



Northern Kentucky University
Board of Regents Materials

September 8, 2021

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, September 7, 2021 – 6:00 p.m.

6:00 p.m.

- Regents Dinner at Student Union Ballroom B/C

Joint Finance and Policy Meeting
NKU, Student Union Ballroom A – Wednesday, September 8, 2021 – 9:00 a.m.
For social distancing purposes, the meeting will be live streamed for all guests.

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Honors College Update (Cecil, Buss, Tulay, Harris, Bottoms)
2. Flexible Workplace Procedures (Southwood, Gates)
3. COVID Update (Cecil)

Board of Regents Lunch
NKU, Student Union Ballroom B/C – Wednesday, September 8, 2021 – 11:30 a.m.

11:30 a.m.

Board of Regents Meeting
NKU, Student Union Ballroom A – Wednesday, September 8, 2021 – 1:00 p.m.
For social distancing purposes, the meeting will be live streamed for all guests.

1:00 p.m.

- Call to Order
- Swearing in of New Regent
- Roll Call
- Approval of May 12, 2021, Board Minutes
- Approval of July 21-22, 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 (October 1, 2019 – November 15, 2019) (Cecil)
3. Fundraising Report (July 1, 2020 – July 31, 2021) (Gentry)
4. Organizational Changes Report (Hales)

1:40 p.m.

C. Presidential Recommendations:

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Major Gifts Acceptance
4. *Naming Recommendations
5. *Emeritus Status (Finke, Jameson, McCoy)
6. *Administrators Returning to Faculty Status Policy
7. NKU Code Student Rights and Responsibilities
8. SBD Framework Extension
9. Bond Resolution

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 Bonita Brown in the Office of the President, 572-5172, by 2 p.m., Monday, September 6, 2021).

**Board of Regents Video Teleconference Meeting
Northern Kentucky University
May 12, 2021**

Regent André Ward, Chair, called the video teleconference meeting of the Board of Regents to order at 1:00 pm, Wednesday, May 12, 2021.

Roll Call: Michael Baranowski, Richard Boehne, Normand Desmarais, Lauren Goodwin, Ashley Himes, Jim Parker, Ken Perry, Dennis Repenning, W. Lee Scheben, Gregory Shumate, André Ward. (All Regents joined the meeting by video teleconference).

Other Attendees: Ashish Vaidya, Wendy Peek, Bonita Brown, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Darryl Peal, Kim Scranage, Lori Southwood, Eddie Howard, Ande Durojaiye, Matt Cecil, Mary Paula Schuh, Syed Zaidi, Ginni Fair, Kevin Kirby (all attendees and audience joined the meeting by video teleconference).

Regent Normand Desmarais seconded Regent Gregory Shumate's motion to approve the minutes of the March 10, 2021 Board of Regents meetings. (**Motion carried**)

Presidential Comments:

Thank you, Chair Ward and members of the Board.

And thank you to everyone who is joining this Board meeting via live stream. We appreciate your participation.

Acknowledge Regents who are leaving

Before we get started, I'd like to thank a few members of the board who are participating in their final Board of Regents meeting today.

- First, our student regent, **Lauren Goodwin**, graduated from NKU this past weekend with a degree in criminal justice with minors in pre-law and organizational leadership. Lauren has been a leader in many capacities on campus throughout her time here with organizations such as the Women's Soccer Club and the Northern Kentucky Leadership Institute. And of course, she served this past year as President of NKU's Student Government Association. I can't imagine a more challenging tenure as SGA president and Lauren served admirably. Thank you, Lauren, and best wishes in the future.
- Staff Regent **Jim Parker** has been with us just a short time in this capacity, but like he has always done in his 30 years of service to NKU, he stepped up when he was needed this December to fill a Board vacancy. Jim has been the building services supervisor here since 2017 and leads a strong team of dedicated custodians and labor crew. Thank you, Jim. It has been a pleasure and I am grateful you are part of this community.
- Regent **Lee Scheben** has served on this Board since 2015, including recently as Board Chair. He has long been an advocate for this university. Lee is eligible for reappointment, and we certainly hope that happens, but we wanted to be sure to acknowledge his service at this last meeting of the academic year. Thank you, Regent Scheben.
- Finally, Regent **Dennis Repenning** is leaving us after many years of dedicated service to this university, including two terms as regent beginning in 2009 and a term as Board Chair from

2013-2015. He also served on the Presidential Search Committee in 2017 ... and we all know how well that search turned out. Regent Repenning, thank you for your service and dedication to this university.

Welcome New Regents

- I would also like to welcome Student Government President **Aliya Cannon** and **Cori Henderson** who will join the Board on July 1 as student and staff regent respectively. **Dr. Michael Baranowski** has also been re-elected as Faculty Regent. I am excited to work with each of you. Thank you for your service to NKU.

Commencement

Last weekend, we celebrated our first in-person commencement since 2019, and I believe that is a great place to begin.

During our ceremonies Friday, Saturday and Sunday, we honored the success of more than 1,700 May 2021 graduates and more than 3,000 graduates from 2020. Among those learners joining our more than 77,000 NKU alumni were 551 students graduating with honors ... that's a GPA of 3.5 or over! There were 619 first-generation students among the graduates, 941 grads who were post-traditional learners, 258 under-represented minority learners and 42 active military personnel or veterans.

We were also able to welcome back many of our 2020 grads for a much deserved ceremony of their own on Sunday afternoon.

On behalf of our entire community, I want to offer congratulations to these graduating classes and best wishes for the future.

I also want to thank our special events team for their planning not only for this May, but for their great work on our previous two virtual commencement exercises. Special thanks to Chair Ward, Vice Chair Desmarais, and Regent Repenning who represented the Board during the ceremonies.

Thank Community for a Successful Academic Year

Commencement is always a fitting end to the academic year and this weekend was a wonderful celebration of perseverance, grit and hard work.

I want to thank the entire campus community for a successful year where we met significant challenges while remaining focused on student success.

Now we can look forward to going "Back to the Future" this fall with a renewed commitment to serving our students and the region.

Fall 2021 — Back to the Future

We will share the full scope of the plan for Fall with the campus soon, but our students will enjoy an enhanced experience, which will include in-person learning, residence halls at capacity, and campus events and activities that engage them and the community in ways we have come to expect. Our university will have the vibrancy that we yearn for, but with a renewed sense of how we support our students.

We are using what we have learned through the pandemic to create an even more responsive and supportive experience for learners so we can significantly boost retention, persistence and graduation rates and close equity gaps.

Idea Challenge for Vaccine Equity

Speaking of the pandemic, we have worked to get our region vaccinated against COVID-19. As of Monday, 56.3 percent of northern Kentucky residents over the age of 18 have had at least one shot.

The Institute for Health Innovations hosted the Idea Challenge for Vaccine Equity last month in partnership with St. Elizabeth Healthcare and the Northern Kentucky Public Health Department.

The event challenged regional college students to pitch their big ideas on how to get accurate and timely COVID-19 vaccination information to medically underserved communities. Entries came from all over the region, including from NKU, UC, Xavier, and Miami University.

Finalists competed in a live virtual event on April 26 when they pitched their proposals to a panel of judges from the IHI, St. Elizabeth, the Health Department and community leaders representing the underserved.

You may view the proposals and winners by visiting the Idea Challenge website at **nku.edu/ihi/idea**.

Spring 2021 Enrollment Update

As Mike Hales shared earlier this morning, we have mixed news with respect to enrollment going into the next fiscal year. While our accelerated online (AOL) graduate enrollments continue to climb, the undergraduate enrollment fell 5 percent this Spring mainly due to falling persistence rates by our continuing students. We are seeing declines in first-year student fall-to-spring retention rates which fell to 82.8 percent from a three-year average of 86.1 percent and a five-year average of 86.5 percent.

The retention rates of our underrepresented minorities, first-generation, and low-income students also saw some of the lowest rates in the last couple decades.

However, with HERF II and student success initiatives underway, we are optimistic that we can impact fall retention and persistence throughout the summer and heading into fall.

CPE Funded Summer Academy

Last week, NKU was awarded a CPE Summer Bridge Grant of more than \$42,000 to fully fund the pilot for our NKU Summer Academy.

The intention is to demonstrate the feasibility of a Summer Academy and support students' transition into a comprehensive first-year experience.

This program will be an extension of NKU's Summer Spark program and will support 25 incoming students who meet pre-college academic criteria that place them at-risk before they even start college. It will provide these students the opportunity to take two in-person courses with an NKU faculty member and peer teaching assistant and earn six credit hours before their fall semester, among other opportunities.

All expenses for this program will be covered by the grant.

Success by Design Metrics

Our work on Success by Design continues as well. In late March, Vice President and Chief Strategy Officer Bonita Brown announced the launch of new Success by Design Metrics. The metrics measure the things we value across our strategic pillars. I encourage you to take a look at our new metrics website: nku.edu/sbmetrics.

Founders Day

The last Board meeting coincided with our Founders' Day celebration during which we encouraged the community to participate in our Inaugural Day of Giving.

More than 600 people in the NKU community helped raise in excess of \$316,000 on NKU Founders' Day to support scholarships, university programs and much more. Thank you to all who gave and who continue to give for coming together to support our students.

Diversity, Equity and Inclusion

- NKU is celebrating Asian Pacific American Heritage Month this month. Throughout May, the Office of Inclusive Excellence will be sharing the names, stories and photos of Asians and Pacific Islanders on social media. We celebrate them for their incredible achievements and contributions to America's history.
- The Office of Inclusive Excellence submitted NKU's 2019-20 Council on Postsecondary Education Diversity Report on March 1. The Council scores progress annually on both quantitative and qualitative elements. We received our score last month and I am delighted to announce that NKU has passed, met and exceeded all minimum qualifications and targets mandated to provide new academic programs.

The minimum score to pass for four-year institutions is a 24. NKU received a 29 out of 36, including a perfect 18 out of 18 on the qualitative portion of our report.

Our score for 2020 is our largest increase and highest score since this reporting process started. Congratulations to all involved.

IHI

- The IHI received a \$750,000 grant from the EDA to support the Collaborative for Economic Engagement at 112 Pike Street in Covington. The grant is designed to accelerate economic recovery in the region through entrepreneurship and innovation, with a special focus on women, underrepresented, and rural entrepreneurs.

Student Affairs Updates

- May is Mental Health Awareness Month and representatives from Health, Counseling & Student Wellness were present in the Student Union all last week providing education and awareness to students, as well as handing out promotional items to encourage mental wellness on campus. The staff in that office is also promoting mental health awareness on social media throughout this month.
- As part of our focus on mental health, gold folders have been distributed to all staff and faculty with resources on how to help a student. In addition to the hard copies, one can also

access The Gold Folder on NKU's Student Affairs webpage. We are already receiving positive feedback from faculty and staff about this valuable resource.

- The virtual Latino Programs and Services' annual fiesta celebration of Latino students was hosted by students Jacky Romo and Brittney Cabrera with featured keynote speaker Anthony Muñoz. Incoming Latino scholarship recipients were recognized, along with well-deserved recognition of the 2020 and 2021 Latino students who had the highest GPA from each of the colleges. The 2020 and 2021 Latino Mentor Program Mentees of the Year were also recognized. Thank you to everyone who had a hand in bringing the community together for this important year-end event and congratulations to Latino Programs and Services for 20 years of honoring our Latino learners.
- In April, the Gold and White Celebration honored the hard work of our student leaders and organizations. More than 100 students from more than 50 organizations participated in the virtual event this year.
- UJIMA: A Night of Black Excellence was also held in April. Ujima is a Swahili word as well as the third principle of Kwanzaa, meaning "collective work and responsibility." It is in this spirit of unity that the community comes together annually to celebrate the achievements and excellence of our Black faculty, staff and students at NKU. This annual event is hosted by the NKU Black Faculty and Staff Association in partnership with the Office of African American Student Initiatives. It is also one of the Office of Admission's signature recruitment events for prospective African American students and their families. This year's celebration was held virtually with more than 150 in attendance, including Keynote Speaker Romana Malone, the School Board Chair of Newport Independent Schools. The event also featured performances by the NKU Anointed Voices Gospel Choir, current NKU students and alumni. The Black Faculty and Staff Association awarded students with more than \$4,200 in scholarships.
- Sherehe, which means celebration in Swahili, is another signature semester-end program to celebrate our African and African American graduates through the office of African American Student Initiatives. SHEREHE intends to provide African and African American graduates with a more intimate ceremony honoring their achievements. During the ceremony, family members have an opportunity to have an active role by donning their graduate with a Kente academic stole, which is provided by the Office of African American Student Initiatives. This spring's ceremony took place last week in a hybrid format with 36 students participating as well as performances from Anointed Voices Gospel Choir and other current students.
- In late April, 36 student organizations set up our first student organization rally in more than 18 months in the Student Union lobby. All of our nine areas of engagement were represented and the students had a great time seeing one another and recruiting students for their organizations.
- Finally, in late March, the Center for Student Inclusiveness coordinated a program to celebrate Women's History Month. The program entitled "Exploring Womxnhood: A Panel Discussion With NKU Women About Lived Experiences," included members of NKU's community sharing the challenges women face today. This program was moderated by Dr. Bonnie Meyer, the Director of LGBTQ Programs & Services and included Dr. Nicole Dillard, Irene Encarnación, Amanda Johnson and Dr. Aimee Krug.

Academic Affairs Updates

- In the College of Arts and Sciences, the Kentucky Center for Mathematics secured \$275,000 in grant funds for the design and implementation of a statewide professional learning course which supports the Mathematics Teaching Practices.
- An NKU team consisting of computer science majors taking the Cryptology class placed first in the team Kyrptos codebreaking contest held by Central Washington University. There were 128 participants in the contest, forming 65 teams from across the world. The NKU team finished all three challenges in four-and-a-half hours and was one of only 10 teams to do so. Congratulations to all.
- MPA and organizational leadership faculty Dr. Nicole Dillard and Dr. Kobena Osam developed a best practice guide for the entire NKU community in support of Black student wellbeing. It focuses on developing support to foster healthy learning environments for Black students who have been impacted by two public health pandemics in COVID-19 and racism. The guide was shared in the NKU Faculty Research, Scholarship and Creative Activities newsletter in March.
- The ACCSB Board of Directors has extended the Haile/US Bank College of Business' accreditation for an additional five years. Only about 5 percent of business schools worldwide have this very prestigious accreditation.
- Finally, the Center for Innovation and Entrepreneurship has been recognized as one of the Top 3 Finalists for Excellence in Entrepreneurship Teaching and Pedagogical Innovation by the 2020 Global Consortium of Entrepreneurship Centers.
- The Chase College of Law has been named a Top School for Business Law in 2021 and a Top School for Litigation and Advocacy in 2020 by *PreLaw Advisor*, a national publication. This designation places Chase in the top 10 percent of U.S. law schools for these categories.
- In the College of Education, the Supported Higher Education Project (SHEP) at NKU has been awarded a \$65,000 Kentucky state grant. SHEP is an initiative that provides meaningful inclusive opportunities to up to 10 young adults with an intellectual disability on the NKU campus. With support from volunteer peer mentors, NKU students with disabilities take university courses, engage in student activities and organizations, and complete on-campus internships. Congratulations to project director, Dr. Melissa Jones.
- Back in March, the US National Security Agency notified Computer Science faculty members Dr. Ankur Chattopadhyay and Emily Taylor in the College of Informatics that they had earned a prestigious NSA GenCyber grant. This \$75,000 grant will fund a two-week immersive summer experience giving high-school teachers a solid foundation in cybersecurity, with the goal of enhancing the teaching of the field and ultimately increasing the pool of cybersecurity talent. Companies including Western & Southern Financial Group and US Bank have agreed to contribute teacher engagement opportunities as part of the grant project, and NKU students will assist in the workshop.
- The Steely Library supported its first Library Fellowship for Undergraduate Students of Color this spring. Elisabeth Kone is from the Ivory Coast and is a junior majoring in Psychology with a minor in Studio Arts. As part of the fellowship, Elisabeth was awarded \$1,500 for her participation in the program and introduced to academic librarianship, a challenging and rewarding field filled with mobility and advancement potential. Elisabeth worked closely with a mentor team of library faculty and staff and completed a bibliography of Kentucky artists, authors, and musicians. Her research project will be showcased in Steely Library's digital repository. Congratulations, Elisabeth.

- During Experiential Learning Week late last month, a different experiential learning practice was highlighted each day, focusing on study abroad, internships and practicums, student research and creativity, and service learning. We saw 11 live panels and 8 pre-recorded videos including 79 students, faculty, staff and community member panelists representing every college.
- Also that week, the spring 2021 Celebration of Student Research and Creativity included 212 presentations involving 49 mentors and 274 students. Over the course of the two-day event, we had 243 visitors who played 2,275 videos online. NKU utilized a new system and streamlined presentations that made the Celebration viewable to the external community and employers. Congratulations to all our students and their faculty mentors for such a successful celebration of student work.

Administration and Finance Update

- Last month, NKU issued \$205.5 million in taxable bonds to finance our estimated KERS cessation lump sum payment, taking advantage of the low interest rates. The NKU team and external consultants did a great job working through all of the complex financial, legal and political issues associated with the issuance. The preparation for this important work began soon after the Board decision to exit KERS and involved seeking and receiving a favorable credit opinion from Moody's. Due to the strong demand in the bond market, NKU was able to receive very favorable terms in its sale of taxable bonds.
- The bond issuance has been referenced in a number of national publications as a potential model for other institutions with pension funding issues. Congratulations to all involved in this important work.

Athletics

- Track & Field's Kayla Thompson was recently named the Horizon League's Bobby Fong Award recipient. The award is presented to the student-athlete who displays the attributes of integrity, respect and stewardship. Kayla is the third Norse to win the award in its six-year history.
- As you heard this morning from Athletics, our fall and spring sports have had tremendous seasons this spring in competition and inside the classroom ... and we currently stand third in the Horizon League McCafferty Trophy all-sports standings.
- NKU also earned the right to host both the Horizon League Women's Soccer Championship as well as the Men's Soccer Championship. While both the women and men played an exemplary match, we fell just a little short against UW Milwaukee. The NKU Men's Tennis team also made it to the Horizon League championship game losing a tough set of matches to #1 ranked Cleveland State University.

ESPORTS

- Our esports varsity team will be a full member of the Esports Collegiate Conference (ESC) for the fall season.
- We are the second non-founding institution to join the conference since its creation last June and our students will compete in all fall and spring competitions for the league going forward. The 12 schools in the conference include Miami University of Ohio, Akron, Ball State, and Northeastern University among others.

- The NKU Esports Club has been around since 2016, but we launched our varsity program last October through seed funding from the Success by Design 2020 Innovation Challenge.
- The club now has nearly 600 active members and recently opened its official arena and hub called, “The Sandbox.” This arena has state-of-the-art gaming stations and periphery equipment, as well as large monitors for fans to watch live competitions and game replays.

National Teacher Appreciation Week and National Nurses Week

I would like to end on a couple important acknowledgements, beginning with a note of gratitude for two service-oriented professions. Last week, we celebrated **National Teacher Appreciation Week** across the country and on campus, honoring all of our wonderful faculty here and the teachers throughout our region.

Today is nursing pioneer Florence Nightingale’s 201st birthday and the final day of Nurses Week, which we celebrate every year from May 6 to May 12 to honor the incredible nurses who have always been there to care for us when needed. That is especially true this year.

Thank you to the teachers and nurses, and to the faculty mentoring the future students pursuing a career in these noble fields.

All Roads Lead to NKU

Finally, NKU and the Boys & Girls Club of Greater Cincinnati are partnering to ensure the region’s youth have a pathway toward a college degree and a more rewarding future through a new outreach event we are calling, “All Roads Lead to NKU.”

We will take an open house on the road beginning this Saturday at the Boys & Girls Club in Price Hill to show prospective students what it's like being a student at NKU. They will have the opportunity to learn more about getting involved on campus, residential housing and many different career pathways. Advisors from Admissions and Financial Aid will be on hand, along with current students to help address questions.

In June, we will visit the Kenton County Boys & Girls Club for a similar event.

I appreciate all work in making this new outreach event happen.

Chair Ward and members of the Board that concludes my remarks for today’s meeting.

