st Shift	Lead Custodian	11/01/2019*
Thomas, Debbie	University Housing	Coordinator	02/01/2020
Vance, Kimberly	Fraternity & Sorority Life	Director, Fraternity & Sorority Life	12/01/2019

ADMINISTRATIVE/EXECUTIVE
11/23/19 – 02/14/20

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Gifford, Roy	University Marketing & Communications	Assistant Vice President	New Hire	02/03/2020
Lanter, Rebecca	Operations & Maintenance	Director	Separation	02/05/2020
Moore, Dannie	Student Affairs	Co-Interim Chief Student Affairs Officer	Status Change	12/17/2019
Peal, Darryl	Chief Diversity Officer	Chief Div. Officer & Title IX Coord.	New Hire	01/13/2020
Slaughter, Arnie	Student Affairs	Co-Interim Chief Student Affairs Officer	Status Change	12/17/2019
Wright, Anna	University Marketing & Communications	Sr. Dir., Strategic Communications	Reclassification	12/01/2019

*Not on previous report

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$4,199,500** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period December 1, 2019 through February 14, 2020 per the below list.

BACKGROUND:

At the March 12, 2014 Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 12/1/19 through 2/14/20 are itemized below.

NKUF - Contributions of \$25,000 or More (12/1/2019 — 2/14/2020)				
Name	Gift Date	Gift Designation	Gift Type	Amount
Anonymous	1/8/20	Academic Affairs	Planned Gift	\$1,250,000
Anonymous - Johnson Charitable Gift Fund	12/31/19	JRG Scholarships	Cash	\$41,500
Charles Koch Foundation	12/16/19	HUSBCOB - Center for Economic Education	Cash	\$34,000
Chase College Foundation	1/14/20	Chase Foundation Scholarships	Pledge	\$75,000
Chase College Foundation	1/14/20	W Roger Fry Scholarship Endowment	Pledge	\$31,000
Dr. George A & Dolores E Renaker Charitable Foundation, Inc	12/20/19	College of Health & Human Services	Pledge	\$78,000
Keith F. Goggin	12/30/19	Professor Edward P. Goggin Endowed Scholarship	Cash	\$25,000
Patricia L. Herbold	12/27/19	Ambassador Patricia L. Herbold Dean of Chase College of Law	Pledge	\$2,000,000
Jason and Amy D. Jackman Fund	1/31/20	Jackman Scholars	Cash	\$25,000
Todd M. Kirchhoff	12/3/19	Kirchhoff Family Endowed Scholarship	Pledge	\$50,000
Kroger Company	12/20/19	Informatics+	Cash	\$35,000
LIFE Foundation	12/20/19	L.I.F.E. Undergraduate Fellowship Program	Pledge	\$80,000
LIFE Foundation	12/20/19	L.I.F.E. High Performance and Computational Fellowship Fund	Pledge	\$80,000
LIFE Foundation	12/20/19	L.I.F.E. High Performance and Computational Fellowship Fund	Pledge	\$45,000

Susan C. Lipnickey	2/4/20	Cross & Lipnickey Families Endowed Scholarship	Pledge	\$25,000
Diana and Thomas McGill	12/9/19	Biochemistry, Chemistry and Biology (BCB) Endowed Scholarship	Pledge	\$50,000
Diana and Thomas McGill	12/9/19	McGill Family Endowed Scholarship for Intercollegiate Athletics	Pledge	\$50,000
James A. Monton	12/11/19	James A. Monton Endowed Scholarship	Pledge	\$25,000
Richard H. Rosenthal	1/13/20	Rosenthal SOTA Support	Cash	\$25,000
W. L. Scheben	2/6/20	W. Lee Scheben and Courtney A. Scheben Endowed Scholarship	Pledge	\$50,000
Town & Country Sports and Health Club	12/6/19	NKU Soccer Excellence Fund	Pledge	\$125,000
			Total	\$4,199,500