B. Presidential Reports:

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

- a. New Residence Hall
- b. Fine Arts Elevator Replacement
- c. Nunn Hall Elevator Replacement
- d. Softball Field Turf Replacement
- e. Roof Fall Prevention, Phase I
- f. Gender Neutral Restroom Renovations
- g. Callahan Hall Renovations
- h. Math Education Psychology Center/Administrative Center Bridge Parapet Repair

- i. Math Education Psychology Center Skylight Replacement
- j. Utility Metering
- k. Herrmann Science Center Plaza Replacement
- l. Albright Health Center Condensate Tank Replacement
- m. Landrum Generator Replacement
- n. Norse Hall Renovations Phase II
- o. University Police Renovation
- p. Administrative Center Electrical Switchgear Replacement – Design
- q. Student Union Food Service/Qdoba Renovation
- r. US 27 Development

2. Research, Grants, and Contracts Report (February 1, 2021 through March 31, 2021)
(Interim Provost and Executive Vice President André Durojaiye).

During the February 1, 2021 through March 31, 2021 time period, 12 grants were awarded. The total amount of money awarded was \$422,095. For the fiscal year 2020-21, the cumulative total number of grants awarded is 45 totaling \$16,669,638.

3. Fundraising Report (July 1, 2020 through March 31, 2021) (Vice President of University Advancement Eric Gentry).

VP Gentry provided an overview of the fundraising report. He explained the work that took place over the year and summarized fundraising resources committed from July 1, 2020 through March 31, 2021 that totaled \$7,954,407.

4. Quarterly Financial Report (July 1, 2020 through March 31, 2020) (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 (Interim Provost and Executive Vice President André Durojaiye 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.

Following policies were approved on this report.

Account Life-Cycle Maintenance
 Posting Materials on Campus
 Final Exam Schedule
 Grade Appeals – Undergraduate
 Grade Appeals – Graduate
 Education Abroad
 Education Abroad Programs – Dependents & Companions Travelling On

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Michael Baranowski and seconded by Regent Normand Desmarais to approve the Presidential Recommendations as listed; C-1 through C-8. (Motion carried)

1. Academic Affairs Personnel Actions:

a. Faculty Appointments:

Ms. Maggie Deavy, Lecturer and MSN clinical placement coordinator in the School of Nursing, College of Health and Human Services, effective April 12, 2021; **Dr. Jeremy Engel**, clinical assistant professor and cardiovascular perfusion program director in the School of Allied Health, College of Health and Human Services, effective July 01, 2021; **Dr. Hannah Ledford**, academic advisor/lecturer in the Advising Center, College of Health and Human Services, effective February 17, 2021; **Mr. Carlos Matthews**, academic advisor/lecturer in the Advising Center, College of Health and Human Services, effective July 01, 2021; **Ms. Audrey Reese-Pipkin**, clinical assistant professor in the Simulation Center, College of Health and Human Services, effective March 01, 2021.

b. Transitions:

Dr. Christian Gamm, from director of online education to assistant dean, College of Health and Human Services, effective March 08, 2021; **Ms. Tracy Hart**, from interim director of First Year Programs to director of First Year Programs, Undergraduate Academic Affairs, effective March 2, 2021; **Dr. Gannon Tagher**, from associate dean, College of Health and Human Services to interim assistant vice provost of Advising and First Year Experience, Undergraduate Academic Affairs, effective March 8, 2021.

c. Retirements:

Mr. Steven Finke, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective May 31, 2021; **Ms. Lisa Jameson**, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective May 31, 2021; **Dr. Ellen Maddin**, associate professor in the College of Education, effective May 31, 2021; **Dr. Gary Ozanich**, associate professor of practice in the Department of Business Informatics, College of Informatics, effective June 2021.

d. Phased Retirement:

Mr. Michael King, associate professor in Theatre and Dance, in School of the Arts, College of Arts and Sciences, beginning fall semester 2021 and terminating spring semester 2023.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between February 6, 2021 and April 9, 2021 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 \$900,000 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period February 1, 2021 through March 31, 2021.

4. Naming Recommendations:

The Board of Regents approved the following naming actions:

1. The naming of an endowed LIFT scholarship to support students who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and are fulltime, first-generation students. Students must be graduates of St. Henry High School (Kentucky). "Philip Gessner LIFT Scholarship"
2. The naming of an endowed LIFT scholarship to support students who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and are fulltime, first-generation students. "Jason and Amy Jackman LIFT Scholarship"
3. The naming of a scholarship for students studying computer science or computer information technology within the College of Informatics. Preference will go to eligible candidates that have a documented learning disability. "Brandon Allen Sershion Memorial Scholarship Fund"
4. The naming of a scholarship that will support a student their sophomore, junior, and senior years at NKU who maintains a 3.5 GPA. Upon application, students will be asked to write the experience of women in their field of study and how they plan on giving back to the Greater Cincinnati area once they graduate. "Cincinnati Woman's Club Scholarship"
5. The renaming of the Athletics Suite Lobby in BB&T Arena for a period of 25 years in recognition of the donor's support of the NKU Men's Basketball Excellence Fund. "Thomas J. Munninghoff Athletics Suite"
6. The changing of all associated names from the Carol Ann and Ralph V. Haile, Jr./US Bank Foundation to the Carol Ann and Ralph V. Haile, Jr. Foundation within the Northern Kentucky University Foundation and used by Northern Kentucky University.

7. The naming of the Haile/US Bank College of Business Leadership Academy in recognition of a donor's support for a period of five years. "Eva G. Farris and Oakley B. Farris Leadership Academy"

5. Faculty Emeritus Status:

Emeritus status for the following individuals received Board of Regents approval:

Dr. Ellen Maddin, associate professor in the College of Education, effective May 31, 2021.

Dr. Greg Martin, Professor, Marketing, Sports Business, & Construction Management, effective May 2021.

6. Chair Handbook Amendment:

The Board of Regents approved the Chair Handbook amendment.

7. Faculty Handbook Amendment (RPT – W. Frank Steely Library):

The Board of Regents approved the Faculty Handbook amendment regarding RPT – W. Frank Steely Library.

8. Organizational Chart Update:

The Board of Regents approved the organizational chart, which reflects all NKU Administrative updates through May 12, 2021.

9. New Program – BA Education Culture and Society:

The Board of Regents approved the new Bachelor's Degree in Education, Culture and Society program.

Interim Provost and Dean Fair presented the item to the Board to explain rationale for program.

Agenda Item: A motion was made by Regent Gregory Shumate and seconded by Regent Dennis Repenning to approve Presidential Recommendation C-9. (**Motion carried**)

10. New Program – MS Cybersecurity:

The Board of Regents approved the new Master's Degree in Cybersecurity program.

Interim Provost and Dean Kirby presented the item to the Board to explain rationale for program.

Agenda Item: A motion was made by Regent W. Lee Scheben and seconded by Regent Normand Desmarais to approve Presidential Recommendation C-10. (**Motion carried**)

11. Capital Plan Recommendation:

The Board of Regents adopted the 2022-2028 Capital Plan.

VP Hales and Mary Paula Schuh presented the item to the Board and answered questions regarding state bonds, cost of construction and how the state provides funds for capital projects.

Agenda Item: A motion was made by Regent James Parker and seconded by Regent Lauren Goodwin to approve Presidential Recommendation C-11. **(Motion carried)**

12. Demolition – Woodcrest Apartments/Johns Hill Road House:

The Board of Regents approved the demolition of the Woodcrest Apartments and a single family house at 227 Johns Hill Road.

VP Hales and Sved Zaidi presented the item to the Board to explain rationale for demolition and addressed questions raised by the Board about the construction and maintenance of buildings and plan for use of space.

Agenda Item: A motion was made by Regent James Parker and seconded by Regent Dennis Repenning to approve Presidential Recommendation C-12. **(Motion carried)**

13. FY 2021-2022 Dining, Parking, Housing and Other Fees:

The Board of Regents authorized the proposed dining, parking, housing, and course fees and the Schedule of Fees and Service Charges for the 2021-2022 academic year.

14. FY 2021-2022 Tuition Rates:

The Board of Regents approved the tuition for the 2021-22 academic year at the rates proposed in the Authorized Schedule of Tuition.

15. FY 2021-2022 Annual Operating Budget Resolution:

The Board of Regents approved the resolution establishing and approving the Fiscal Year 2021-22 Annual Unrestricted Operating Budget for Northern Kentucky University.

VP Hales presented items C-13-15 to Board and addressed questions about rationale for recommended tuition, budget and fees. Board indicated desire to continue discussions on this topic.

Agenda Item: A motion was made by Regent Gregory Shumate and seconded by Regent Michael Baranowski to approve the Presidential Recommendations C-13 through C-15. **(Motion carried) (Regent Ken Perry opposed)**

D. Executive Session:

Regent Lauren Goodwin seconded Regent André Ward's motion to enter into executive session pursuant to KRS 61.810(1) (c). **(Motion carried)**

At 2:42 p.m., Regent Gregory Shumate seconded Regent James Parker'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, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the meeting held on May 12, 2021 and that such matters are still in force and effect.

Signature On File
Gregory Shumate
Secretary of the Board of Regents

**Board of Regents Retreat
Northern Kentucky University
Health Innovation Center 205
July 21, 2021**

Regent André Ward, Chair, called the Board of Regents Retreat to order at 8:30 a.m., Wednesday, July 21, 2021.

Roll Call: Michael Baranowski, Richard A. Boehne, Normand Desmarais, Aliya Cannon, Cori Henderson, Ashley Himes, Ken Perry, Gregory Shumate, Elizabeth Thompson, André Ward (Absent: Kara Williams)

Other Attendees: Ashish Vaidya, Bonita Brown, Ken Bothof, Eddie Howard, Matt Cecil, Joan Gates, Darryl Peal, Eric Gentry, Mike Hales, Kim Scranage, Lori Southwood, Steve Reno.

Oath of Office:

Regent André Ward performed the oath of office for the newly elected Regents: Aliya Cannon, Cori Henderson and Elizabeth Thompson. The newly elected Regents swore to uphold all stipulations of the oath and faithfully execute, to the best of his/her ability, the duties of Regent of Northern Kentucky University according to law.

Board of Regents Retreat Presentations:

The Board held in depth discussions on the following topics.

- Role of Board of Regents – Presented by: Steve Reno
- Success By Design and Metrics Update – Presented by: Bonita Brown, Shawn Rainey
- Strategically Positioning NKU for Success
 - Tuition and Financial Aid Principles – Facilitator: Chair André Ward
Presented by: Mike Hales, Matt Cecil,
Kim Scranage
 - Future Visioning – President Vaidya

At 5:04 p.m., Regent Gregory Shumate seconded Regent André Ward's motion to adjourn. (**Motion carried**)

I, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat meeting held on July 21, 2021, and that such matters are still in force and effect.

Signature On File

Bonita Brown
Vice President and Chief Strategy Officer
Secretary to the Board of Regents

Signature On File

Gregory Shumate
Secretary of the Board of Regents

**Board of Regents Meeting
Northern Kentucky University
Health Innovation Center 205
July 22, 2021**

Regent Andr  Ward, Chair, called the meeting of the Board of Regents to order at 9:00 am, Thursday, July 22, 2021.

Roll Call: Michael Baranowski, Richard A. Boehne, Normand Desmarais, Aliya Cannon, Cori Henderson, Ashley Himes, Ken Perry, Gregory Shumate, Elizabeth Thompson, Andr  Ward (Absent: Kara Williams)

Board Self-Assessment:

Regent Andr  Ward led the Board of Regents in its annual self-assessment. The Board discussed it's performance over the past two years and the terms of engagement going forward as it onboards new members.

D. Executive Session:

Regent Aliya Cannon seconded Regent Andr  Ward's motion to enter into executive session pursuant to KRS 61.810(1)(F). **(Motion carried)**

Review of 2020-2021:

President Vaidya reviewed the successes and challenges of this year, including the resolution of the pension decision and navigating the pandemic.

The Board then discussed the President's evaluation. No other matters were discussed.

Regent Ken Perry seconded Regent Normand Desmarais's motion to return to open session. **(Motion carried)**

At 12:45 p.m., Regent Aliya Cannon seconded Regent Gregory Shumate's motion to adjourn. **(Motion carried)**

I, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the Board of Regents meeting held on July 22, 2021, and that such matters are still in force and effect.

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

Signature On File
Gregory Shumate
Secretary of the Board of Regents

FACILITIES MANAGEMENT REPORT

1. New Residence Hall

The new 297-bed, five-story student residence hall facility was completed this summer. The building features semi-suite style units, and each semi-suite features two double-occupancy bedrooms sharing one private shower room, one private toilet room, and two sinks. Each floor above the first floor includes a communal space and a study room. The building includes ample communal gathering and study space, including a double-sided community kitchen, designed to foster student engagement. This new residence hall is NKU's first building to be 100% heated and cooled with on-site geothermal wells.

Site work includes a plaza and gathering space, landscaping and improvements to the adjacent parking lot. Through partnership with Electrada, two electric charging stations were installed adjacent to the building at no cost to the project. The project is tracking for LEED Certified.

Architect of Record: Moody/Nolan

Student Life/Interior Design Consultant: Lord Aeck Sargent

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

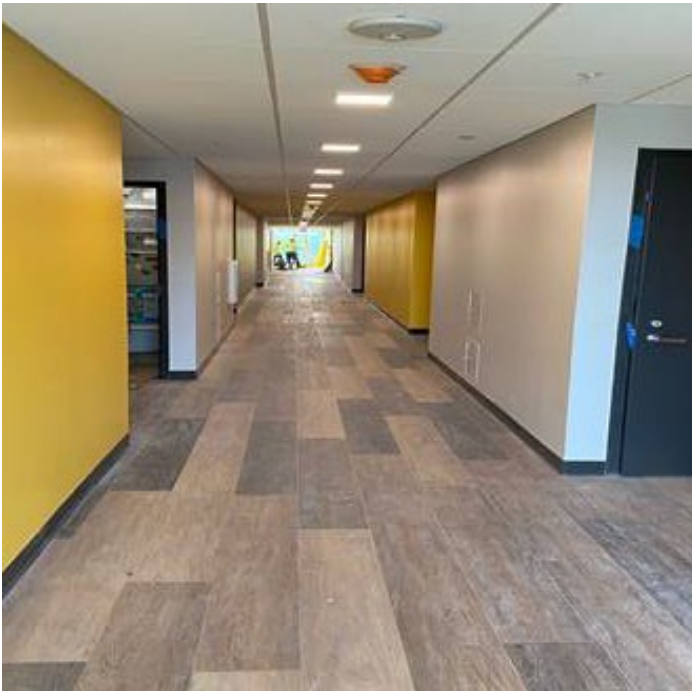
Landscape Architect: Vivian Llambi & Associates

Construction Manager: Messer Construction

Scope: Approx. \$26.5M

Fund Source: NKU Bonds – Supported by Housing Revenue

Completion: Summer 2021



Typical hallway

New Residence Hall – Continued



View from Carroll Drive Looking North into the Courtyard

2. Fine Arts Elevator Replacement

The mechanical equipment for the passenger elevator in the original section of Fine Arts is original to the building and in need of total replacement. Increasingly unreliable, modernization of this elevator is essential to ensure safe, continued operation. Otis was the low bidder.

There was a delay in receipt of materials to replace this elevator. Construction is underway and will be complete in December 2021.

Engineer: Pedco E&A Services

Contractor: Otis

Scope: \$285,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: December 2021

3. Nunn Hall Elevator Replacement

Nunn Hall has three elevators, and all were at the end of their useful life. The elevators were increasingly unreliable and often out of service. Modernization is essential to ensure safe, continued operation.

Construction began in March. Two of the three elevators were completed in early August and the third elevator is scheduled to be complete by November 2021.

Nunn Hall Elevator Replacement – Continued

Engineer: Pedco E&A Services

Contractor: Otis

Scope: \$800,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: November 2021

4. Softball Field Turf Replacement

The grass turf on the softball field was in poor condition and in need of replacement, and various other repairs to this facility were needed. This project has been awarded to Asbury Sports Turf from Augusta, KY.

Work includes regrading, leveling and compaction of the field, including raising the outfield elevation; moving the warning track and fence back 10 feet to meet Horizon league and NCAA specifications; installation of new NCAA-compliant right and left field foul poles; structural repairs to the dugouts; installation of a new smart irrigation system; and, new grass turf will be installed.

Work began in July and is expected to be completed before Thanksgiving.

Engineer: Kleingers Sportworks Design

Contractor: Asbury Sports Turf

Scope: \$516,000

Fund Source: Net Position – Non-Recurring Investment

Anticipated Completion: Fall 2021



Softball Field Construction Underway

5. Roof Fall Protection, Phase I

Deferred maintenance funds will be used to install fall protection systems on campus roofs to comply with OSHA 29CFR1926.501. A combination of engineered and pre-fabricated fall protection systems will be installed to ensure employees remain safe while conducting necessary and regularly scheduled building maintenance. High hazard and highly utilized spaces will be addressed first.

The first phase of fall protection installation is focused on installation of pre-fabricated, ballasted non-penetrating guardrail systems assembled by Operations & Maintenance personnel. Using in-house labor will allow additional roof areas to be covered in the first phase of implementation. The University Center roof will be addressed in this phase.

In a future phase, the assistance of professional engineers who are certified safety professionals will be needed to ensure that unique structural and safety issues are addressed.

Contractor: In-House

Scope: \$100,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022

6. Gender Neutral Restroom Renovations

Funding has been secured to move forward with creation of a much-needed single person, gender neutral and ADA compliant restroom in the Student Union. A location adjacent to the third floor public restrooms has been identified, making plumbing connections relatively easy to accomplish. Design work is underway and work will be done by a contractor.

If funds permit, minor modifications will be undertaken to an existing small restroom on the fifth floor of Nunn Hall and to two existing small restrooms on the fourth floor of Steely Library, to create similar single person, gender neutral restrooms. Similar restrooms are available in Griffin, the Albright Health Center and HIC, and serve many on campus with need for a private restroom space.

Design: In-House

Contractor: TBD

Scope: \$75,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Spring 2022

7. Callahan Hall Renovations

Callahan Hall, a 150,792 GSF residence hall in the East Residential Village, was built in 1962 and renovated in 2008. Due to budget constraints, the 2008 renovation included minimal HVAC system upgrades.

Callahan Hall Renovations – Continued

This project includes replacement of the hot and cold water HVAC distribution piping and portions of the domestic hot and cold water distribution piping. The piping rises vertically through the building in mechanical closets and then extends horizontally above ceilings to each residential unit. This vertical and horizontal piping, original to the building, was in poor condition. Problems included clogs, rust pitting, weeping/leaks, poor insulation, etc.

This project also includes replacement of the hot water heaters; installation of a chemical water treatment system for HVAC piping; new LED lighting in all stairwells; and, minor chiller repairs.

The contract was awarded to Triton in March. Work is anticipated to be complete this fall.

Engineer: CMTA

Contractor: Triton

Scope: \$3,288,000

Fund Source: NKU Bonds – Supported by Housing Bond Revenue

Anticipated Completion: Fall 2021

8. Verst Supply Chain Hub

The College of Business received a donation from Verst Group Logistics to build a meeting and office space focusing on logistics, innovation and the world supply chain. A former classroom, BC 243, is being renovated to create the Verst Group Logistics Hub for Supply Chain and Logistics. The project includes a new storefront entry, three new offices, open meeting and touch-down space with new technology and furniture throughout. Construction began in early June. Completion was delayed due to door and storefront-framing supply chain delivery delays. Construction will be complete this month, and furniture and AV installation will follow.

Design: In-House

Contractor: HGC

Scope: \$170,000

Fund Source: Donor Funds, COB Funds

Anticipated Completion: Fall 2021

Verst Supply Chain Hub – Continued



BC 243 Renovation Underway, July 30, 2021

9. Mathematics-Education-Psychology Center Skylight Replacement

There is a large skylight in each wing of this 1980 academic building. Despite efforts to repair them, both skylights leak consistently. The project will replace the glass, sealants and caulking. The project has been awarded to Geiger. Work will be complete this fall.

Contractor: Geiger

Scope: \$200,000

Fund Source: Deferred Maintenance Projects Pool

Anticipated Completion: Fall 2021

Mathematics-Education-Psychology Center Skylight Replacement – Continued



One of two existing skylights that will be replaced.

10. Nunn Hall Air Handlers

The supply and return fans on floors one, two and five in Nunn Hall are original to the building and have out-lived their life expectancy. The repair cost for the obsolete parts is extremely high, with long delivery times. These fans supply tempered air to the building and help regulate temperature. In addition, the fans create balanced air pressure within the building, ensuring proper functioning of exterior doors. Installation will occur during holiday break 2021-2022. Fans on floors three and four were replaced in 2020.

Contractor: Daikin/Omnia

Scope: \$695,000

Fund Source: Deferred Maintenance Projects Pool

Anticipated Completion: January 2022

11. Utility Metering

Utility budget savings are being invested to replace broken or non-existent sub-meters for electric, water and natural gas in campus buildings. With functioning meters in place, energy consumption can be monitored more closely. Additionally, leaks and other issues can be detected more readily, saving the university on otherwise wasted energy costs. Sub-meters are also used to assess cross-charges to auxiliary entities, and properly functioning meters are needed for accurate data for this process.

EnergyCAP software has been purchased to assist in managing utility usage data and track building-level consumption trends. It will be in use beginning this fall. Several replacement meters have been secured and will be installed this fall.

Utility Metering – Continued

Contractor: TBD

Scope: \$60,000

Fund Source: Utility Budget Funds

Anticipated Completion: Fall 2021 for Software and Ongoing for Meters

12. Opportunity House

Opportunity House is an innovative initiative to develop postsecondary educational opportunities for foster care alumni as well as other vulnerable youth between the ages of 18-24. The university signed a lease with Brighton Properties to allow for conversion of the Brown Building next to Callahan Hall to the 16-occupant “Opportunity House”.

Brighton has secured all needed project funding, including a \$1,000,000 Community Development Block Grant.

The Brown Building is a two-level, 8,500 square foot building located west of Callahan Hall. Brighton will renovate the upper floor to create 15 single-occupant semi-suite rooms with private bath rooms and one, one-bedroom unit. The lower level will include a meeting room/classroom, a demonstration kitchen, laundry room, gathering and communal space, offices and storage. Brighton is responsible for all costs associated with renovation, maintenance and operation of this unique facility. Design and renovation will be coordinated by Brighton Center and construction is expected to begin in Fall 2021. A Fall 2022 occupancy is anticipated.

Architect: Hub+Weber Architects

Contractor: TBD

Scope: TBD

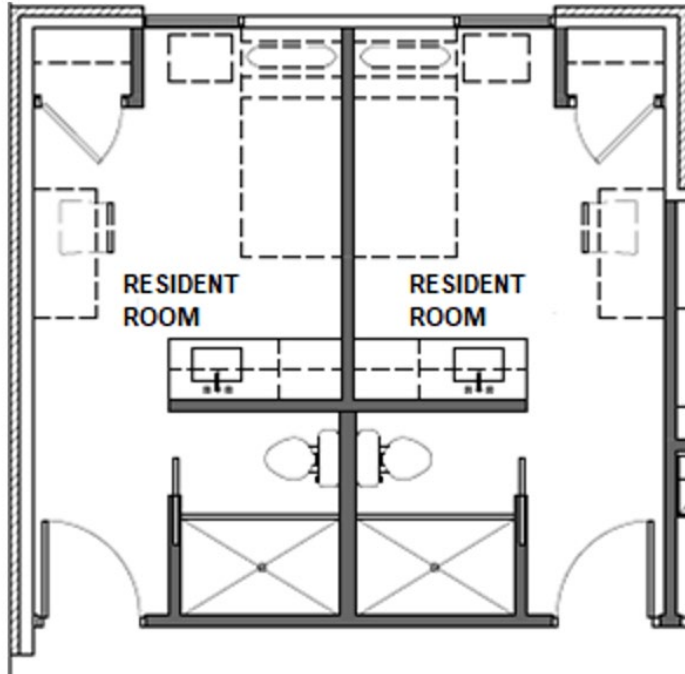
Fund Source: Brighton Properties

Anticipated Completion: Fall 2022



Rendering of Opportunity House, Facing Campus (Looking West)

Opportunity House - Continued



Opportunity House Semi-Suites

13. Replace Lake Pavers

The purpose of this project is to replace degraded, crumbling pavers on the walkway between the Fine Arts Center and Loch Norse to eliminate trip hazards. This project is in the planning stage.

Contractor: TBD

Scope: \$150,000

Fund Source: Deferred Maintenance

Anticipated Completion: TBD

14. Herrmann Science Center Plaza Replacement

Concrete pavers in the circular plaza outside the Science Center were in poor condition. The plaza was redesigned using stained concrete with paver accents. The design is based on a compass, with cardinal directions identified with a letter as shown in the graphic below. Construction began in April and is complete.

Landscape Architect: RossTarrant

Contractor: Haire Construction

Scope: \$150,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2021

Herrmann Science Center Plaza Replacement – Continued



Science Plaza's New Paving Design

15. Albright Health Center Condensate Tank Replacement

The Health Center's condensate tank and pumping system, original to this 1984 building, are overdue for replacement. The condensate tank captures the by-product of cooled steam, in the form of condensate, and sends it back to the boiler for re-use. The tank currently resides in a space below the mechanical room floor, because the heat exchanger sits on the floor. The goal is to replace and remove the condensate tank system from the sub-floor area by also raising the heat exchanger up, off the floor. The project also includes replacement and modernization of the pneumatic valve/actuators for the heat exchanger.

TP Mechanical is the contractor. Work began in August and will be complete by mid-October.

Engineer: CMTA

Contractor: TP Mechanical

Scope: \$142,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2021

16. Landrum Generator Replacement

Landrum's emergency generator is original to the building and in need of life cycle replacement. The generator provides critical back-up power in the event of a power outage. The generator will be delivered in November and installation, by Mayers Electric, will follow.

Engineer: Advantage Group (Structural Design)

Contractor: Mayers Electric

Scope: \$150,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: January 2022

17. Norse Hall Renovations Phase II

Norse Hall, constructed in 1992, includes a mix of two-bedroom apartments and efficiencies, housing 304 students. Norse Hall includes four connected buildings under one roof. Critical repairs and upgrades were necessary to provide an attractive living environment and extend the life of the building.

Repairs to Norse Hall's exterior balconies, steel stairs and railings were completed in summer 2020, in Phase I.

Phase II of the project includes installation of new fan coil (HVAC) units; two new boilers; replacement of failing shower pan liners; installation of new exterior doors and frames; repairs to the exterior insulation system (the façade), and application of a waterproof membrane on the balconies.

Exterior: Demolition of the breezeway façades was completed during the summer months. Hardie plank siding is being installed in its place, providing a more durable surface in these high traffic areas. Repairs to the exterior insulation system on other parts of the building is complete. New entry doors and frames to each apartment were installed in July. Hardie plank installation and painting of window frames and the building exterior will continue into the early part of the fall semester.

Interior: Demolition of shower units, new shower tile installation and fan coil unit installation is complete in one Norse Hall building. Replacement of the remaining Norse Hall showers and fan coil units in the other three Norse buildings will occur in summer 2022. Various Norse Hall apartments were partially or totally painted this summer, along with other minor improvements. Boiler demolition is complete, and installation of the new boilers will be complete this fall.

Finally, through negotiations with the contractor, an area of deteriorating pavers in the Norse Hall courtyard was replaced with concrete at no cost to the university.

Norse Hall Renovations Phase II - Continued

Engineer: THP (Structural Design) and Staggs & Fisher (MEP Engineers)

Contractor: Century Construction (Exterior) & Schrudde Zimmerman (Interior)

Scope: \$3,262,000

Fund Source: NKU Bonds – Supported by Housing Bond Revenue

Anticipated Completion: Fall 2022

18. University Police Renovation

Honors House, vacant since the move of the Honors College to Founders Hall in May 2018, is under renovation as the new location for University Police. University Police will have an accessible, secure and modern space outfitted with resilient systems to support delivery of routine and emergency safety services around-the-clock.

Work is being accomplished with a combination of in-house labor and various subcontractors retained for specialty aspects of the work. The upper level will house offices, a conference room, breakout spaces and a modern dispatch office featuring a dedicated IT server room. The lower level includes an armory, property storage and roll call room. The project includes renovation of several restrooms and replacement of interior finishes. Various critical support systems include a new generator, upgraded fiber and data network services, and upgrades related to University Police's responsibility to monitor campus safety 24/7.

Interior finish work is close to completion. Due to supply chain delivery issues, the emergency generator, essential for operation of the dispatch center, will arrive in October. Upon completion of its installation, which is expected to occur in October, University Police operations will move to the new location.

Design: RMF Engineering (Electrical Assessment), Advantage Group (Structural), Woolpert (Driveway and Parking Lot)

Contractors: In-House, SECO (Electrical), Century Construction, Mike Brown Construction LLC, Kiefer Heating and Air Conditioning

Scope: \$880,000

Fund Source: Net Position

Anticipated Completion: October 2021

University Police Renovation – Continued



Upper Level, Breakout Area, July 30, 2021



Upper Level, Chief's Office, July 30, 2021



Upper Level, Dispatch Office, July 30, 2021



Upper Level, Kitchen, July 30, 2021

19. Administrative Center Electrical Switchgear Replacement

Switchgear equipment distributes a building's incoming electric power to its internal electrical systems. The electrical high voltage switchgear in the Lucas Administrative Center is located inside the building, making replacement a challenge. The unit, original to the building, has reached the end of its useful life, and risk of failure is a significant concern. Failure would cause loss of power resulting in a building shutdown. Given the location of the campus data center in the Administrative Center, this is considered a critical project.

Bidding is underway. Due to confirmed supply chain delivery issues, the switchgear will not be available for installation during the 2021 holiday break as originally planned. It will be installed during holiday break 2022-2023.

Administrative Center Electrical Switchgear Replacement — Continued

Engineers: KLH

Contractor: TBD

Scope: \$382,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: January 2023

20. Student Union Food Service / Qdoba Renovation

The former “Travel Wagon” area of the Student Union food court was renovated to house Qdoba, a nationally-branded food concept. The decision to move forward with Qdoba was based on extensive student input and surveys, and is consistent with recommendations of the 2020 Campus Master Plan.

NKU’s Qdoba offers most of the restaurant chain’s typical menu offerings. In addition to Qdoba, the food court renovation includes other upgrades including an Asian station, a rotating student-led menu, mobile pick-up station, and fresh salad station. Chartwells, NKU’s food and beverage business partner, managed this renovation project and provided project funding as part of their contract with the university.

Architect: RossTarrant

Engineer: KLH Engineers

Contractor: JDL Warm Construction, LLC

Scope: \$950,000

Fund Source: Chartwells Capital Funding

Completion: August 2021

21. Woodcrest Demolition

The Board of Regents approved demolition of the three-building Woodcrest apartment complex in May 2021. Demolition bids were received on July 29th, and demolition preparations are underway. Innovation Demolition Services, from Lexington, KY was the low bidder.

The site was fenced prior to the start of the fall semester. The contractor is accessing the demolition site from Norse Boulevard. Work is estimated to be complete in the October/November timeframe. The cleared site will be graded and seeded.

Contractor: Innovative Demolition Services

Scope: \$300,000

Fund Source: Net Position

Completion: November 2021

22. 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, occupied in April 2020, was 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; 75-150 market rate apartments; parking; and, potentially some office space. 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 project received a State TIF (Tax Increment Financing) award of \$14.2M. State and local TIF funds will help with the cost of Phase II infrastructure development. 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 II Progress - South side of Nunn Drive:

- The university signed the Ground Lease with Fairmount in March 2021.
- Fairmount is finalizing project financing and continues to have discussions with potential retailers.
- Due to the economic climate, Fairmount is unable to obtain financing for the hotel and it will not be part of this phase.
- Fairmount's design team is working on development of schematic (concept) design for Phase II.
- Master Planning continues 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.

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 April 1, 2021 through June 30, 2021, for Fiscal Year 2020-21:

- During the April 1, 2021 through June 30, 2021 time period, **26** grants were awarded. The total amount of money awarded was **\$15,298,005.**
- For the fiscal year 2020-21, the cumulative total number of grants awarded is **72** totaling **\$32,132,649.**

NKU Office of Research, Grants and Contracts
Grants Awarded Funding: April 01, 2021 - June 30, 2021
FY 2020-2021

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Administration & Finance</i>					
Public Service	New	Administration & Finance	Governor's Emergency Education Relief Fund (GEER - COVID)- Additional Funds	Kentucky Council on Postsecondary Education	\$75,300
Institutional Support	Continuation	Administration & Finance	NKU CARES ACT Higher Ed Emerg Relief Fund (DOE HEERF) III 2021 - Institutional	U.S. Department of Education	\$11,400,319
<i>College of Arts & Sciences</i>					
Basic Research	Continuation	Biological Sciences	KY INBRE KBRIN Post-Doctoral Fellow Award - Year 2	University of Louisville Research Foundation - FFT	\$43,725
Basic Research	New	Biological Sciences	Biological Control of Invasive Native and Non-Native Plants	U.S. Forest Service	\$11,196
Applied Research	New	Biological Sciences	STEM Ambassadors Program II (STEMAP II)	University of Utah	\$1,600
Basic Research	Continuation	Biological Sciences	KY INBRE KBRIN Post-Doctoral Fellow Award - Year 3	University of Louisville Research Foundation - FFT	\$33,125
Basic Research	New	Chemistry	KY INBRE KBRIN Bridge - Identification of novel human tRNA modification Genes	University of Louisville Research Foundation - FFT	\$66,250
Basic Research	New	Chemistry	MRI: Acquisition of a High Resolution Mass Spectrometer, Liquid Chromatography System to Support Research and Teaching within the Sciences	National Science Foundation	\$335,114

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
Basic Research	New	Chemistry	KY INBRE KBRIN CURE: UROCC Year 2	University of Louisville Research Foundation - FFT	\$26,500
Instruction	New	Mathematics & Statistics	Mathematics Teaching Practices Modules (3-5) & (6-8)	Kentucky Department of Education	\$204,881
Basic Research	Continuation	Physics, Geology and Engineering Technology	Milky Way Mapper 2021	Astrophysical Research Consortium	\$17,488
Applied Research	New	Psychological Science	Autonomic Nervous System Functioning in Heavy Drinking Adolescents (R15)	National Institutes of Health	\$357,751
Basic Research	Continuation	Psychological Science	KY INBRE KBRIN Post-Doctoral Fellow Award - Year 3	University of Louisville Research Foundation - FFT	\$33,125
Basic Research	New	Psychological Science	2021 NIDA Summer Research Internship Program	National Institutes of Health	\$12,012
<i>College of Education</i>					
Student Financial Aid	New	Teacher Education	KDE Kentucky Traineeship in Special Education 21-22	Kentucky Department of Education - FFT	\$840,000
Student Support	New	Teacher Education	Supported Higher Education Partnerships at NKU: Student Supports	University of Kentucky	\$65,000
Instruction	Continuation	Teacher Education	Adolescent Literacy Project 2021-2022	Collaborative Center for Literacy Development	\$34,119
Instruction	New	Teacher Education	KY Reading Project CADRE 23 (2021-2022)	Collaborative Center for Literacy Development	\$45,000
<i>College of Health & Human Services</i>					
Student Financial Aid	New	Nursing	Nurse Faculty Loan Program 21-22	Health Resources and Services Administration	\$65,452
Student Financial Aid	Continuation	Nursing	Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program 21-22	Health Resources and Services Administration	\$23,314

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Enrollment & Degree Management</i>					
Student Support	New	Student Support Services	NKU Summer Academy: Kentucky CPE Summer Bridge Program Grant	Kentucky Council on Postsecondary Education	\$42,674
<i>Graduate Education, Research & Outreach</i>					
Public Service	Continuation	Kentucky Campus Compact	Kentucky College Coaches - KCC/KC3 2021-2022	KY Cabinet for Health & Family Services	\$804,210
Public Service	New	Kentucky Campus Compact	Anti-Racist Community Engagement Conference	Carol Ann and Ralph V. Haile, Jr. Foundation	\$1,850
Public Service	New	Scripps Howard Center for Civic Engagement	Arts Wave Catalyzing Impact March 2021	Artswave	\$7,000
<i>Health Innovation Center</i>					
Public Service	New	Institute for Health Innovation	GCF Summertime Kids 2021 - Elementary Health Book Club	Greater Cincinnati Foundation	\$1,000
Applied Research	New	Institute for Health Innovation	EDA Spring Challenge 2020- NKY Collaborative for Economic Engagement: Connecting Entrepreneurs to Knowledge, Data, Talent and Capital	Economic Development Administration	\$750,000
Total Number of Awards 04/01/2021 - 06/30/2021			26	Total Funds Awarded	\$15,298,005
<i>Total Number of Awards FY 2020-21</i>		<u>72</u>	<i>Total Funds Awarded FY 2020-2021</i>		<u>\$32,132,649</u>

FUNDRAISING RESOURCES REPORT

The following Fundraising Report summarizes fundraising resources committed from July 1, 2020 through July 31, 2021 totaling \$9,606,433 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 2021.

FY21 Fundraising Resources Through 6/30/2021	
Designation	FY 2021 at 6/30/2021
Academic Affairs/Univ. Designated	\$817,000
Athletics	\$1,750,720
Chase College of Law	\$648,987
College of Arts & Sciences	\$3,425,423
College of Education	\$148,719
College of Health and Human Services	\$628,020
College of Informatics	\$1,397,272
Haile US Bank College of Business	\$558,044
Honors College	\$9,635
Institute for Health Innov./Health Innov Ctr.	\$2,916
Steely Library	\$64,072
Student Affairs	\$155,626
Total	\$9,606,433

FUNDRAISING RESOURCES REPORT

The following Fundraising Report summarizes fundraising resources committed from July 1, 2021 through July 31, 2021 totaling \$757,464 in support of the university.

The report includes:

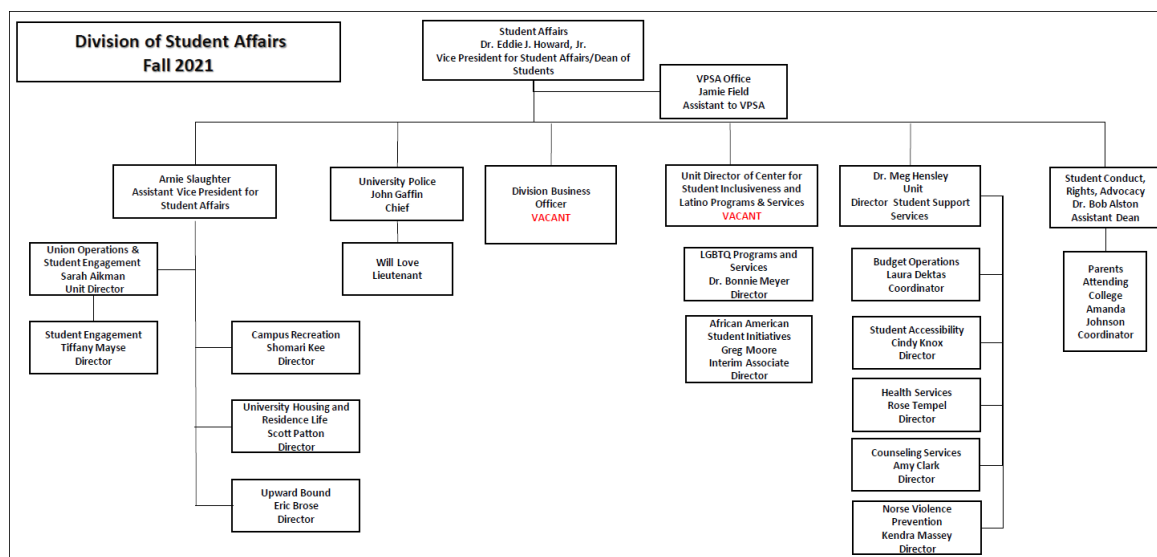
1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2022.