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (1) The naming of a scholarship to support Chase College of Law students who have high academic promise and financial need, and who have received their undergraduate degree from Northern Kentucky University. “J. David and Nancy A. Bender Endowed Scholarship”
- (2) The naming of a scholarship to support students pursuing fields of study associated with Computer Numerical Control (CNC) Technologist training or CNC machining-based engineering programs; including major and minor fields of study in electrical and electronics engineering technology, mechanical and manufacturing engineering technology or mechatronics engineering technology. “Gene Haas Scholarship”
- (3) The naming of an endowment in support of the Dean of Chase College of Law in the performance of his or her duties. “Ambassador Patricia L. Herbold Dean of Chase College of Law”
- (4) The naming of a scholarship to support an undergraduate student displaying financial need who is majoring in STEM and has completed a 6 week international research study abroad. “Kirchhoff Family Endowed Scholarship”
- (5) The naming of a scholarship to support undergraduate students with demonstrated financial need who are first-generation freshman majoring in Biochemistry, Chemistry, or Biology. “Biochemistry, Chemistry, & Biology (BCB) Endowed Scholarship”
- (6) The naming of a scholarship to support undergraduate students with demonstrated financial need who are first-generation freshman athletes. “McGill Family Endowed Scholarship for Intercollegiate Athletics”
- (7) The naming of a scholarship to support Chase College of Law students with high academic promise, who are Ohio residents, and who are enrolled in the Chase evening division. “Cross and Lipnickey Families Endowed Scholarship”
- (8) The naming of a scholarship to support Chase College of Law students with high academic promise who are enrolled in the Chase evening division. “David L. Swift Endowed Scholarship”
- (9) The naming of a scholarship to support Chase College of Law students with high academic promise who are enrolled in the Chase evening division. “W. Lee and Courtney A. Scheben Endowed Scholarship”
- (10) The naming of a scholarship to support full-time, degree-seeking students demonstrating financial need. “NKU Scholarship Fund for Residents of Covington, KY”
- (11) The changing of the name of the Ashland Summer Enrichment Program to the Ashland Enrichment Program.

BACKGROUND:

Naming actions in connection with private gifts are governed by NKU Administrative Regulation-II-4.0-2, section 2.2. NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.

After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

(1) The university has received a planned gift that will provide scholarship support to Chase College of Law students who have high academic promise and financial need, and who have received their undergraduate degree from Northern Kentucky University.

Donor: J. David and Nancy A. Bender

Naming Gift: \$25,000 (Planned Gift)

Naming Recognition: J. David and Nancy A. Bender Endowed Scholarship

J. David Bender received his B.S. degree in Political Science from NKU in 1976 and his J.D. degree from Chase College of Law in 1979. David Bender is a member of the Chase Board of Visitors and Nancy Bender is a past member of the Friends of Stealy Library Board.

(2) The university has received a gift to provide scholarship support to students pursuing fields of study associated with Computer Numerical Control (CNC) Technologist training or CNC machining-based engineering programs; including major and minor fields of study in electrical and electronics engineering technology, mechanical and manufacturing engineering technology or mechatronics engineering technology.

Donor: Gene Haas Foundation

Naming Gift: \$10,000

Naming Recognition: Gene Haas Scholarship

This scholarship is set up as a grant through the Gene Haas Foundation (GHF). GHF's primary goal is to build skills in the machining industry by providing scholarships for CNC machine technology students and NIMS (National Institute for Metalworking Skills) credentials.

(3) The university has received a gift to establish an endowment in support of the Dean of Chase College of Law in the performance of his or her duties.

Donor: Patricia L. Herbold

Naming Gift: \$2,000,000

Naming Recognition: Ambassador Patricia L. Herbold Dean of Chase College of Law

Ambassador Patricia L. Herbold, a 1977 graduate of Chase College of Law through the evening program, served as the United States Ambassador to the Republic of Singapore from 2005 to 2009. Her many career accomplishments have also included serving as a prosecutor in the Hamilton County Prosecutor's Office, as regional counsel for Prudential Insurance of America, as vice president and general counsel of Bank One Dayton, as an attorney with Taft, Stettinius & Hollister, as mayor of the City of Montgomery, Ohio, and as chairman of the King County Republican Party in Seattle, Washington. Ambassador Herbold was the inaugural commencement speaker in NKU's newly opened Bank of Kentucky Center (now BB&T Arena), is a past recipient of the NKU Alumni Association's Outstanding Graduate of Chase College of Law Award and is a past member of the Chase College of Law Board of Visitors.