FY22 Fundraising Resources Through 7/31/2021	
Designation	FY 2022 at 7/31/2021
Academic Affairs/Univ. Designated	\$522,178
Athletics	\$8,154
Chase College of Law	\$15,093
College of Arts & Sciences	\$2,032
College of Education	\$34,772
College of Health and Human Services	\$1,124
College of Informatics	\$347
Haile US Bank College of Business	\$173,037
Honors College	\$100
Institute for Health Innov./Health Innov Ctr.	\$5
Steely Library	\$296
Student Affairs	\$326
Total	\$757,464

ORGANIZATIONAL CHANGES REPORT

DIVISION OF STUDENT AFFAIRS

1. Dr. Eddie Howard has assumed the role of Dean of Students. This shift resulted in a change in reporting for Student Conduct, Rights, and Advocacy, which is led by the Assistant Dean of Students, Dr. Bob Alston. This office now reports directly to Dr. Howard.
2. The other major change in Student Affairs was the restructuring of the Center for Student Inclusiveness. This office will be led by a Unit Director who will also act as the Director for one of the three offices within the Center. This position is currently in the search process.
 - a. The Center is now be comprised of three offices: African American Student Initiatives, Latino Student Initiatives, and LGBTQA+ Student Initiatives. Two of these offices have also been renamed from “Programs and Services” to “Student Initiatives.” This renaming provides a more cohesive and collaborative feel to the offices in the Center who specialize in serving the NKU URM populations.
 - b. The Office of Parents Attending College (PAC) moved out of the Center for Student Inclusiveness and now reports to Dr. Alston.
 - c. Four of the offices that were formerly part of the Center for Student Inclusiveness were regrouped and placed under the new Unit Director of Student Support Services, Dr. Meg Hensley. Student Support Services is now comprised of: Counseling Services, Health Services, Norse Violence Prevention, and the Office of Student Accessibility.
 - d. The final office that moved from the Center for Student Inclusiveness, Upward Bound, now reports directly to the Assistant Vice President for Student Affairs, Arnie Slaughter.



3. Early Childhood Operations Organization Unit was delimited because operations were outsourced as of August 2018.
4. “Disability Programs and Services” was renamed “Accessibility Services” to align with best practices in naming. The unit’s purpose, scope, and activities will not change.

RECOMMENDATION:

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

ADMINISTRATIVE APPOINTMENTS

Brianna Marshall, associate professor and senior associate dean in the W. Frank Steely Library, effective June 1, 2021.

Eileen Shanahan, professor and chair, Department of Teacher Preparation and Educational Studies, College of Education, effective August 1, 2021.

Mini Vita Follows

FACULTY APPOINTMENTS:

Nancy Bellucci, assistant professor in the School of Nursing, College of Health and Human Services, effective August 16, 2021.

Amanda Brockman, assistant professor in Sociology, in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences effective August 16, 2021.

Dayna DeFilippis, lecturer in Dance, in the School of the Arts, College of Arts and Sciences, effective August 16, 2021.

Hailley Fargo, assistant professor in the W. Frank Steely Library, effective August 9, 2021.

Carrie Hipple, lecturer in the School of Allied Health, College of Health and Human Services, effective August 16, 2021.

Danielle J. Lewis, visiting professor in the Chase College of Law, effective August 9, 2021.

Mahya Rahimian Mashhadi, lecturer in Psychology, in the Department of Psychological Science, College of Arts and Sciences effective August 16, 2021.

Sharif Mazumder, assistant professor in the Department of Economics & Finance, College of Business, effective August 16, 2021.

Nile DeGray Patterson, assistant professor in Sociology, in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences effective August 16, 2021.

Subhomita Ghosh Roy, lecturer in Anatomy and Physiology, in the Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2021.

Anne Marie Sahingoz, assistant professor in the School of Nursing, College of Health and Human Services, effective August 16, 2021.

Christian Sheehy, assistant professor in the W. Frank Steely Library, effective August 2, 2021

Leslie Silbernagel, STEM Outreach Director and lecturer in CINSAM, College of Arts and Sciences, effective August 2, 2021.

Rachel Thornton, lecturer in Physics, in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 16, 2021.

Mini Vitas Follow

TRANSITIONS:

James Allen, from associate professor to associate professor and chair in the Department of Educational Leadership and Advanced Studies, College of Education, effective July 1, 2021.

Amy Bacevich, from lecturer to lecturer II in the Department of Teacher Preparation and Educational Studies, effective August 16, 2021.

Ginger Blackwell, from clinical associate professor to interim associate dean in the College of Education, effective July 16, 2021.

Christopher Brewer, director of innovation and technology and lecturer in Informatics+, College of Informatics, effective July 1, 2021.

Sharmanthie Fernando, from professor and chair to professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 1, 2021.

Yaw Frimpong-Mansoh, from professor and acting chair to professor and interim chair in the Department of Sociology, Anthropology, and Philosophy, College of Arts and Sciences, effective July 1, 2021

Douglas Hume from professor and chair to professor in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences, effective July 1, 2021.

Brian Kasson, from lecturer to clinical associate professor in the School of Nursing, College of Health and Human Services, effective July 01, 2021.

Allison Ash Nieman, assistant professor in the Department of Communication, College of Informatics, effective August 16, 2021.

Yangyang Tao, assistant professor in the Department of Computer Science College of Informatics, effective August 16, 2021.

James Taylor, from lecturer to lecturer II in the School of Social Work, College of Health and Human Services, effective August 09, 2021.

David Wilkerson, from lecturer II to senior lecturer in the School of Social Work, College of Health and Human Services, effective August 09, 2021

Matthew Zacate, from professor to professor and chair in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 1, 2021

Mini Vitas Follow

DEPARTURES:

Ella Bowling, STEM Outreach Director, in CINSAM, College of Arts and Sciences, effective May 7, 2021.

Amanda Brown, assistant professor and social work graduate program director in the School of Social Work, College of Health and Human Services, effective July 31, 2021.

Erin Gardlik, lecturer in the School of Nursing, College of Health and Human Services, effective May 31, 2021.

Joy Melvin, lecturer in the School of Nursing, College of Health and Human Services, effective June 28, 2021.

Kathy Noyes, assistant professor in the School of Nursing, College of Health and Human Services, effective April 05, 2021.

PART-TIME TENURED:

Aimee Krug, associate professor of mathematics in the Department of Mathematics and Statistics, College of Arts and Sciences, beginning Fall 2021 and ending at the conclusion of Spring 2022.

Mini Vitas Follow

PHASED RETIREMENT:

Dr. Karen Mutsch, associate professor in the Department of Nursing in the College of Health Professions, beginning spring semester 2019 and terminating at the end of fall semester 2019.

Mini Vita Follows

RETIREMENTS:

Perry Bratcher, professor in the W. Frank Steely Library, effective Jun 30, 2021.

Steven Crites, associate professor and associate dean in the College of Education, effective July 16, 2021.

Scot Cunningham, senior lecturer in the Department of Computer Science, College of Informatics, effective June 1, 2021.

Allen Ellis, professor in the W. Frank Steely Library, effective June 30, 2021

Carrie McCoy, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021.

Karen Leek, senior lecturer in the School of Allied Health, College of Health and Human Services, effective June 30, 2021.

Mini Vitas Follow

EMERITUS STATUS:

Steven Finke, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Lisa Jameson, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Carrie McCoy, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021.

Mini Vitas Follow

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

Biological Sciences	Steven Castellano	Academic Year
	Taylor Roberge	Academic Year
CINSAM	Reuben Bullard	Academic Year
English	Kristi Brock	Academic Year
	Lindsey Caldwell-Thomas	Academic Year
	Megan Henson	Academic Year
	Natalie Williams	Academic Year
History and Geography	Joseph Lombardi	Academic Year
	Kathleen Quinn	Academic Year
Integrative Studies	Steven Watkins	Academic Year
Mathematics and Statistics	Chrystal Brinkman	Academic Year
	David Evans	Academic Year
	Barbara Phillips	Academic Year
	Laura Urbanski	Academic Year
Music	Joy Burdette	Academic Year
	Louis Setzer	Academic Year
	Ashley Shepherd	Academic Year
	Richard Van Dyke	Academic Year
	Cara Leanne Wood	Academic Year
	John Zappa	Academic Year

Physics, Geology, and Engineering Technology	Rachel Bosch	Academic Year
	Mohamed Hamada	Academic Year
	Roy Hobbie	Academic Year
	Marian Ihlenfeldt	Academic Year
	Bogdan Mircea Leu	Academic Year
	Roger Miller	Academic Year
	Yong Xue	Academic Year

Political Science, Criminal Justice, and Organizational Leadership	Jason Farkas	Academic Year
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Sociology, Anthropology, and Philosophy	Gary Blahnik	Academic Year
	Robert Greenleaf Brice	Academic Year
	Nicole Grant	Academic Year
	Denise Knisely	Academic Year
	Michael Simonton	Academic Year
	Kristina Vise	Academic Year

Theatre and Dance	Tao Wang	Academic Year
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Visual Arts	Matt Overwine	Academic Year
	Earl Plowman	Academic Year
	Julia Sebastian	Academic Year

World Languages and Literatures	Sandra Bazzani-Aronne	Academic Year
	Iliana Rosales Figueroa	Academic Year

College of Education

Educational Leadership and Advanced Studies	Erin Elfers	Academic Year
	Melissa Hess	Academic Year

College of Health and Human Services

School of Allied Health	April Bertoli	Academic Year
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School of Kinesiology, Counseling, and Rehabilitative Services	Keith Collins	Academic Year
	Rhyanne McDade	Academic Year
	Ashley Nicole Brooks–De La Torre	Academic Year

School of Nursing	Jennifer Hunter	Academic Year
	Amber Thomas	Academic Year
	Anita Phillips	Academic Year
	Lynn Brown	Academic Year

School of Social Work	Nicholas Bliven	Fiscal Year
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CHHS Advising Center	Jasmine Riddlespriger	Fiscal Year
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College of Informatics

Business Informatics	Anthony Burk	Academic Year
	Bradley Metzger	Academic Year
Communication	David R. Brandt	Academic Year
	Michelle Crowley	Academic Year
	Aaron Zlatkin	Academic Year
Computer Science	John Musgrave	Academic Year
	Md Shohel Rana	Academic Year
	Brian Sauer	Academic Year

Haile/US Bank College of Business

Accounting & Business Law	Danna Abu-Rashed	Academic Year
	Alfred Greenfield	Academic Year
	James Human	Academic Year
Marketing, Sports Business & Construction Management	Kimberly Roush	Academic Year
Management	Joan Adkins	Academic Year
	David Harrison	Academic Year
	Louis Manchise	Academic Year
	Zachary Strobl	Academic Year
	Jeffrey Varrone	Academic Year
Mini Vitas Follow		

MINI VITA

Name: Ms. Danna Mohammad Abu-Rashed

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Accountancy, 2012, Northern Kentucky University
B.S. in Biology, 2007, University of Cincinnati
B.A. in Chemistry, 2007, University of Cincinnati

Experience: 2021 - present, Lecturer, Northern Kentucky University
2018 – 2021, Adjunct, Northern Kentucky University
2015 – 2020, Assistant Professor, Mount St. Joseph University
2014 – 2015, Tax Research & Resolution Specialist, Paycor Inc.
2010 – 2014, Staff Accountant, Total Accounting Help Association
2009, Microbiologist, Advanced Testing Laboratories
2005 – 2008, Pharmacy Technician, Good Samaritan Hospital
2005, Pharmacy Technician, Kroger

MINI VITA

Name: Dr. Joan Adkins

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Management, 2015, Colorado Technical University

M.B.A., 2008, Colorado Technical University

B.A. in Applied Management, 2007, Franklin University

A.A. in Administrative Assistant, 2005, Nicolet Area Technical College

Experience: 2021 - present, Lecturer, Northern Kentucky University

2018 – present, Academic Coach & Coordinator, Instructional Connections

2012 – present, Freelance Consulting Practitioner

2010 – present, Part-Time Professor, Colorado Technical University

2020 – 2021, Adjunct, Northern Kentucky University

2010 – 2021, Part-Time Professor, North Central Technical College

2011 – 2012, HR Coordinator/Inventory Management, Harley Davidson

2009 – 2015, Adjunct, Nicolet College

2006 – 2010, Underwriter Technician, Church Mutual Insurance Company

2005, Claims Entry, Wisconsin Physician Insurance

2000 – 2003, Deli Team Leader Management, Trigs Deli

MINI VITA

Name: James Allen

Title: Associate Professor and Chair

Education: Ph.D. in Urban Education Leadership, 2003, University of Cincinnati

M.Ed. in Educational Administration, 1994, University of Cincinnati

B.S. in Elementary Education, 1991, University of Cincinnati

Experience: 2020-2021, Associate Professor, Northern Kentucky University

2019-2020, Interim Dean and Associate Professor, Northern Kentucky University

2018-2019, Associate Professor and Interim Assistant Co-Chair, Northern Kentucky University

2010-2018, Associate Professor, Northern Kentucky University

2008-2010, Associate Professor and Assistant Dean, Antioch University

2007-2008, Assistant Professor and Coordinator, Northern Kentucky University

2004-2007, Chair, Educational Leadership/Ohio Principal Licensure Programs, Antioch University

2003-2007, Assistant Professor, Antioch University

MINI VITA

Name: Sandra Bazzani Aronne

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Teaching Spanish as a Foreign Language, 2008, Fundación Universitaria Iberoamericana (FUNIBER), Universidad de León, Spain

B.A. in Venezuelan Legal Studies, 2001, Universidad Católica Andrés Bello, Caracas, Venezuela

Experience: 2016-present, Lecturer, Northern Kentucky University

2015-2016, Adjunct Instructor, Northern Kentucky University

2012-present, Freelance Spanish Teacher, Procter and Gamble

2012-2016, Adjunct Instructor of Spanish, University of Cincinnati, Blue Ash

2009-2016, Adjunct Instructor of Spanish, Xavier University

2009-2010, Spanish Instructor, Berlitz Language Center

2003-2007, Spanish Teacher, Loyalist College, Belleville, ON, Canada

2003-2007, Freelance Spanish Teacher, Belleville, ON, Canada

MINI VITA

Name: Amy Bacevich

Title: Lecturer II

Education: Ph.D. in Teaching and Teacher Education, 2010, University of Michigan

M.Ed. in Education Policy, 2001, University of Virginia

B.A. in Elementary Education, 1997, St. Mary's College

Experience: 2015-present, Lecturer, Northern Kentucky University

2010-2012, Adjunct Assistant Professor, Baldwin Wallace College

2004-2008, Graduate Student Instructor and Research Assistant, University of Michigan

2002-2004, Research Associate, American Institutes for Research

1997-2002, Teacher, Walpole Public Schools, Loudoun County Public Schools, and Prince George's County Public Schools

MINI VITA

Name: Nancy Bellucci

Title: Assistant Professor

Education: Ph.D. in Nursing Education, 2016, Capella University

M.S. in Nursing, 2013, University of Maryland Global Campus

B.S. in Nursing, 2010, Thomas Edison State College

Experience: 2021-present, Assistant Professor, Northern Kentucky University

2018-2021, Associate Professor, University of Maryland Global Campus

2016-2020, RN-BSN Program Leadership and Online Instructor, Galen College of Nursing

2015-2019, Adjunct Instructor, Grand Canyon University

2015-2018, Adjunct Evaluator/Manager, Western Governors University

2013-2016, Consultant, Planetree Organization

2011-2013, Manager of Clinical Development, Shore Medical Center

2007-2011, Perioperative Registered Nurse, AtlantiCare Regional Medical Center

2006-2007, Medical-Surgical Registered Nurse, AtlantiCare Regional Medical Center

MINI VITA

Name: April Bertoli

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Organizational Leadership, 2021, Colorado Christian University

B.S. in Health Science, 2011, Northern Kentucky University

Experience: 2021-present, Lecturer, Northern Kentucky University

2019-2021, Clinical Faculty, Northern Kentucky University

2005-2021, Radiology Supervisor, St. Elizabeth Healthcare

MINI VITA

Name: Kristina Bielewicz

Title: Lecturer (non-tenure-track, temporary)

Education: M.S., Immunobiology, 2014, University of Cincinnati
B.S., Natural Sciences, 2000, University of Cincinnati
A.A.S., Biochemistry, 1997, University of Cincinnati

Experience: 2015-present, Adjunct Professor of Biology, Clermont College, University of Cincinnati

2013-2020, Freelance Medical Science Writer and Editor, *The American Academy of Allergy, Asthma and Immunology: the Journal of Allergy and Clinical Immunology*

2008-2015, Principal Research Assistant-Compliance Officer, Departments of Neurology and Neurosurgery, University of Cincinnati

2007-2008, Senior Research Assistant, UC Cancer Programs, University of Cincinnati

2004-2007, Research Assistant, Department of Neurosurgery, University of Cincinnati

2003-2004, Principal Research Assistant, Department of Cancer and Cell Biology, University of Cincinnati

2002-2003, Staff Research Associate, Elan Pharmaceuticals

2000-2002, Research Associate, Gladstone Institute of Neurological Disease

MINI VITA

Name: Ginger Blackwell

Title: Clinical Associate Professor and Interim Associate Dean

Education: Ed.D. in Educational Leadership, 2017, Northern Kentucky University

Professional Certificate for School Superintendent, 2007, University of Kentucky

Professional Certificate for Secondary School Principal, 2003, Eastern Kentucky University

Rank I in Instructional Leadership, 2001, Eastern Kentucky University

M.A. in Secondary Education, 1996, Northern Kentucky University

B.A. in English Education, 1990, Eastern Kentucky University

Experience: 2019-present, Director of Educational Placements and Internships and Clinical Associate Professor, Northern Kentucky University

2018-2019, Director of Educational Placements and Internships, Lecturer II, and Interim Assistant Chair, Northern Kentucky University

2017 – 2018, Director of Educational Placements and Internships, Lecturer II, Northern Kentucky University

2012-2017, Assistant Superintendent, Fort Thomas Schools

2013-present, Adjunct Faculty, Northern Kentucky University

2013-2017, Teacher, Highlands High School

2007-2012, Principal, Beechwood High School

2004-2007, Principal, Campbell County High School

2003-2004, Assistant Principal, Campbell County High School

2001-2003, Library Media Specialist, Erlanger-Elsmere Independent Schools

1998-2001, Teacher, Estill County Middle School

1997-1998, Teacher, Montgomery County High School

1996-1997, Library Media Specialist, Grant County Middle School

MINI VITA

Name: Gary Blahnik

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Humanities, 1989, Union Institute and University

M. Ed. in Counseling, 2004, Xavier University

M.A. in Philosophy, 2007 University of Cincinnati

M.A. in English, 2006 Xavier University

B.A. in Linguistics and Religion, 1975, California State University System

Experience: 1996 – present, Lecturer, Northern Kentucky University

1994 –2016, Adjunct Professor, Xavier University

1991 – 2016, Adjunct Professor, Union Institute and University

MINI VITA

Name: Nicholas Bliven

Title: Lecturer/FuelNKU Program Coordinator (non-tenure-track, temporary)

Education: B. A., Communication Studies and Organizational Leadership, 2017, Northern Kentucky University

Experience: 2021–present, Lecturer/FuelNKU Program Coordinator, Northern Kentucky University

2020-2021, Communications Coordinator, KY Campus Compact

2020-2021, Outreach & Engagement Coordinator, FuelNKU, Northern Kentucky University

2017-2019, NKU Student Engagement, Volunteer Coordinator, AmeriCorps VISTA, Northern Kentucky University

2014-2017, Norse Leadership Society, Northern Kentucky University Student Organization Fall Retreat Chair/Member, Northern Kentucky University

MINI VITA

Name: Rachel Bosch

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Geology, 2021, University of Cincinnati

M.S. in Geosciences, 2015, Penn State

B.A. in Physics, 1996, Wesleyan University

Experience: 2017-present, Graduate Assistant, University of Cincinnati

2017-2017, Camp Innovation Instructor, Northern Kentucky University

2015-2016, EKG Telemetry Technician, St. Joseph Mercy Hospital

2014-2017, Freelance Science Copyeditor

2001-2003, Emergency Medical Technician – Paramedic, Marion County
Rescue Squad and Monongalia Emergency Medical Services

2000-2001, EKG Telemetry Technician, Monongalia General Hospital

1999-2000, Park Naturalist, Tygart Lake State Park

1999-1999, Emergency Medical Technician, Philipsburg Emergency Medical
Services

1997-1998, Cave Guide, Mammoth Cave National Park

1996-2000, Graduate Researcher, The Pennsylvania State University

1996-1996, Park Ranger, Wind Cave National Park

MINI VITA

Name: David Brandt

Title: Visiting Professor (non-tenure-track, temporary)

Education: Ph.D. in Communication, 1980, Michigan State University
M.A. in Communication, 1975, Indiana University
B.A. in Communication, 1974, Purdue University

Experience: 2018-present, Visiting Assistant Professor of Practice of Communication, Northern Kentucky University

2016-2018, Adjunct Professor of Communication, Northern Kentucky University

2015-2018, Founder and Principal, Voice Crafter

2012-2015, Senior Vice President, Maritz Research

2004-2012, Vice President, Maritz Research

1998-2004, Senior Vice President, Burke, Inc.

1988-1998, Vice President, Burke, Inc.

1985-1988, Director, Marketing Sciences, Walker Information

1984, Adjunct Instructor, University of Texas at Dallas

1982-1985, Associate Research Director, Tracy-Locke/BBDO Advertising

1979-1982, Assistant Professor of Communication, University of North Texas

1978-1979, Assistant Professor of Language, Literature, and Communication, Rensselaer Polytechnic Institute

1975-1978, Graduate Teaching Assistant, Michigan State University

1974-1975, Graduate Teaching Assistant, Indiana University

MINI VITA

Name: Perry Bratcher

Title: Professor

Education: M.B.A., 2002, Northern Kentucky University

M.S.L.S. in Library and Information Science, 1983, University of Kentucky

B.A. in Music Education, 1980, University of Kentucky

Experience: 2009 – present, Professor of Library Services, Northern Kentucky University

1989-2008, Associate Professor of Library Services, Northern Kentucky University

1983-1989, Assistant Professor of Library Services, Northern Kentucky University

1981-1983, Cataloging, M.I. King Library, University of Kentucky

MINI VITA

Name: Christopher Brewer

Title: Director of Innovation and Technology and Lecturer

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: 2020-2021, Project Innovation Coordinator, Northern Kentucky University
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: Robert Greenleaf Brice

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Philosophy, 2004, Michigan State University

M.A. in Philosophy, 1997, West Chester University of Pennsylvania

B.A. in Philosophy, 1994, University of Houston

Experience: 2016-present, Lecturer, Northern Kentucky University

2010-2016, Assistant Professor, Loyola University New Orleans

2008-2010, Visiting Professor, Loyola University New Orleans

2007-2008, Visiting Professor, Marlboro College

2003-2007, Adjunct Professor, Elmhurst College

MINI VITA

Name: Chrystal Brinkman

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Mathematics, 2005, Miami University, Concentrations: Sequences in Algebra, Real Analysis, and Topology

B.S. in Mathematics and Secondary Math Education, 2003, Pikeville College,

Experience: 2008–Present, Lecturer, Northern Kentucky University

2009-2011, GRE and GMAT Test Prep Instructor NKU Community Connections

2007–2008, High School Mathematics Teacher, Powell County High School, Stanton, KY

2005–2007, High School Mathematics Teacher, George Rogers Clark High School, Winchester, KY

2003–2005 Teaching Assistant Miami University, Oxford, OH

2000–2003 Peer Tutor Pikeville College, Pikeville, KY

MINI VITA

Name: Kristi Brock

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in English (Professional Writing), 2001, University of Cincinnati

B.A. in Journalism, 1988, Northern Kentucky University

Experience: 2001-Present, Lecturer, Northern Kentucky University

1999-2001, Academic Tutor, University of Cincinnati

1990-2001, Freelance Writer, *Cincinnati Enquirer/Kentucky Post/
Cincinnati Business Courier*

MINI VITA

Name: Amanda Jean Brockman

Title: Assistant Professor

Education: Ph.D. in Sociology, expected 2021, Vanderbilt University

M.A. in Sociology, 2017, Vanderbilt University

B.A. in Spanish, 2009, Indiana University at Bloomington

Experience: 2021, Instructor and Facilitator, Practicum in College Teaching, Vanderbilt University Center for Teaching

2020-2021, Instructor and Facilitator, Vanderbilt University Center for Teaching

2020, Instructor of Record and Graduate Teaching Fellow, Vanderbilt University

MINI VITA

Name: Ashley Nicole Brooks-De La Torre

Title: Lecturer (non-tenure-track, temporary)

Education: Ed.D. in Counselor Education & Supervision, 2016, Eastern Kentucky University

M.A. in Mental Health Counseling, 2011, Eastern Kentucky University

B.S. in Psychology, 2008, Eastern Kentucky University

Experience: 2020-present, Lecturer, Northern Kentucky University

2015-2020, Adjunct Faculty Instructor, Eastern Kentucky University

2016-2020, Team Leader Regional Children's Services, NorthKey Community Care

2014-2016, Clinical Coordinator of Outpatient Services, Addiction Recovery Care

2012-2014, Residential Primary Therapist/Domestic Violence Coordinator, Chrysalis House, Inc.

2010-2011, Domestic Violence Coordinator/Residential Therapist Intern, Chrysalis House, Inc.

MINI VITA

Name: Lynn Brown

Title: Lecturer (non-tenure-track, temporary)

Education: B.S. in Nursing, 2011, Northern Kentucky University

B.A. in English, 1988, College of William and Mary

Experience: 2019-present, Lecturer, Northern Kentucky University

2012-present, Staff Nurse, Nurse Advocacy Center for the Underserved

2012-2018, Staff Nurse, University of Cincinnati Hospital and Medical Center

MINI VITA

Name: Reuben (Rick) G. Bullard, Jr.

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. (A.B.D.) in Geology, University of Cincinnati

M.S. in Geology, 2001, University of Cincinnati

M.A. in Near Eastern Archaeology, 1996, Cincinnati Christian University

B.A. in Near Eastern Archaeology and Biblical Studies, 1982, Cincinnati Christian University

Experience: 2013-Present, Lecturer and Course Coordinator, CINSAM, Northern Kentucky University

2000-2013, Lecturer, Geology, Northern Kentucky University

2012-2019, Lecturer (part time), Geology, Ancient History, Cincinnati Christian University

2007-2012, Assistant Professor, Geology, Ancient History, Cincinnati Christian University

2002-2006, Lecturer, Geology, Cincinnati Christian University

1986-2004, Lab Instructor, Geology, University of Cincinnati

1986-1994, Instructor, Photography, Cincinnati Christian University

MINI VITA

Name: Anthony Burk

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Computer Information Technology, 2013, Northern Kentucky University

B.A. in Accounting & Psychology (Double Major), 1979, Georgetown College

Experience: 2014-present, Lecturer of Business Informatics, Northern Kentucky University

2012-2014, Adjunct Professor of Media Informatics, Northern Kentucky University

2011-2012, Instructor of Psychology, University of Michigan

2011-2013, Graphic Designer in the Center for Applied Informatics, Northern Kentucky University

MINI VITA

Name: Joy L. Burdette

Title: Lecturer (non-tenure-track, temporary)

Education: D.M.A. in Vocal Performance and Pedagogy, 2013, University of Cincinnati College-Conservatory of Music

M.M. in Vocal Performance, 1997, University of Louisville

B.M.E. in Voice and Horn, 1992, Cumberland College

Experience: 1999-Present, Lecturer, School of the Arts, Northern Kentucky University

2015-2017, Instructor of Voice, Department of Theatre, Xavier University

1998-2001, Teaching Assistant, University of Cincinnati College-Conservatory of Music

MINI VITA

Name: Amber Carter

Title: Outreach Specialist

Education: BA in Elementary Education, 2007, Northern Kentucky University

MA in Special Education, 2016, University of the Cumberlands

Experience: 2007-2016, Elementary School Teacher, Stephens Elementary School

2012-2016, Summer Camp Instructor and Next Generation STEM Classroom
Consultant, Center for Integrative Natural Science and Mathematics
(CINSAM)

2016-present, Outreach Specialist for CINSAM

MINI VITA

Name: Steven Castellano

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Botany/Ecology Certification, 2008, Miami University

B.S. in Biological Science, 2006, Northern Kentucky University

Experience: 2015-Present, Lecturer, Biological Sciences, Northern Kentucky University

2013-2014, Adjunct Instructor, Biology, Miami University

2006-2011, Graduate Assistant TA/RA, Botany, Miami University

MINI VITA

Name: Keith Collins

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Clinical Exercise Physiology, 2004, Indiana University

B.S. in Kinesiology, 2002, Indiana University

B.A. in Psychology, 2002, Indiana University

Experience: 2019-present, Lecturer, Northern Kentucky University

2014- 2019, Part-time Lecturer, Northern Kentucky University

2011- Present, Director, Epoch Wellness LLC

2011-2012, Adjunct Instructor, Daymar College

2010, Exercise Physiologist, St. Elizabeth Healthcare

2010, Health Coach, St. Elizabeth Healthcare

2005-2010, Exercise Physiologist, St. Elizabeth Healthcare

2005, Health and Fitness Specialist, TriHealth

MINI VITA

Name: Steven Crites

Title: Associate Professor and Associate Dean

Education: Ph.D. in Special Education, 2001, Auburn University

M.Ed. in Special Education, 1997, University of New Orleans

B.A. in English, 1981, Manchester College

Experience: 2019-2021, Associate Professor and Associate Dean, Northern Kentucky University

2018-2019, Associate Professor, Interim Associate Dean, and Interim Co-Chair, Northern Kentucky University

2011-present, Associate Professor, Northern Kentucky University

2007-2011, Assistant Professor, Northern Kentucky University

2004-2007, Assistant Professor, Indiana University Purdue University

2001-2004, Assistant Professor, Rowan University

1998-2001, Graduate Teaching Assistant, Auburn University

1994-1998, Teacher, St. Bernard Parish Schools

1993-1994, Teacher, Jefferson Parish Schools

MINI VITA

Name: Michelle Crowley

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Communication, 2012, University of Cincinnati

B.A. in Theatre/Communication, 2010, Thomas More College

Experience: 2016-present, Lecturer of Communication, Northern Kentucky University

2013-2016, Adjunct Professor of Communication, Cincinnati State and Technical College

2012-2016, Adjunct Professor of Communication, Northern Kentucky University

2012-2016, Adjunct Professor of Communication, University of Cincinnati Clermont Campus

2011-2012, Assistant Individual Events Forensics Coach, University of Cincinnati

2011-2012, Graduate Teaching Assistant of Public Speaking, University of Cincinnati

MINI VITA

Name: Scot Cunningham

Title: Senior Lecturer

Education: M.S. in Computer Science, 2007, Northern Kentucky University

B.S. in Computer Science, 1983, Ball State University

Experience: 2009-present, Lecturer, Northern Kentucky University

2008-2009, Adjunct Instructor, Northern Kentucky University

2008-2009, Technical Manager, Citigroup

1995-2008, Senior Manager/Architect, Convergys Corporation

2003, Adjunct Instructor, College of Mount St. Joseph

1998, Independent Consultant, Computer Sciences Corporation

1993-1995, Technical Consultant, Computer Sciences Corporation

1984-1993, Systems Analyst, Cincinnati Bell Information Systems

1983-1984, Chair, Indiana Vocational Technical College

MINI VITA

Name: Dayna DeFilippis

Title: Lecturer (non-tenure-track, temporary)

Education: M.F.A. in Dance, 2013, University of Arizona

B.F.A. in Dance, 2013, University of Iowa

Experience: 2018-2020, Adjunct, Truckee Meadows Community College

2014-2016, Adjunct, University of Nebraska

2011-2013, Adjunct, University of Arizona

MINI VITA

Name: Mr. Allen Ellis

Title: Professor

Education: M.L.S. in Library Science, 1984, Indiana University

B.A. in Motion Pictures, 1978, Wright State University

A.A. in General Studies, 1980, Sinclair College

Experience: 2000-present, Professor of Library Services, W. Frank Steely Library, Northern Kentucky University

1991-2000, Associate Professor of Library Services, W. Frank Steely Library, Northern Kentucky University

1985-1991, Assistant Professor of Library Services, W. Frank Steely Library, Northern Kentucky University

MINI VITA

Name: David Evans

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Biostatistics, 2019, University of Cincinnati

B.A. in Mathematical Sciences, 2007, University of Cincinnati

Experience: 2019-Present, Lecturer, Statistics, Northern Kentucky University

2019, Financial Aid Advisor, Cincinnati State University

2017-2018, Academic Coach, Cincinnati State Technical and Community College

2012-2013, Credit Recover Advisement/Math Instructor, Cincinnati State Technical and Community College

2008-2011, Supplemental Math Tutor Program, Cincinnati State Technical & Community College

2008- Present, Adjunct Instructor, Cincinnati State Technical and Community College

MINI VITA

Name: Hailley Fargo

Title: Assistant Professor and Head of Library Education and Outreach Services

Education: M.L.I.S., 2016, University of Illinois at Urbana-Champaign

B.A. in English, 2014, Coe College

Experience: 2017-2021, Assistant Professor and Student Engagement Coordinator, Pennsylvania State University

2016-2017, Evening Reference and Instruction Librarian, Pennsylvania State University

2015-2016, Technology Mentor, Urbana Neighborhood Connections Center

2015-2016, Field Agent and Communication Team Member, Digital Innovation Leadership Program Grant, University of Illinois

2015-2016, Residence Hall Library Supervisor, University of Illinois

2014-2015, Community Ambassador, Illinois Department of Commerce and Economic Opportunity

2013-2013, Community Outreach Intern, New York Public Library

MINI VITA

Name: Jason S. Farkas

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Leadership Development, 2016, Wright State University

B.A. in Psychology, 2014, Wright State University

Experience: 2017 - present, Lecturer, Northern Kentucky University

2014 - present, Adjunct Instructor & Research Assistant, Wright State University

2003 - 2013, General Manager, Guitar Center, Inc.

MINI VITA

Name: Sharmanthie M. Fernando

Title: Professor and Chair

Education: Ph.D. in Theoretical Physics, 1999, University of Cincinnati

M.S. in Mathematics, 1997, University of Cincinnati

M.S. in Physics, 1993, University of Cincinnati

B.S. in Mechanical Engineering, 1991, University of Moratuwa

Experience: 2021-present, Professor, Northern Kentucky University

2018-2021, Department Chair, Northern Kentucky University

2017-2018, Interim Department Chair, Northern Kentucky University

2013-2017, Professor, Northern Kentucky University

2007-2013, Associate Professor, Northern Kentucky University

2001-2007, Assistant Professor, Northern Kentucky University

1998-2001, Lecturer, Northern Kentucky University

1997-1998, Research Assistant, University of Cincinnati

1992-1997, Teaching Assistant, University of Cincinnati

1991-1992, Assistant Lecturer, University of Moratuwa

MINI VITA

Name: Iliana Rosales Figueroa

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Romance Languages & Literatures, 2012, University of Cincinnati

M.A. in French Literature, 2006, University of Missouri

B.A. in French, 2001, Universidad Veracruzana, Xalapa, Ver., México

B.A. in English, 2003, Universidad Veracruzana, Xalapa, Ver., México

Experience: 2017-present, Lecturer, Northern Kentucky University

2016-2017, Adjunct Instructor, Northern Kentucky University

2014-2017, 2011-2012, 2006-2007, French Instructor, Alliance Française

2014-2016, Spanish Instructor, Xavier University

2016, French instructor, Kenton County Public Library, Covington, KY
Branch

2014, Spanish Instructor, Cincinnati Spanish Academy

2012-2014, Visiting Assistant Professor of Spanish, Dept. of Modern Languages, Denison University

2010-2011, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati

2009- 2010, Research assistant for Dr. Myriam Chancy, Dept. of English and Comparative Literature, University of Cincinnati

2007-2009, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati

2005-2006, French Instructor, Dept. of Romance Languages & Literatures, University of Missouri

MINI VITA

Name: Steven Finke

Title: Associate Professor

Education: M.F.A. Fine Arts, 1982, University of Miami

B.F.A. Fine Arts, 1980, Ohio University

Experience: 1999-2021, Associate Professor, Northern Kentucky University

1993-1998, Assistant Professor, Northern Kentucky University

1989-1993, Instructor, Northern Kentucky University

MINI VITA

Name: Augustine Yaw Frimpong-Mansoh

Title: Professor and Interim Chair

Education: Ph.D. in Philosophy, 2001, University of Alberta

M. A. in Philosophy, 1995, University of Windsor

B.A. in Philosophy, 1992, University of Ghana, Legon

Experience: 2020-Present, Professor, Northern Kentucky University

2017-Present, Director, Philosophy Program, Northern Kentucky University

2014-2017, Coordinator, Philosophy and Religious Studies Programs,
Northern Kentucky

2013-2020, Associate Professor, Northern Kentucky University

2007-2013, Assistant Professor, Northern Kentucky University

2003-2007, Lecturer, California State University, Bakersfield

2002-2003, Visiting Assistant Professor, University of Louisville

2001-2002, Instructor, University of Alberta

2000, Visiting Assistant Professor, Okanagan University College

MINI VITA

Name: Nicole Grant

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Sociology, 1989, State University of New York

M.S. in Sociology, 1985, State University of New York

B.A. in Sociology, 1983, State University of New York

Experience: 2002-present, Lecturer, Sociology, Northern Kentucky University

1995-2002, Adjunct Instructor, Sociology, Northern Kentucky University and University of Cincinnati

1991-1995, Assistant Professor, Ball State University

1989-1991, Assistant Professor, Northern Kentucky University

1988-1989, Visiting Assistant Professor, Ramapo College of New Jersey

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: 2019-present, Lecturer, Northern Kentucky University

2018-2019, Adjunct, Northern Kentucky University

2005-Present, Professor, Perdue Global University

2007-2019, Adjunct, Argosy University

2008-2010, Assistant Professor, Assistant Professor, High Point University

2005-2008, Assistant Professor, The University of Texas of the 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: Mohamed Hamada

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Physics, 2007, University of Louisville

B.S. in Physics and Astronomy, 2001, Cairo University

Experience: 2018-2020, Physics and Mathematics Instructor, self-employed

2007-2012, Physics and Math instructor, Jefferson Community and Technical College

2005-2018, Physics Instructor, Bellarmine University

2002-2005, Physics and Math Tutor, Jefferson Community and Technical College

2001-2002, Physics Teaching Assistant, University of Louisville

MINI VITA

Name: Mr. 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: Megan Henson

Title: Lecturer (non-tenure-track, temporary)

Education: M.F.A. in Creative Writing, 2016, University of Kentucky

B.A. in English, 2010, Northern Kentucky University

Experience: 2016-Present, Lecturer, Northern Kentucky University

2016, Adjunct Instructor, Antioch College

2015-2016, T.A., University of Kentucky

MINI VITA

Name: Carrie Hipple

Title: Lecturer (non-tenure track, renewable)

Education: M.S. in Adult Education, 2013, Indiana University

B. S. in Health Science, 2009, Northern Kentucky University

A.A.S. in Radiologic Technology, 1999, Northern Kentucky University

Experience: 2020-present, Lecturer, Radiologic Technology Program, Northern Kentucky University

2013-2020, Adjunct Faculty, Radiologic Technology Program, Northern Kentucky University

2010-present, Clinical Instructor, Radiologic Technology Program, Northern Kentucky University

2010-present, Special Imaging Technologist, Cincinnati Children's Hospital Medical Center

2005-2009, Clinical Instructor, University of Cincinnati

1999-2005, Imaging Technologist, Cincinnati Children's Hospital Medical Center

MINI VITA

Name: Roy Hobbie

Title: Lecturer (non-tenure-track, temporary)

Education: M.B.A. in Business Administration, 1996, Northern Kentucky University

B.S. in Electrical Engineering, 1983, University of Kentucky

Experience: 2020-present, Lecturer, Northern Kentucky University

2019-2020, Part-time faculty, Northern Kentucky University

2018-Present, Instrumentation and Controls Department Manager, BSI Engineering

2018-2018, Electronic Design Engineer, Zigtronics

2017-2018, Senior Consulting Engineer, Matrix Technologies Cincinnati, OH

2016-2016, Maintenance and Engineering Manager, Crane Composites

2014-2016, Engineering Manager, Harris Products Group

2012-2014, Operations Manager/Sales Manager, Osborn

2011-2012, Managing Engineer, Tomasco (HONDA)

1990-2011, Business Development Manager, INEOS ABS (Formerly Bayer Polymers)