(4) The university has received a gift to provide scholarship support to an undergraduate student displaying financial need who is majoring in STEM and has completed a 6 week international research study abroad.

Donor: Todd Kirchhoff, MD

Naming Gift: \$50,000

Naming Recognition: Kirchhoff Family Endowed Scholarship

Dr. Kirchhoff received his B.S. degree from NKU in 1982. His daughter participated in an international research opportunity in France, and he believes all STEM majors would benefit from this experience and should pursue it.

(5) The university has received a gift to provide scholarship support for undergraduate students with demonstrated financial need who are first-generation freshman majoring in Biochemistry, Chemistry, or Biology.

Donor: Diana and Thomas McGill

Naming Gift: \$50,000

Naming Recognition: Biochemistry, Chemistry, & Biology (BCB) Endowed Scholarship

Tom and Diana McGill are both NKU alumni. Diana has spent her entire professional career at NKU. She returned to NKU after receiving her Ph.D. from Harvard and completing a post-doctoral appointment at UC. She started as an assistant professor in the NKU Department of Chemistry in 1993, and has served as associate professor, professor, and chair of the department. She became Dean of the College of Arts and Sciences in July 2017. Dr. McGill is an alumnus of these departments and would like to honor her history and experience by providing support for future students.

(6) The university has received a gift to provide scholarship support for undergraduate students with demonstrated financial need who are first-generation freshman athletes.

Donor: Diana and Thomas McGill

Naming Gift: \$50,000

Naming Recognition: McGill Family Endowed Scholarship for Intercollegiate Athletics

Tom and Diana McGill are both NKU alumni. Tom currently serves on the GNF Executive Board. Diana has spent her entire professional career at NKU. She returned to NKU after receiving her Ph.D. from Harvard and completing a post-doctoral appointment at UC. She started as an assistant professor in the NKU Department of Chemistry in 1993, and has served as associate professor, professor, and chair of the department. She became Dean of the College of Arts and Sciences in July 2017. Their son, Stephen, is also an NKU alum and is a former member of the NKU men's soccer team.

(7) The university has received a gift to provide scholarship support to Chase College of Law students with high academic promise, who are Ohio residents, and who are enrolled in the Chase evening division.

Donor: Susan C. Lipnickey and James E. Lipnickey
Naming Gift: \$25,000
Naming Recognition: Cross and Lipnickey Families Endowed Scholarship

Susan C. Lipnickey graduated from Chase College of Law in 1991. Susan is the Associate Athletic Director for Student-Athlete Services at Xavier University. Previously she was an Associate Professor in Miami University's Department of Kinesiology and Health, and she served as Miami University's NCAA Faculty Athletics Representative. While at Miami, Susan also maintained a general law practice in Oxford, Ohio for many years. She is a member of the Chase Board of Visitors. In naming her scholarship, Susan included her maiden name "Cross" in honor and memory of her parents and her married name "Lipnickey."

(8) The university has received a gift to provide scholarship support to Chase College of Law students with high academic promise who are enrolled in the Chase evening division.

Donor: David L. and Nancy O. Swift
Naming Gift: \$25,000
Naming Recognition: David L. Swift Endowed Scholarship

David L. Swift graduated from Chase College of Law in 1966 and currently serves on the Chase Board of Visitors. Early in his career, he worked in human resources with Kroger Co. and afterward was corporate counsel for Reliance Electric Co., a Cleveland-based maker of industrial electrical equipment. Next, he became general counsel and vice president for administration of Acme-Cleveland Corporation, a manufacturer of industrial tools. In 1987, he became president and CEO of the company and later became chairman of the board.

(9) The university has received a gift to provide scholarship support to Chase College of Law students with high academic promise who are enrolled in the Chase evening division.