MINI VITA

Name: Mr. James Human

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Accountancy, 2016, Northern Kentucky University

M.A., 2000, Asbury Theological Seminary

B.A. in Economics, 1986, University of Kentucky

Experience: 2019-Present, Lecturer, Northern Kentucky University

2017-2019, Advisor, Northern Kentucky University

2017-2017, Revenue Audit Supervisor, Belterra Park Gaming

2011-2017, Adjunct, Northern Kentucky University

2000-2011, Lecturer, Bluegrass Community & Technical College

2005-2010, Lecturer/Research Fellow, University of Kentucky

1995-2005, Vice President & Treasurer, Human Design Group

MINI VITA

Name: Douglas W. Hume

Title: Professor

Education: Ph.D. in Anthropology, 2005, University of Connecticut

M.A. in Anthropology, 1999, California State University, Fullerton

B.A. in Anthropology, 1994, California State University, Fullerton

A.A. in General Education, 1992, Orange Coast College

Experience: 2021-present, Professor, Northern Kentucky University

2017-2021 Department Chair, Northern Kentucky University

2017-2019 Graduate Faculty Scholar, Northern Illinois University

2017 Assistant Chair, Northern Kentucky University

2013-date Associate Professor of Anthropology, Northern Kentucky University

2012-2016 Coordinator of Anthropology, Northern Kentucky University

2009-date Director of the Center for Applied Anthropology, Northern Kentucky University

2007-2013 Assistant Professor of Anthropology, Northern Kentucky University

2007 Adjunct Professor of Anthropology, Southern Connecticut State University

2006 Adjunct Professor of Anthropology, Quinebaug Valley Community College

2006-2007 Adjunct Professor of Anthropology, University of Connecticut

MINI VITA

Name: Jennifer Hunter

Title: Lecturer and Director of Nurse Advocacy Center for the Underserved
(non-tenure-track, temporary)

Education: M.S. in Nursing, 2010, University of Kentucky

Public Health Nursing Certificate, 2007, University of Kentucky

B.S. in Nursing, 1996, Northern Kentucky University

A.A.S. in Nursing, 1988, Northern Kentucky University

Experience: 2019-present, Lecturer and Director of Nursing Advocacy Center for the Underserved (NACU), Northern Kentucky University

2018-2019, Adjunct Faculty, Northern Kentucky University

2007-2018, Director of Clinical Services, Director of Nursing, Northern Kentucky Health Department

2003-2006, Interim Director of Clinical Services, Director of Nursing, Northern Kentucky Health Department

2000-2003, Quality Assurance Manager, Northern Kentucky Health Department

1997-2000, Clinic Manager, Kenton County Health Center/Dressman Health Center, Northern Kentucky Health Department

1993-1997, Clinic Manager, Kenton County Health Center, Northern Kentucky Health Department

1992-1993, Team Leader, Campbell County Health Center, Northern Kentucky Health Department

1989-1992, Community Health Nurse, Campbell County Health Center, Northern Kentucky Health Department

1988-1989, Labor and Delivery staff RN, St. Luke East

MINI VITA

Name: Marian Ihlenfeldt

Title: Lecturer (non-tenure-track, temporary)

Education: M.E. in Secondary Education, Integrated Mathematics, 2013, Xavier University

B.S. in Mechanical Engineering, 1982, Stanford University

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

2019-present, Adjunct Instructor, Thomas More University

2016-present, Adjunct Professor, Gateway Community & Technical College

2011-present, Marketing and Product Development Consultant, Big Blue Sky LLC

2000-2011, Category Director, Totes>>Isotoner

1995-1999, Director of Marketing, Warner Bros. Toys

1994-1995, Team Leader, Kenner/Hasbro

1992-1994, Product Manager, Kenner/Hasbro

1990-1992, Product Development Engineer, Ethicon, Inc.

1988-1990, Assistant Product Manager, Kenner/Hasbro

1982-1988, Product Development Engineer, Kenner/Hasbro

MINI VITA

Name: Lisa Jameson

Title: Associate Professor

Education: M.A. in Art Education, 1996, University of Cincinnati, DAAP

M.F.A. in Drawing, 1980, University of Cincinnati, DAAP

B.F.A. in Painting, 1977, Webster College

Experience: 2020-2021, Associate Professor, Northern Kentucky University

1997-2020, Program Head and Associate Professor, Northern Kentucky University

1996-1997, Interim Instructor, Northern Kentucky University

1994-1996, Teaching Assistant, University of Cincinnati

1990-1994, Instructor Assistant, Cincinnati Public Schools

1985-88, 1992-96, 2007, Art Educator, Art Academy of Cincinnati
Community
Education Faculty

1987-88, Adjunct Instructor, University of Cincinnati

1981, Adjunct Instructor, University of Cincinnati

1979-80, Teaching Assistant, University of Cincinnati

MINI VITA

Name: Brian Kasson

Title: Clinical Associate Professor (non-tenure track, renewable)

Education: D.N.P. in Nursing Practice, 2018, Northern Kentucky University

M.S. in Health Sciences, Certificate in Nurse Anesthesia, 1991, Medical University of South Carolina

B.S. in Nursing, 1986, The Ohio State University

Experience: 2021-Present, Clinical Associate Professor, Nurse Anesthesia Program, Northern Kentucky University

2020-2021, Didactic Faculty/OB Clinical Coordinator, NNTT, Nurse Anesthesia Program, Northern Kentucky University

2017-2020, Assistant Clinical Professor, Nurse Anesthesia Program, Northern Kentucky University

2017, Faculty and Clinical Coordinator, Nurse Anesthesia Program, Northern Kentucky University

2012-2016, Adjunct Assistant Professor of Clinical Nursing, Nurse Anesthesia Major, University of Cincinnati

2010-2012, Visiting Assistant Professor of Clinical Nursing, Nurse Anesthesia Major, University of Cincinnati

2010-2012, Staff Nurse Anesthetist, University Anesthesia Associates, Inc., University of Cincinnati Academic Health Center

2009-2016, Owner and Consulting Services, Office Based Anesthesia Services, LLC.

2008-present, Faculty/Speaker, American Association of Nurse Anesthetists, AANP Foundation Learning Center

1997-2004, Staff Nurse Anesthetist, Midwest Eye Center, Inc.

1991-present, Staff Nurse Anesthetist, Anesthesia Associates of Cincinnati, Inc., The Christ Hospital

1986-1989, Staff Nurse, Cardiothoracic Surgical Intensive Care Unit, Duke University Medical Center

MINI VITA

Name: Mohamed Ahmed Khalil

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Geoscience, 2002, Justus Liebig University of Giessen, Germany

M.S. in Applied Geophysics, 1996, Justus Liebig University of Giessen, Germany

B.S. in Geology, 1991, Menoufia University

Experience: 2015-2020, Assistant Professor, Montana Technological University

2013-2015, Project Researcher, University of Lisbon

2007-2013, Postdoctoral Fellow, University of Lisbon

2002-2007, Researcher, National Research Institute of Astronomy and Geophysics

2002-2002, Student Research Assistant, Justus Liebig University of Giessen, Germany

1996-2000, Assistant Researcher, National Research Institute of Astronomy and Geophysics

MINI VITA

Name: Denise E. Knisely

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Anthropology, 2013, University of Cincinnati

B.A. Anthropology, 2003, Millersville University

B.A. in History, 1997, York College of Pennsylvania

Experience: 2013-Present, Lecturer, Anthropology, Northern Kentucky University

2012-2013, Visitation Enhancement Specialist, Cincinnati Museum Center

2011-2012, Graduate Assistant, University of Cincinnati

2011, Field School Staff, University of Cincinnati

2007-2009, Archaeological Field Technician/Historic Researcher, Navarro and Wright consulting Engineers, Inc., New Cumberland, PA

2004-2007, Archaeological Field Technician, Pinedale CRM Associates, Carlisle, PA

2001-2002, Archaeology Lab Technician, Millersville University, Millersville, PA

2000-2001, Technology Training Coordinator, York County Library, York, PA

1999-2000, Facility Manager, Martin Library, York, PA

1997-1999, Technology Instructor, Martin Library, York, PA

MINI VITA

Name: Alex Kreit

Title: Assistant Professor of Law

Education: J.D., 2004, University of Pennsylvania School of Law

B.A. in Political Science, 2001, Hampshire College

Experience: 2017-Present, Professor, Thomas Jefferson School of Law

2015-2019, Co-Director, Center for Criminal Law and Policy, Thomas Jefferson School of Law

2010-2017, Associate Professor, Thomas Jefferson School of Law

2008-2010, Assistant Professor, Thomas Jefferson School of Law

2007-2008, Visiting Assistant Professor, Thomas Jefferson School of Law

MINI VITA

Name: Dr. Aimee Krug

Title: Associate Professor

Education: Ph.D. in Mathematics, 1986, Indiana University

B.S. in Mathematics, 1979, University of New Hampshire

Experience: 1986-present, Associate Professor, Northern Kentucky University

MINI VITA

Name: Karen L. Leek

Title: Senior Lecturer (non-tenure track, renewable)

Education: B.S. in Radiologic Technology, 1993, Northern Kentucky University

Experience: 2005-2021, Clinical Coordinator in Radiologic Science, Northern Kentucky University

2014-2015, Special Procedures Technologist II, St. Elizabeth Healthcare

2005-2011, Special Procedures Technologist II, St. Elizabeth Healthcare

2008, Radiographer, Radiology Associates of Northern Kentucky

2005-2006, Radiographer, Mayfield Spine Institute

1989-2005, Special Procedures Technologist II, St. Elizabeth Healthcare

1999-2004, Adjunct Faculty, Northern Kentucky University

1984-1989, Special Procedures Technologist, Providence Hospital

1978-1984, Diagnostic Radiographer, Providence Hospital

1978-1980, Diagnostic Radiographer, William Booth Memorial Hospital

MINI VITA

Name: Bogdan Mircea Leu

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Physics, 2006, Northeastern University

M.S. in Physics, 2001, Northeastern University

B.S. in Physics, 1993, Al. I. Cuza University

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

2019-2019, Adjunct instructor, Sinclair Community College

2017-present, Visiting Assistant Professor, Miami University

2017-present, Adjunct Instructor, Cincinnati State Technical & Community College

2017-2017, Physics Instructor, Waubensee Community College

2016-2017, Guest Assistant Professor, Wheaton College

2009-2016, Assistant Physicist, Argonne National Laboratory

2006-2009, Postdoctoral Associate, Argonne National Laboratory

2001-2006, Graduate Research Assistant, Northeastern University

1999-2001, Teaching Assistant, Northeastern University

1993-1999, Physics Teacher, Colegiul National (National College)

MINI VITA

Name: Danielle J. Lewis

Title: Visiting Assistant Professor (non-tenure-track, temporary)

Education: J.D., 2010, Salmon P. Chase College of Law

B.A. in Corporate Communication, 2006, University of Kentucky

Experience: 2017-Present, Partner, Reminger Co., L.P.A.

2020-Present, Adjunct Professor, Salmon P. Chase College of Law

2014-2016, Associate Attorney, Middleton Reutlinger

2010-2014, Associate, Reminger Co., L.P.A.

MINI VITA

Name: Joseph Lombardi

Title: Lecturer (non-tenure-track, temporary)

Education: M.S.L.S. in Library Science, 2006, University of Kentucky

M.A. in History, 2002, Ohio University

B.A. in History, 1995, Miami University

Experience: 2013 - present, Lecturer, History, Northern Kentucky University

2009 - 2012, Adjunct Lecturer, History, Northern Kentucky University

MINI VITA

Name: Mr. Louis Manchise

Title: Lecturer (non-tenure-track, temporary)

Education: B.B.A. in Management and Business Administration, 1965, Baruch College (City College of New York)

Experience: 2007-Present, Lecturer, Northern Kentucky University

2000-2007, Director of Mediation Services, Sub-Region E-04, Federal Mediation Service

1992-2007, Adjunct Professor, University of Cincinnati

1984-1992, Instructor, Northern Kentucky University

1973-2000, Federal Mediator, Federal Mediation Service

1969-1973, Regional Manager of Industrial Relations, National Can Corporation

1967-1969, Personnel Manager, National Can Corporation

1966-1967, New York Air National Guard

MINI VITA

Name: Brianna Marshall

Title: Associate Professor and Senior Associate Dean

Education: M.S. in Library Science, 2014, Indiana University Bloomington

M.S. in Information Science, 2014, Indiana University Bloomington

B.A. of Arts, 2012, University of Wisconsin-La Crosse

Experience: 2017-2021, Associate Professor/Director of Research Services, University of California, Riverside

2014-2017, Assistant Professor/Digital Curation Coordinator, University of Wisconsin-Madison

MINI VITA

Name: Mahya Rahimian Mashhadi

Title: Lecturer (non-tenure track, renewable)

Education: Ph.D. in Psychology, 2017, Wayne State University

M.A. in Psychology, 2014, Wayne State University

B.S. in Psychology, 2011, Eastern Michigan University

Experience: 2020-2021, Part-time Faculty, Northern Kentucky University

2017-2020, Visiting Assistant Professor, Miami University

2015-2016, Instructor, Wayne State University

2012-2015, Teaching Assistant, Wayne State University

MINI VITA

Name: Dr. Sharif Mazumder

Title: Assistant Professor of Economics & Finance

Education: Ph.D. in Finance, 2021, Oklahoma State University
M.S in Finance, 2016, University of Wyoming
M.B.A. in Finance, 2010, University of Dhaka
B.B.A. in Finance, 2008, University of Dhaka

Experience: 2018 - 2020, Instructor, Oklahoma State University
2016, Instructor, Laramie County Community College
2009 – 2014, Executive Officer, Southeast Bank Ltd.

MINI VITA

Name: Carrie McCoy

Title: Professor Emeritus

Education: Ph.D. in Nursing, 2000, University of Kentucky

M.S. in Public Health, 2000, University of Kentucky

M.S. in Nursing, 1980, University of Cincinnati

B.S. in Nursing, 1972, Humboldt State College

Experience: 2002-2021, Professor, Northern Kentucky University

2009-2014, Chair, Department of Nursing, Northern Kentucky University

2003-2006, Board of Regents, Northern Kentucky University

1989-2001, Associate Professor, Northern Kentucky University

1983-1989, Assistant Professor, Northern Kentucky University

1981-1983, Clinical Coordinator, Emergency Department, Wm Booth
Memorial Hospital

1975-1980, Staff Nurse, Emergency Department, University of Cincinnati

1972-1975, Nurse, U.S. Army Nurse Corps

MINI VITA

Name: Rhyanne McDade

Title: Lecturer/Diversity Post-Doctoral Fellow (Non-tenure-track, temporary)

Education: Ph.D. in Health Education, 2016, University of Cincinnati
M.S. in Health Promotion and Education, 2013, University of Cincinnati
B. S. in Biology, 2011, College of Mount St. Joseph

Experience: 2020-present, Lecturer/Diversity Post-Doctoral Fellow, Northern Kentucky University
2020-present, Adjunct Faculty, Xavier University
2020, Adjunct Faculty, Northern Kentucky University
2018-present, Community Health Program Director, Center for Closing the Health Gap
2016-present, Clinical Research Coordinator, Cincinnati Children's Hospital Medical Center
2015-present, Apple of His Eye, Inc., Founder
2013-2014, Clinical Research Coordinator II, Cincinnati Children's Hospital Medical Center
2008-2010, Pharmacy Technician, University of Cincinnati Medical Center
2005-2007, Child Care Services, Owner, Karlynne Kare

MINI VITA

Name: Bradley Metzger

Title: Lecturer

Education: M.S. in Operations Research, 1984, Georgia Institute of Technology
B.S. Honors in Metallurgical Engineering, 1982, University of Cincinnati

Experience: 2019-2020, Instructor, Miami University
2015-2019, Lecturer, Northern Kentucky University
1986-1988, Adjunct Instructor, University of Cincinnati
1984-2015, Business Analytics and Business Intelligence Systems, Procter & Gamble

MINI VITA

Name: Roger T. Miller

Title: Lecturer (non-tenure-track, temporary)

Education: B.S., 2011, Mechanical & Manufacturing Technology, Northern Kentucky University

Experience: 2015-present, Lecturer and Lab Manager, Northern Kentucky University
1989-2015, Production Specialist/Service Technician, HI-GEAR Co., Newport
1986-1989, Machinist/Fabrication/Welder, TKF, Inc., Cincinnati
1985-1986, Machinist/Welder, RB Systems, Dayton, OH
1979-1985, Lead Fabricator/Assembler, H&L Manufacturing, Bellevue

MINI VITA

Name: John Musgrave

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Computer Science, in progress, University of Cincinnati

M.S. in Computer Science, 2019, University of Cincinnati

B.S. in Computer Information Technology, 2012, Northern Kentucky University

A.A.S. in Software Engineering, 2008, Cincinnati State

Experience: 2019-present, Researcher, University of Cincinnati

2017-2019, Senior Software Engineer, The Kroger Company

2016-2017, Senior Software Engineer, Modulus by Progress Software

2014-2015, Senior API Developer, Roadtrippers

2012-2014, Freelance Consulting

2011-2012, Contract Software Engineer, eBay

2010-2011, Junior Software Engineer, General Electric

MINI VITA

Name: Allison Ash Nieman

Title: Assistant Professor

Education: M.F.A. in Interactive Design and Game Development, 2020, Savannah College of Art and Design

B.A. in Interactive Media Studies, 2014, Miami University

Experience: 2018-2020, Graphic Designer, Steidle Solutions LLC

2018-2019, Developer and 2D Artist, Euludi

MINI VITA

Name: John Matthew Overwine

Title: Professor of Practice (non-tenure-track, temporary)

Education: B.F.A. in Graphic Design, 2009, Northern Kentucky University

Experience: 2016-present, Lecturer, Northern Kentucky University

2016-present, Freelance Front End Developer

2015-2016, Senior Front End Developer, Bluestone Creative

2012-2015, Front End Developer, Powerhouse Factories

2012, Community Education Instructor, Art Academy of Cincinnati

2010-2012, Interactive Designer, Traction

MINI VITA

Name: Nile DeGray Patterson

Title: Assistant Professor

Education: Ph.D. in Sociology, 2018, Louisiana State University

M.A. in Sociology, 2013, Louisiana State University

B.A. in English, 2011, Millsaps College

Experience: 2019 - present, Assistant Professor, Utica College

2018-2019, Visiting Assistant Professor, Furman University

2014-2018, Instructor of Record and Graduate Teaching Assistant, Louisiana State University

MINI VITA

Name: Anita Phillips

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Nursing, 1999, Northern Kentucky University

B.S. in Management of Nursing Services, 1992, College of Mount St. Joseph

B.S. in Nursing, 1987, College of Mount St. Joseph

Experience: 2019-present, Lecturer, Northern Kentucky University

2007-present, Adult Nurse Practitioner, Hospitalist Program, St. Elizabeth Physicians

2019, Adjunct Faculty, MSN program, Northern Kentucky University

2012, Adjunct Professor, BSN program, Indiana Wesleyan University

2000-2007, Adult Nurse Practitioner, Tri-State Gastroenterology Associates

1996, Clinical Instructor, ADN program, Northern Kentucky University

1987-2000, Registered Nurse, St. Elizabeth Hospital

MINI VITA

Name: Barbara Phillips

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Education, 2000, College of Mt. St. Joseph

Graduate Work, Education, 1996-97, University of Cincinnati

Graduate Work, Mathematics, 1981-82, Rice University

B.A. in Mathematics, 1981, Hanover College

Experience: 2004-Present, Lecturer, Mathematics, Northern Kentucky University

1990-2004, Instructor, University of Cincinnati

1989-2000, Instructor, Development Department Cincinnati State College

1985-1989, Instructor, Mathematics, University of Missouri

1984-1985, Instructor, Mathematics University of North Carolina

1983-1984, Teacher, St. Pius School, Houston, TX

MINI VITA

Name: Earl Randel Plowman

Title: Lecturer (non-tenure-track, temporary)

Education: M.F.A. in Fine Arts, 2013, University of Wisconsin-Madison
M.A. in Fine Arts, 2012, University of Wisconsin-Madison
B.F.A. in Fine Arts, 2008, Northern Kentucky University

Experience: 2019-present, Lecturer, Northern Kentucky University
2015-2019, Adjunct Professor, Northern Kentucky University

MINI VITA

Name: Kathleen M. Quinn

Title: Lecturer (non-tenure-track, temporary)

Education: A.B.D., Classics, University of Cincinnati

M.A. in Classics, 1999, University of Cincinnati

M.A. in Archaeology, 1996, Cornell University

B.A. in Archaeology and Latin, 1992, The College of Wooster

Experience: 2011-present, Lecturer, Northern Kentucky University

2008-2009, 2012-2013, 2015, 2017, 2018-2019, Summer/Winter Faculty,
Ancient and Byzantine History and Archaeology, Western Kentucky
University (KIIS Study Abroad Programs to Turkey, Greece, and Italy)

2005-present, Adjunct Instructor, Latin Language, Northern Kentucky
University

2003-2011, Adjunct Instructor, Ancient and Early European History, Northern
Kentucky University

2010-2011, Faculty, Latin Language, Saint Ursula Academy

2006-2010, Adjunct Faculty, Latin Language, Saint Ursula Academy

2006-2007, Adjunct Instructor, Composition and World Literature, Northern
Kentucky University

2004, Adjunct Instructor, Classics, Xavier University

2003-2004 & 2007, Adjunct Instructor, Classics, University of Cincinnati

2001-2002, Visiting Instructor, Classics, University of Cincinnati

MINI VITA

Name: Md. Shohel Rana

Title: Lecturer

Education: Ph.D. in Computer Science. 2021, University of Southern Mississippi

M.S. in Computer Science and Engineering, 2015, Mawlana Bhashani Science and Technology University

B.S. in Computer Science and Engineering, 2010, Mawlana Bhashani Science and Technology University

Experience: 2017-present, Graduate Assistant, University of Southern Mississippi

2016-2017, Senior Lecturer, Daffodil International University

2014-2016, Adjunct Faculty, Daffodil International University

2015-2016, Senior Software Engineer, Orion Informatics Limited

2014-2015, Software Engineer, BRAC IT Services Ltd.