Donor: W. Lee and Courtney A. Scheben
Naming Gift: \$50,000
Naming Recognition: W. Lee and Courtney A. Scheben Endowed Scholarship

W. Lee Scheben attended Chase College of Law in the evening division, graduating in 1991. He currently serves as Chair of the NKU Board of Regents. Lee is the President of Heritage Bank, which he joined in 1994. He has over 30 years of experience in the financial industry and holds a Bachelor of Business Administration in Finance from the University of Kentucky and a Juris Doctor from Chase College of Law. He is also a graduate of the Kentucky School of Banking. Lee has been active in several community organizations through the years, including service as a member of the Executive Board of the St. Elizabeth Medical Center Foundation, member of the Kentucky Lottery Board, President of the American Heart Association of Northern Kentucky, and President of the Boone County Library Board. Lee and his wife, Courtney, reside in Union, Kentucky, with their daughters, Sydney and Summer.

(10) The university has received an anonymous gift that will provide scholarship support for full-time, degree-seeking students demonstrating financial need. Preference will be given to eligible applicants who are residents of Covington, KY.

Donor: Anonymous

Naming Gift: \$1,250,000 (Estate gift)

Naming Recognition: NKU Scholarship Fund for Residents of Covington, KY

An anonymous Donor has included the NKU Foundation as an estate beneficiary in the estimated amount of \$1,250,000.

(11) The changing of the name of the Ashland Summer Enrichment Program to the Ashland Enrichment Program. The reason for the name change is because the programs offered under this program by Northern Kentucky University have expanded from summer programs to year-round programs.

RECOMMENDATION:

That the following amendment to the Faculty Policies and Procedures Handbook receive Board of Regents approval.

BACKGROUND:

The senate voted to approve these recommended changes to the handbook at the January 16, 2020 meeting.

PROPOSAL:

These amendments are needed to clarify the process for designating faculty as “emeritus.” These amendments would affect Sections 1.7.1 and 2.11 of the current NKU Faculty Handbook.

Current Faculty Handbook Language:

1.7. SPECIAL-APPOINTMENT FACULTY

1.7.1. EMERITUS FACULTY

Emeritus faculty are tenured faculty or administrators who hold faculty rank, who, upon retirement, and upon recommendation of the faculty of the department/school or program in which they hold tenure and upon the recommendations of the appropriate chair/director, the dean, the provost, and the president of the University, have been conferred emeritus status by the Board of Regents. Such persons hold the title and rank held immediately prior to their retirement, followed by the title “emeritus.”

2.11. EMERITUS APPOINTMENTS

A department, school or program faculty may nominate a retiring faculty member for appointment to emeritus status. In order to be nominated, the retiring person must hold faculty rank and tenure. Normally, a person will have served the University for a long period in order to be appointed to emeritus status. Such a nomination will be given to the dean by the chair or director, forwarded to the provost, and then to the president. The dean and the provost may make their own recommendations. Emeritus status may be conferred only by the Board of Regents, and then only upon recommendation by the president (see Section 1.7.1, Emeritus Faculty).

Proposed Amendment:

1.7. SPECIAL-APPOINTMENT FACULTY

1.7.1. EMERITUS FACULTY

The “emeritus” designation is a way of honoring retired faculty or administrators who held faculty rank. Such persons hold the faculty title and rank held immediately prior to

their retirement, followed by the title “emeritus.” Emeritus status may be granted upon or after retirement and is conferred by the Board of Regents, following the process set forth in section 2.11.

2.11. EMERITUS FACULTY APPOINTMENTS

A department, school, or program faculty may nominate a retiring or retired faculty member for appointment to emeritus status. In order to be nominated, the retiring or retired person must hold academic rank. Normally, a person will have served the University for a long period in order to be appointed. Such a nomination will be given to the dean by the chair or director, forwarded to the provost, and then to the president. The chair or director, dean and the provost may make their own recommendations about the appointment of the faculty member when forwarding the nomination. Emeritus status may be conferred only by the Board of Regents, and then only upon recommendation by the president (see Section 1.7.1, Emeritus Faculty).

RECOMMENDATION:

That Elyse Black receive a posthumous Bachelor of Science Degree in Athletic Training. The recommendations come from Dale Stephenson, the dean of the College of Health and Human Services, and Alar Lipping, the interim director the School of Kinesiology, Counseling, and Rehabilitative Sciences, and has been approved by the provost and executive vice president for Academic Affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Elyse Black's family in honor of her commitment to Northern Kentucky University and her excellence. Elyse was an athletic training major on track to graduate in 2020 when she passed away suddenly in August.