2011-2014, Software Engineer and Sr. Software Engineer, Sarah Technologies Ltd.

MINI VITA

Name: Jasmine Riddlespriger

Title: Academic advisor/Lecturer (non-tenure-track, temporary)

Education: M.A. in Business Management and Leadership, 2019, Webster University
B.A. in General Studies, 2015, Indiana University Southeast

Experience: 2020-present, Academic advisor/Lecturer, Northern Kentucky University
2019-2020, Career and Student Services Specialist, Sullivan University
2018-2019, Independence Readiness Specialist, Boys and Girls Haven
2017-2018, Credit Recovery Facilitator, Floyd County Schools
2015-2017, Jobs for America's Graduates Specialist, Jobworks, Inc.
2013-2015, Residential Youth Worker, Childplace Adoption Agency

MINI VITA

Name: Taylor Roberge

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Biology, 2017, University of Alabama – Birmingham

M.S. in Biology, 2012, University of Alabama – Birmingham

B.S. in Biology, 2011, University of Alabama – Birmingham

Experience: 2020-Present, Visiting Assistant Professor, Springfield College

2018-2020, Instructor, Springfield College

2017-2018, Adjunct Instructor, Springfield College

2012-2017, Co-Lecturer, Dauphin Island Sea Lab

2013-2016, Guest Lecturer, University of Alabama - Birmingham

MINI VITA

Name: Ms. Kimberly Roush

Title: Lecturer (non-tenure-track, temporary)

Education: M.B.A., 2014, Duquesne University

B.S. in Marketing, 2010, Butler University

Experience: 2019-Present, Lecturer, Northern Kentucky University

2018-Present, Consultant, LogStudies LLC

2015-2019, Lecturer, Georgia College & State University

2010-2015, Re-Branding Manager, PPG Industries, Inc.

2009-2010, Marketing Analyst, Butler Business Consulting Group

MINI VITA

Name: Subhomita Ghosh Roy

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

Education: Ph.D. in Biological Sciences, 2020, University of Wisconsin - Milwaukee

M.S. in Biological Science, 2012, University of Wisconsin - Milwaukee

Experience: 2020-Present, Visiting Instructor, Biological Sciences, Marquette University

2019, Adjunct Faculty, Bryant and Stratton College

2010-2013, Teaching Assistant, Biology, University of Wisconsin - Milwaukee

MINI VITA

Name: Anne Marie Sahingoz

Title: Assistant Professor (tenure track)

Education: D.N.P. in Nursing Practice, 2016, Walden University

M.S.N. in Nursing Education, 2013, Chamberlain University

B.S. in Nursing, 2012, Chamberlain University

Experience: 2021-present, Assistant Professor, Northern Kentucky University

2017-2021, Associate Director of Curriculum and Instruction, Galen College of Nursing

2015-2016, Nursing Didactic and Clinical Instructor, ITT College of Nursing

2015-2016, Adjunct Online BSN Nursing Instructor, Grand Canyon University

2010-2016, Assistant Professor ADN Program, Saint Catherine College

2014-2016, Hedis Clinical Abstractor, Altegra Health

2013-2016, Charge Nurse of Medical Surgical Unit, Norton's Suburban Hospital

2012-2012, Instructor in LPN Program, ATA College of Nursing

2008-2013, Medical Surgical Staff Nurse, Norton's Suburban Hospital

2008-2009, Orthopedic Medical Surgical Staff Nurse, St. Mary and Elizabeth's Hospital

2006-2008, Nurse Manager, Extendicare Nursing and Rehab

2003-2006, Critical Care and Nursing Rehab Staff Nurse, Jewish Hospital

2003-2005, Medical Surgical, ER, ICU Staff Nurse, Flaget Hospital

MINI VITA

Name: Brian Sauer (non-tenure-track, temporary)

Title: Lecturer

Education: M.S. in Computer Science, 2014, Northern Kentucky University

B.S. in Digital Game and Simulation Engineering Technology, 2012, Shawnee State University

Experience: 2009-present, Freelance Web Developer, Cincinnati, OH

2013-present, Research/Graduate Assistant, Northern Kentucky University

2012, Software Developer, Northern Kentucky University

MINI VITA

Name: Julia Sebastian

Title: Lecturer (non-tenure-track, temporary)

Education: M.F.A. in Fine Art, 2014, University of Cincinnati

B.A. in Studio Art, 2012, Transylvania University

Experience: 2018-present, Lecturer, Northern Kentucky University

2016-2018, Adjunct Instructor, Northern Kentucky University

2016, Visiting Lecturer in 2D Visual Language, Antioch College

2014, Drawing Instructor, Osher Lifelong Learning Institute, University of Cincinnati

2014, Sophomore Research Studio Instructor, University of Cincinnati

2013, 3D Foundations Instructor, University of Cincinnati

MINI VITA

Name: Louis Setzer

Title: Lecturer (non-tenure-track, temporary)

Education: D.M.A. in Trombone Performance, 2017, University of Cincinnati

M.M. in Trombone Performance, 2013, Pennsylvania State University

B.M. in Music Education, 2011, Mansfield University of Pennsylvania

Experience: 2018-2020, Instructor, Marian University

2017, Instructor, Rend Lake College

2015-2016, Part-Time Faculty, Northern Kentucky University

2014-2016, Instructor, University of Cincinnati

2012-2013, Instructor, Pennsylvania State University

MINI VITA

Name: Eileen Shanahan

Title: Professor and Chair

Education: Ph.D. in Adolescent, Post-Secondary, and Community Literacies, 2017, Ohio State University

M.Ed. in Curriculum and Instruction-Secondary English, 2011, Winthrop University

B.S. in Middle Childhood Education, 2007, Ohio University

Experience: 2021-present, Associate Professor and Interim Associate Chair, Eastern Kentucky University

2017-2021, Assistant Professor, Eastern Kentucky University

2014-2017, Teaching Assistant, Ohio State University

2011-2013, Academic Facilitator, Mint Hill Middle School, Charlotte-Mecklenburg Schools

2007-2011, 8th Grade Language Arts Teacher, Mint Hill Middle School, Charlotte-Mecklenburg Schools

MINI VITA

Name: Christian Sheehy

Title: Assistant Professor and Head of Digital Scholarship and Communication Services

Education: M.S. in Library & Information Science, 2008, Drexel University

B.A. in English, 2004, Northern Kentucky University

Experience: 2015-present, Instructor/Digital Initiatives Librarian, Xavier University Library, Xavier University

2014-2015, Instructor, Butler Tech

2013-2015, Branch Manager, Community The Lane Libraries, Community Technology Center

2012-2013, Instructor, Antonelli College

2009-2012, TechCenter Manager, Public Library of Cincinnati and Hamilton County

2006-2008, Conversion Manager and National Client Trainer, Fifth Third

MINI VITA

Name: Ashley G. Shepherd

Title: Professor of Practice (non-tenure-track, temporary)

Education: B.M. in Music Production and Engineering, 1991, Berklee College of Music

Experience: 2015-present, Online Instructor, Center Stage Media

2018-present, Designer and Producer, Dynaudio Unheard Container Studio

2012-2018, Product Instructor Specialist, Yamaha Technical Marketing

2009-2011, Audio Engineering Instructor, Recording Connection

1998-present, Owner, Grandin Media

1998-2001, Audio Engineer and Producer, Lightborne Communications

1992-1998, Audio Engineer and Producer, Ligosa Sound Studios

MINI VITA

Name: Michael J. Simonton

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Social Anthropology, 2010, National University of Ireland-Galway

M.A. in Anthropology, 1977, The Ohio State University

B.A. in Anthropology, 1976, University of Dayton

Experience: 2001-present, Lecturer, Anthropology, Northern Kentucky University

2008 -2018, Adjunct Associate Professor of Anthropology, University of Cincinnati

2000 -2018, Adjunct Professor of Sociology and Biology, Wilmington College Cincinnati Campus

2000-2001, Adjunct Instructor, Anthropology, Northern Kentucky University

1985, Part-time Faculty, Anthropology, The Ohio State University, Marion Regional Campus

1985, Part-time Faculty, Anthropology, Urbana University Dayton Campus

1979- 1985, Graduate Teaching/Research Associate, Anthropology, The Ohio State University

MINI VITA

Name: Mr. Zachary Strobl

Title: Lecturer (non-tenure-track, temporary)

Education: M.B.A., 2021, Northern Kentucky University

B.S. in Entrepreneurship, 2010, Northern Kentucky University

B.S. in Marketing, 2010, Northern Kentucky University

Experience: 2018-Present, Lecturer, Northern Kentucky University

2020-Present, Assistant Co-Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2018-2020, Assistant Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2012-2015, Management Consultant, Small Business Development Center

2011-Present, Program Director/Co-Founder, the INKUBATOR

2011-2011, Owner, Minuteman Press Colerain

2010-2011, Field Operations Manager, Global Medical Products

2007-2010, Customer Service Technician, Global Medical Products

MINI VITA

Name: Yangyang Tao

Title: Assistant Professor

Education: Ph.D. in Computer Engineering, 2021, Stevens Institute of Technology

Ph.D. in Computer Science, 2016-2017, University of Arkansas at Little Rock
(Transferred to SIT with advisor)

B.A. in Computer Science, 2011, Fujian Normal University

Experience: 2020-2021, Part-time Faculty, Northern Kentucky University

2019-2020, Teaching Assistant, Stevens Institute of Technology

2017-2019, Research Assistant, Northern Kentucky University

2016-2017, Research Assistant, University of Arkansas at Little Rock

2010-2015, Senior Software Engineer, Shanghai Newtouch Software CO.,Ltd

MINI VITA

Name: James E. Taylor

Title: Lecturer II (Non-tenure track, renewable)

Education: M.S.W., 2007, The University of Alabama

B.S.W., 2006, The University of Alabama at Birmingham

Experience: 2021 – Present, Lecturer II, Northern Kentucky University

2012 - 2021, Lecturer, Northern Kentucky University

2011 - 2012, Course Instructor, The University of Alabama at Birmingham

2008 - 2011, Teaching Assistant / Course Instructor, The University of Alabama

2007, Intern, Jackson Elementary School, Birmingham, AL

2006, Intern, The ARC of Jefferson County, Birmingham, AL

MINI VITA

Name: Amber Thomas

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Nursing, 1997, University of Cincinnati

B.S. in Nursing, 1996, University of Cincinnati

B.S. in Biology, 1993, Duke University

Experience: 2013-Present, Lecturer, Northern Kentucky University

1997-Present, Clinical Nurse, University Cincinnati Medical Center

2004-2006, Part Time Clinical Faculty, Northern Kentucky University

1996-1997, Registered Nurse, Madeira Health Care

MINI VITA

Name: Lindsey Caldwell Thomas

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in English, 2011, University of Cincinnati

B.A. in English, 2002, Northern Kentucky University

Experience: 2010-present, Lecturer, Northern Kentucky University

2004-2006, Account Service Representative, RR Donnelley

2002-2004, On-Site Performance Manager, CBS Companies

MINI VITA

Name: Rachel Thornton

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Geology, 2019 University of Cincinnati

B.S. in Geology, 2011 Kent State University

Experience: 2019-present, Lecturer, Northern Kentucky University

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

2018-present, Featured Exhibits Specialist, Cincinnati Museum Center

2015-2018, Graduate Assistant, University of Cincinnati

2013-2015, Science Assistant, National Science Foundation

2012-2013, Field Geologist, Chesapeake Energy

2011, Mud Logger, Geosearch Logging

2010, Adopt-A-Student Intern, Cleveland Museum of Natural History

MINI VITA

Name: Laura Urbanski

Title: Lecturer (non-tenure-track, temporary)

Education: M.S. in Mathematics, 1992, Cleveland State University

B.S. in Mathematics Education, 1990, Bowling Green State University

Experience: 2008-present, Lecturer, Mathematics, Northern Kentucky University

2005-2008, Instructor, Mathematics, University of Cincinnati Clermont College

1992-1997, Instructor, Mathematics, Miami University Middletown

MINI VITA

Name: Richard Van Dyke

Title: Keyboard Area Coordinator/Lecturer (non-tenure-track, temporary)

Education: D.M.A. in Piano Performance, 2007, University of Cincinnati College-Conservatory of Music

M.M. in Piano Performance, 1988, University of Cincinnati College-Conservatory of Music

B.S. in Music, 1976, University of Wisconsin-Oshkosh

Experience: 2018-2019, Keyboard Area Coordinator/Lecturer, Northern Kentucky University

2012-2018, Adjunct Professor of Piano, Northern Kentucky University

2011, 2015, 2019, Presenter at the NCKP, national conferences, Chicago

2013, 2018, Presenter at the MTNA, national conferences, Orlando and Anaheim

1992-2019, Self-employed Independent Music Teacher, Cincinnati, Ohio

2002-2016, Music Teachers National Association, Ohio State Leadership, Member of State Board (President of OhioMTA 2012-2014)

1997-2008, Medical Technologist, TriHealth Laboratory Services, (Supervisor at Bethesda 1998-2002, Part Time 2002-2008)

1996-1997, Lab Manager, Health Alliance/St. Luke East Hospital

1991-1996, Medical Technologist/Lab Supervisor, The Christ Hospital

1987-1991, Medical Technologist, The Christ Hospital

1988-1992, Graduate Assistant in Class Piano, UC-CCM

1980-1986, Medical Technologist, North Memorial Medical Center, Minneapolis

1976-1980, Swim Coach/Instructor, Lifeguard, YMCA, Appleton, WI

MINI VITA

Name: Mr. Jeffrey Varrone

Title: Lecturer (non-tenure-track, temporary)

Education: M.P.A., 2004, Northern Kentucky University

B.A. in Geography, 2002, Northern Kentucky University

Experience: 2005-Present, Lecturer, Northern Kentucky University

2020-Present, Assistant Co-Director of the Center for Innovation & Entrepreneurship, Northern Kentucky University

2010-2011, Advisor, Northern Kentucky University

MINI VITA

Name: Kristina E. Vise

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Sociology, 2000, University of Cincinnati

B.S. in Applied Cultural Studies, 1998, Northern Kentucky University

Experience: 2007-Present, Lecturer, Northern Kentucky University

MINI VITA

Name: Tao Wang

Title: Professor of Practice (non-tenure-track, temporary)

Education: M.F.A. Lighting and Projection Design, 2020, University of Memphis

B.F.A. Theatre Scene Design, 2006, Central Academy of Drama (Beijing)

Experience: 2017-2020, Graduate Assistant, University of Memphis

2009-2013, Head of School Instructor, Beijing Yunshui Tide International Cultural Education Center

2006-2009, Program Head, Beijing Institute of Performing Arts

MINI VITA

Name: Steve Watkins

Title: Lecturer (non-tenure-track, temporary)

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

M.Div. Old and New Testament, Church History, Theology, Biblical Hebrew,
KoineGreek, 2000, Master's Seminary, California

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

Experience: 2014-Present, Lecturer, 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: David Wilkerson

Title: Senior Lecturer (non-tenure track, renewable)

Education: M.S.W., 1995, University of Cincinnati

B.A., 1984, Psychology, Miami University

Experience: 2021-Present, Senior Lecturer, Northern Kentucky University

2020-2021, Lecturer II, Northern Kentucky University

2011-2020, Faculty/Lecturer, Northern Kentucky University

2018-2019, Investigator/Clinical Team Leader, NKU Owen County Collaborative Addiction Treatment Initiative

2015-2018, Lead Principal Investigator/Project Director, Northern Kentucky University SBIRT Grant

2015-2016, Director of BSW Field Education, Northern Kentucky University

2014-2015, Clinical Mental Health Consultant, Brighton Center

2008-2015, Director, NKU Training and Development Center, Department of Counseling, Social Work and Leadership

2006-2008, Clinical Director, REM Ohio, Inc.