Elyse was majoring in athletic training with a minor in psychology. She had earned 119 credits with a 3.257 overall GPA. Elyse was in good academic standing and on the dean's list; she was also just two semesters away from fulfilling the degree requirements for athletic training.

In addition to her coursework, Elyse was also a student athlete who competed on NKU's cross country team. The university community is saddened at the tragic loss of a talented student and fully support this posthumous degree recommendation.

RECOMMENDATION:

That Emeritus status for the following individual receives Board of Regents approval:

Debbie Thomas, Housing Assignments Coordinator in University Housing, retired effective February 1, 2020.

See attached mini vita.

BACKGROUND:

The staff member recommended for Emeritus status has received the endorsement of the Associate Director of Operations University Housing, Director of University Housing, the Assistant Vice President of Enrollment and Financial Assistance and the Assistant Vice President and Dean of Students.

MINI VITA

Name: Debbie Thomas

Title: Housing Assignments Coordinator

Duration: 1993 to 2020

Experience: 2013-2020, Housing Assignments Coordinator, Northern Kentucky University
1993-2013, Office of Student Financial Assistance, Northern Kentucky University

Award: Jane Meier Student Affairs Outstanding Service Award (nominee 2019)

RECOMMENDATION:

That The Honorable John B. Nalbandian receive an Honorary Doctor of Laws Degree. The recommendation comes from Judith Daar, the Ambassador Patricia L. Herbold Dean of Chase College of Law, and has been approved and endorsed by the Provost and Executive Vice President for Academic Affairs, as well as the President.

BACKGROUND:

Judge Nalbandian serves on the United States Court of Appeals for the Sixth Circuit. He was nominated by President Donald Trump and confirmed by the United States Senate in 2018. Prior to joining the court, he was a partner in the litigation practice group of Taft Stettinius & Hollister in Cincinnati, where he had practiced since 2000. Board certified by the Ohio State Bar Association as a specialist in appellate law, he was the firm's lead appellate lawyer and also practiced complex litigation in state and federal courts. He was nominated by President Barack Obama in 2009 and confirmed by the United States Senate in 2010 to serve as a member of the Board of Directors of the State Justice Institute, a nonprofit organization established by the federal government to improve the administration of justice in state courts. Prior to joining Taft, he had practiced for five years in the appellate section of Jones Day in Washington, D.C. Upon graduation from law school, he clerked for Judge Jerry E. Smith of the U.S. Court of Appeals for the Fifth Circuit.

Judge Nalbandian earned his B.S., magna cum laude, from the Wharton School at the University of Pennsylvania and his J.D. from the University of Virginia School of Law, where he was inducted into the Order of the Coif and served as managing editor of the Virginia Law Review.

Judge Nalbandian has been engaged with Northern Kentucky University. He currently serves as Juris in Residence at Chase College of Law, where he teaches the Supreme Court Seminar. When Judge Nalbandian took his judicial oath of office in 2018, he chose to hold his formal investiture ceremony in Greaves Concert Hall. U.S. Senate Majority Leader Mitch McConnell, who attended the ceremony at NKU, said of Judge Nalbandian during his earlier remarks on the Senate floor, "Mr. Nalbandian has earned praise from across the political spectrum as a top appellate advocate. He's known for his fairness, collegiality, and legal ability."

Judge Nalbandian has also been engaged in the community. He served as a Board Member of the Northern Kentucky Tri-County Economic Development Board of Directors, as a Board Member of the Telecommunications Board of Northern Kentucky, and on the Magistrate Judge Merit Selection Panel for the U.S. District Court for the Eastern District of Kentucky. He has been involved with issues of importance to minority communities as a board member of the Greater Cincinnati Minority Counsel Program, and as a board member of the Asian-Pacific Bar Association of Southwest Ohio. Judge Nalbandian is the seventh Asian-Pacific American to serve on the U.S. Court of Appeals.

The U.S. Court of Appeals is the federal appellate court one level below the U.S. Supreme Court. The Sixth Circuit handles appeals from Kentucky, Ohio, Tennessee and Michigan.

Judge Nalbandian resides in Union, Kentucky, with his wife, Caroline, who is also an attorney. They have a son and daughter who are both in college.