2004-2006, Community Support Services Manager, Greater Cincinnati Behavioral Health Services

2003-2004, Director of Staff Development and Training, CRC Health Group, Inc/National Specialty Clinics, Carlsbad, CA

1995-2001, Developmental Disabilities/Mental Health Coordinator, Cincinnati Children's Hospital

1990-1995, Developmental Disabilities/Mental Health Specialist, Cincinnati Children's Hospital

1988-1990, Program Supervisor, Children's Home of Cincinnati

1985-1988, Child Placement Social Worker, Catholic Social Service of SW Ohio

MINI VITA

Name: Natalie Williams

Title: Lecturer (non-tenure-track, temporary)

Education: M.A., TESOL, 2003, University of Central Florida

B.A. in Communications, 2000, University of Central Florida

Experience: 2012 - Present, Lecturer, Learning PLUS, Northern Kentucky University

2010 – 2013, Instructional Designer, University of Cincinnati

MINI VITA

Name: Cara Leanne Wood

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Musicology, 2010, Princeton University
B.Mus. in Piano Performance, 2003, Trinity University (Texas)

Experience: 2019–Present, Lecturer, Northern Kentucky University
2014–2018, Associate Professor and Faculty Director of the Thomas E. Bellavance Honors Program, Salisbury University
2014-2018 Faculty Lead for Honors Living Learning Communities, Salisbury University
2010–2014, Lecturer, Princeton Writing Program
2011, 2012, Lecturer, Princeton Freshman Scholars Institute
2011, Adjunct Instructor, Columbia University

MINI VITA

Name: Yong Xue

Title: Lecturer (non-tenure-track, temporary)

Education: Ph.D. in Physics, 2012, University of Illinois at Chicago

M.S. in Physics, 2008, University of Illinois at Chicago

B.S. in Microelectronics, 2005, Sichuan University

Experience: 2019-present, Lecturer, Northern Kentucky University

2017-2019, Visiting Assistant Professor, University of Cincinnati

2017-2019, Adjunct Instructor, Cincinnati State Community and Technical College

2016-2017, Adjunct Instructor, Gateway Technical College

2016-2017, Physics Teacher, Pius XI Catholic High School

2016-2019, Adjunct Physics Instructor, Milwaukee Area Technical College

2015-2016, Physics Instructor, Milwaukee Area Technical College

2014-2015, Tutor/Trio Summer Instructor, John Wood Community College

2014-2015, Adjunct Physics Instructor, Culver-Stockton College

2013-2014, Adjunct Physics Lab Instructor, Indiana State University

2009-2012, Tutor/Instructor, University of Illinois at Chicago

MINI VITA

Name: Matthew O. Zacate

Title: Professor

Education: Ph.D. in Physics, 1997, Oregon State University

M.S. in Physics, 1993, Oregon State University

B.S. in Physics, 1991, Northeast Missouri State University (Truman State University)

Experience: 2018-present, Professor, Northern Kentucky University

2010-2018, Associate Professor, Northern Kentucky University

2004-2010, Assistant Professor, Northern Kentucky University

2003-2004, Research Assistant Professor, Washington State University

1999-2003, Postdoctoral Research Associate, Washington State University

1997-1999, Postdoctoral Research Associate, Imperial College of Science, Technology and Medicine

MINI VITA

Name: John Zappa

Title: Lecturer (non-tenure-track, temporary)

Education: M.M. in Jazz Percussion, 2006, University of Cincinnati College-Conservatory of Music

B.M. in Trumpet, 1995, University of Cincinnati-College-Conservatory of Music

Experience: 2018-present, Lecturer, Northern Kentucky University

2015-present, Adjunct Instructor, University of Cincinnati-College Conservatory of Music

2015-2018, Adjunct Instructor, Northern Kentucky University

2013-2015, Lecturer, Northern Kentucky University

2006- 2013, Adjunct Instructor, Northern Kentucky University

2008-2009, Adjunct Instructor, University of Cincinnati-College Conservatory of Music

1996-1998, St. Xavier H.S. Cincinnati, OH. Assistant Band Director, Jazz Ensemble Director, Instructor of Music Theory

1993-1996, St. Xavier H.S. Cincinnati, OH. Jazz Ensemble Director

MINI VITA

Name: Aaron Zlatkin

Title: Lecturer (non-tenure-track, temporary)

Education: M.A. in Communication Studies, 2013, Northern Kentucky University

B.A. in English, 2000, Northern Kentucky University

Experience: 2019-present, Lecturer of Communication, College of Informatics, Northern Kentucky University

2017-2019, Academic Specialist, College of Informatics, Northern Kentucky University

2014-2016, Adjunct Instructor, Northern Kentucky University

2013, Adjunct Instructor, Xavier University

2012-2017, Media Equipment Manager, Department of Communication, Northern Kentucky University

2011-2012, Graduate Assistant, Norse Media, Northern Kentucky University

2010-2011, Page, Public Library of Cincinnati and Hamilton County

2000-2010, Administrative Assistant, Honors Program, Northern Kentucky University

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 April 10, 2021 and August 06, 2021 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

04/10/21-08/06/21

NAME	DEPARTMENT	TITLE	EFF. DATE
Allen, Sally	College of Business	Administrative Assistant	05/03/2021
Boleware, Kanisha	Admissions	Asst. Director, MC Recruitment & Outreach	05/17/2021
Castaneda-Emenaker, Imelda	Institute for Health Innovations	Program Evaluator, IHI	05/15/2021
Collins, Alex	Residence Halls	Residence Hall Director	06/30/2021
Crosby, Sarah	Sports Performance	Assistant Coach, Strength & Conditioning	07/01/2021
Crumbie, Richard	University Marketing & Communications	Communications Specialist	04/12/2021
Dintaman, Stephen	Baseball	Assistant Coach, Men's Baseball	07/26/2021
Dorriere, Andrew	Fraternity & Sorority Life	Asst. Director, Fraternity & Sorority Life	07/12/2021
Geiger, Samantha	IT – Information Technology Central	Coordinator	07/06/2021
Goetz, Taylor	Office of Student Account Services	Student Account Services Representative	05/03/2021
Goolsby, Marissa	University Development	Assistant Director of Development, CHHS	05/17/2021
Hairston, Isaiah	IT – Infrastructure and Operations Group	Technical Support Specialist II	04/12/2021
Hale, Jessica	Building Services 1 st Shift	Custodian	06/28/2021
Hellmann, Emily	Teacher Prep. & Educational Studies	SHEP Coordinator	07/01/2021
Hoffman, John	IT – BW Business Support Group	Business Systems Analyst II	06/28/2021
Humphreys, Evan	IT – Infrastructure and Operations Group	Technical Support Specialist II	07/12/2021
Isidro, Nathan	IT – Infrastructure and Operations Group	IT Client Support Specialist I	06/08/2021
Jackson, Brittany	University Housing	Associate Director, University Housing	08/02/2021
Janota, Jay	Men's Basketball	Coordinator of Sports Performance	05/31/2021
Kappesser, Anthony	Office of Student Account Services	Analyst, Business Process Reporting, SAS	04/28/2021
Lasley, DeVanee	Student Engagement	Asst. Director, Multicultural Programming	05/24/2021
Lindeman, Jordan	College of Informatics	Assistant to the Dean	06/07/2021
Maines, Christian	IT – Infrastructure and Operations Group	Technology Support Specialist II	04/05/2021*
Mardis, Rusty	Civic Egmt. & Nonprof. Capacity Bldg.	Administrative Secretary	07/25/2021
Meiszer, Elizabeth	Legal Affairs & General Counsel	Deputy General Counsel	04/12/2021
Morrison, Paul	Building Services 2 nd Shift	Custodian	06/01/2021
Pitts, Julia	Steely Library	Manager, Communications & Marketing	07/12/2021
Ponchak, Brandon	Men's Soccer	Assistant Coach	08/01/2021
Popenoe, Subira	Admissions	Counselor for Adms. Diversity & Outreach	04/12/2021
Sagraves, Emily	Student Engagement	Asst. Director, Student Egmt. & Programs	05/01/2021
Sand, Jennifer	Government, Corp. & Foundation Egmt.	Director of Economic Engagement	05/25/2021
Schwarber, Ethan	HVAC/General Maintenance	HVAC/General Maintenance Mechanic Asst.	07/12/2021
Scott, Larissa	Biological Sciences	Lab Animal Care Technician	04/22/2021

Sharpe, Bernadette	University Suites	Residence Hall Director	07/01/2021
Stephenson, Margaret	Institute for Health Innovations	Officer, NKY Innovation	05/03/2021
Talley, Pernell	Steely Library	Specialist – Steely Library Reserves	06/01/2021
Thomas, Cleminth	Callahan Residence Hall	Residence Hall Director	07/01/2021
Vonderhaar, Douglas	Kentucky Campus Compact	Budget Coordinator, KCC	05/17/2021
Webster, Lesley	Edu. Leadership & Advanced Studies	Academic Specialist	07/01/2021
Zavitz, Paul	University Police – Field Operations	Public Safety Officer	07/06/2021

REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS

04/10/21-08/06/21

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Alston, Robert	Stud. Conduct, Rights, & Advo.	Asst. Dean of Stud., Com. Care, & Conduct	Reclassification	07/01/2021
Brophy, Nicholas	Small Business Dev. Center	Interim Dir., Small Business Dev. Ctr.	Status Change	06/01/2021
Brun, Judith	Chase College of Law	Academic Specialist	Reclassification	07/25/2021
Cohn, Paul	Housing Facilities Management	General Maintenance Worker	Promotion	04/19/2021
Dickerson, Bradley	University Suites	Coord., Res. Life Curriculum & Training	Reclassification	07/25/2021
Eutsey, Rhonda	Chase College of Law	Academic Specialist	Reclassification	07/25/2021
Higgins, Robin	Chase College of Law	Academic Specialist	Reclassification	07/25/2021
Hector, Matthew	School of Nursing	Academic Coordinator	Promotion	04/12/2021
Justice, Philip	Research, Grants, & Contracts	Manager, Research Development (RGC)	Promotion	08/01/2021
Maus, Andrew	Roads & Grounds	Heavy Equipment/Grounds Operator	Promotion	07/12/2021
Molique, Kathy	Chase College of Law	Academic Specialist	Reclassification	07/25/2021
Pearson, Nicholas	IT – Information Tech. Central	Senior Project Manager	Promotion	05/01/2021
Peyton, Dustin	Baseball	Head Men's Baseball Coach/Admn. Coord.	Promotion	06/14/2021
Shields, Rochelle	University Housing	Associate Director, University Housing	Status Change	07/01/2021
Turner, Laura	Advancement Operations	Dir. of Prospect Research & Management	Reclassification	08/01/2021

TRANSFERS

04/10/21-08/06/21

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Booker, Valerie	Housing Facilities Management	Building Services 1 st Shift	Custodian	08/02/2021

Chapman, Dorian	Housing Facilities Management	Building Services 1 st Shift	Custodian	08/02/2021
Clark, Rhett	Mail/Distribution Service	IT- Infrastructure & Ops. Group	Tech. Support Specialist	06/01/2021
Hays, Steven	Housing Facilities Management	Building Services 3 rd Shift	Floor Care Operator	08/02/2021
Hellmann, Sarah	Teacher Edu. & School Leadership	Teacher Prep. & Edu. Studies	Academic Coordinator	07/01/2021
Jones, Sherri	Enrollment Management	Student Financial Assistance	Assistant Director	05/17/2021
Justus, Lisa	Housing Facilities Management	Building Services 1 st Shift	Custodian	08/02/2021
Justus, Timothy	Housing Facilities Management	Building Services 1 st Shift	Custodian	08/02/2021
Koeninger, Katherine	College of Health & Human Serv.	Human Resources	Accountant	07/01/2021
Moore, Gregory	University Housing	African American Program & Serv.	Associate Director	07/07/2021
Reckers, Terri	Housing Facilities Management	Building Services 2 nd Shift	Custodian	08/02/2021
Risch, Lindsey	Registrar	College of Health & Human Serv.	Academic Assistant	07/06/2021
Wallace, Rebecca	Building Services 1 st Shift	University Police	Police Dispatcher I	07/21/2021

CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT

04/10/21-08/06/21

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Crum, Shelby	Teacher Prep. & Edu. Studies	Academic Specialist	Temporary to Regular	07/01/2021
Glover, Mary	Small Business Dev. Center	Project Specialist, SBDC	Regular to Contract	06/01/2021
Johnston, Amanda	School of Nursing	Academic Coordinator	Student to Regular	04/12/2021
Johnston, Te'a	University Housing	Coordinator, Univ. Housing Ops.	Contract to Regular	06/01/2021
Kroell, Ashley	Campus Recreation	Coord., CRC Membership Sales	Student to Regular	05/10/2021
Moser, Ginger	Comptroller's Office	Specialist	Regular to Contract	05/10/2021
Smith, Caleb	Women's Basketball	Director of Operations, WBB	Student to Regular	06/14/2021
Stulz, Michael	Civic Egmt. & Nonprof. Cap. Bldg.	Administrative Secretary	Contract to Regular	07/19/2021
Von Handorf, Roseanne	Undergraduate Academic Affairs	Secretary	Temporary to Regular	06/01/2021

DEPARTURES

04/10/21-08/06/21

NAME	DEPARTMENT	TITLE	EFF. DATE
Amanns, Lavonne	Human Resources	Accountant	06/02/2021
Alderson, Stephanie	Student Financial Assistance	Team Leader	07/17/2021
Allen, Brook	Biological Sciences	Animal Care Technician	04/29/2021

Alston, Keysha	University Connect & Persist	Coordinator, UCAP	05/29/2021
Baldwin, Jeffrey	Athletic Development	Director of Development – Athletics	07/09/2021
Blouin, Colin	Fraternity & Sorority Life	Assistant Director, Fraternity & Sorority Life	06/01/2021
Brooks, Samuel	Men's Soccer	Assistant Coach	06/10/2021
Bryant, Amira	Residential Village	Residence Hall Director	04/27/2021
Carpenter, John	Building Services 2 nd Shift	Custodian	07/31/2021
Christian, Lindsey	Human Resources	Assistant to the Chief HR Officer	07/24/2021
Clark, Shawn	Institutional Research	Analyst, Institutional Research	07/16/2021
Crawford, Gary	Roads & Grounds	Groundskeeper	07/01/2021
Crosley, Sean	IT – Infrastructure and Operations Group	Senior Systems Analyst I	05/01/2021
Curtis, Adam	University Police	Dispatcher	04/23/2021
Daley, Brittany	Building Services 2 nd Shift	Custodian	05/25/2021
Demore, Marina	Softball	Assistant Coach, Women's Softball	06/01/2021
Durojaiye, Ande	Academic Affairs	Interim Provost	07/01/2021
Edmonson, Deven	Building Services 1 st Shift	Custodian	05/05/2021
Garrett, Jonathan	University Housing	Coordinator, University Housing	07/01/2021
Godbey, Douglas	Central Warehouse	Manager, Inventory Control	07/08/2021
Grothaus, Corey	Admissions	Coordinator, Mktg., Comms., & Technology	07/09/2021
Herald, Jonathan	Building Services 2 nd Shift	Custodian	07/15/2021
Higgason, Kyle	University Development	Director of Gift Planning	05/01/2021
High, Marsha	University Development	Assistant Director of Development	07/07/2021
Howe, Steven	Institute for Health Innovations	Program Evaluator, IHI	04/01/2021*
Jackson, Ashley	Office of Student Account Services	Associate Director	05/22/2021
Jones, Patience	Building Services 2 nd Shift	Custodian	07/13/2021
Kelley, Lyna	Kentucky Center for Mathematics	Coordinator, Events & Programs	04/10/2021
Kizel, Joseph	Men's Basketball	Video Coordinator, Men's Basketball	06/01/2021
Laumann, Mackenzie	Athletic Development	Asst. Athletic Director – Development	07/31/2021
Lawrence, Carmen	University Development	Director of Development, COI	05/08/2021
Maki, Jennifer	Athletics Facilities	Coordinator, Athletics Facilities	06/19/2021
May, James	Building Services 1 st Shift	Custodian	04/14/2021
Moran, John	Electric Shop	Electrical Assistant	08/01/2021
Moses, Julie	Research, Grants, & Contracts	Manager, Research Development	06/26/2021
Naylor, Payton	Women's Soccer	Assistant Coach	07/01/2021
Newman, Elizabeth	Admissions	Coordinator, Admissions	06/18/2021
Richardson, Whitney	Health, Counseling, & Student Wellness	Staff Clinician	07/24/2021
Riley, Raven	Building Services 1 st Shift	Custodian	04/10/2021
Vogelgesang, Victoria	Kentucky Campus Compact	Assistant Director KyCC	07/03/2021
Werner, Shannon	Biological Sciences	Lab Technician, Biology	06/16/2021

RETIREMENTS**04/10/21-08/06/21**

NAME	DEPARTMENT	TITLE	EFF. DATE
Asalon, Todd	Baseball	Head Men's Baseball Coach	08/01/2021
Buechel, Carmella	HR – Benefits Management	Coordinator, Benefits	06/01/2021
Fincken, Jo Ann	University Marketing & Communications	Director of Production & Printing	05/01/2021
Knight, David	Visual Arts	Manager	07/01/2021
Ober, Leigh	University Marketing & Communications	Specialist, Graphic Design	08/01/2021
Winford, Steve	Power Plant	Asst. Power Plant Supervisor II	07/01/2021

ADMINISTRATIVE/EXECUTIVE**04/10/21-08/06/21**

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Aikman, Sarah	Student Union & Programming	Director, Student Union	Promotion	05/01/2021
Billiter, Brandon	Office of Student Account Services	Director	Promotion	06/15/2021
Cecil, Matt	Academic Affairs	Provost & Executive VP for Acad. Affairs	Activation	07/01/2021
Graboskey, Kim	Office of Student Account Services	Director	Separation	05/01/2021
Hensley, Megan	Student Affairs	Unit Director – Student Support Services	Promotion	05/01/2021
Keene, Kelly	University Development	Asst. Vice President, Leadership Gifts	Promotion	05/01/2021
Knox, Cindy	Accessibility Services	Director, Student Accessibility Services	Lateral Move	05/01/2021
Patton, Michael	University Housing	Director, University Housing	Activation	07/01/2021

***Not on previous report**

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$1,656,717** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period April 1, 2021 through July 31, 2021 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 4/1/21 through 7/31/21 are itemized below.

Contributions of \$25,000 or more from April 1, 2021 – July 31, 2021				
Name	Gift Date	Fund Description	Amount	Gift Type
The Carol and Ralph Haile/US Bank Foundation	7/31/21	Haile Foundation College of Business	\$ 52,142.00	Pledge
Chellgren Family Charitable Gift Fund	6/9/21	Chellgren Scholarship Endowment	\$ 40,000.00	Cash
Duke Energy Foundation	4/14/21	Next Generation STEM Classroom Project	\$ 30,000.00	Cash
R.C. Durr Foundation	7/16/21	R.C. Durr Foundation - First-Year Career Advising Program	\$ 500,000.00	Pledge
Oakley B. Farris	4/14/21	Eva G. Farris and Oakley B. Farris Leadership Academy	\$ 100,000.00	Pledge
Oakley B. Farris	7/16/21	Artificial Intelligence and Intellectual Property Commercialization	\$ 200,000.00	Pledge
Debra M. Luckett	4/27/21	David Andrew Luckett Memorial Scholarship in Photography	\$ 30,000.00	Pledge
Janet A. Miller	7/27/21	Smith-Miller Scholarship	\$ 30,000.00	Pledge
Kimberly P. Miller	6/28/21	Robert G. Miller, Jr. Memorial Endowed Scholarship	\$ 29,575.00	Pledge
John F. Neace	6/30/21	Men's Basketball Excellence Fund	\$ 420,000.00	Gift-in-Kind
John J. and Mary R. Schiff Foundation	4/28/21	NKU Fund for Excellence	\$ 25,000.00	Cash
Chad T. Scott	5/4/21	NKU Soccer Excellence Fund	\$ 150,000.00	Pledge

Terry P. Sievers	6/28/21	Terry & Maggie Sievers Endowed Scholarship	\$ 25,000.00	Pledge
Robert W. Zapp	5/28/21	NKU Scholarships	\$ 25,000.00	Pledge
		TOTAL	\$1,656,717	

RECOMMENDATION

The Board of Regents hereby approves the following naming actions:

- (1) The naming of an annual award for an outstanding student majoring in Anthropology. “Joseph Bowden Neely Memorial Award for Outstanding Student in Anthropology”
- (2) The naming of the Men’s Soccer Locker Room for a period of 25 years in recognition of the donor’s support of the NKU Soccer Excellence Fund. “Scott Family Charitable Fund Men’s Soccer Locker Room”
- (3) The naming of a fund that will support the Whitney Lynne Crank Memorial Bench and the Whitney Lynne Crank Psychology Award. “Whitney Lynne Crank Memorial Fund in Psychology”
- (4) The naming of an endowed scholarship that will support students majoring in Photography. “David Andrew Luckett Memorial Scholarship in Photography”
- (5) The naming of an endowed scholarship that supports students enrolled in the Salmon P. Chase College of Law (1) who are enrolled in the full-time division, (2) who are second-year or third-year students, (3) who enhance the diversity of the student body, and (4) who demonstrated significant academic improvement during the first year or second year of law school. “Paulson Endowed Scholarship”
- (6) The naming of an endowed scholarship that will support students enrolled in the Salmon P. Chase College of Law (1) who demonstrate high academic promise, (2) who are full-time students, (3) who have financial need, and (4) who are from one of a list of counties in Eastern or Northern Kentucky. “Robert G. Miller, Jr. Memorial Endowed Scholarship”
- (7) The naming of an endowed scholarship that will support a scholarship for students majoring in Construction Management. Preference will go to students with a focus in residential construction. “Terry & Maggie Sievers Endowed Scholarship”
- (8) The naming of a scholarship for a student in the Bachelor of Fine Arts program in the musical theater track at Northern Kentucky University. “Ally Davis Memorial Scholarship”
- (9) The naming of an endowed scholarship that will support a student majoring in Elementary Education who will be participating in the COST (Consortium for Overseas Student Teaching) program. “Smith-Miller Scholarship”
- (10) The naming of a fund to provide mission support for the W. Frank Steely Library. “Greg & Sheila Edwards Fund for Excellence”
- (11) The renaming of the Hub for Supply Chain and Logistics in the Haile Foundation College of Business (Room 243 in the Business Academic Center). “Verst Group Logistics Hub for Supply Chain Excellence” (previously “Verst Group Logistics Hub for Supply Chain and Logistics”)
- (12) The naming of an endowed LIFT scholarship for undergraduate students pursuing studies in Elementary Education. “Rebecca S. and Thomas K. Niehoff Elementary Education LIFT Scholarship”
- (13) The naming of the NKU Norse Athletics Soccer Field for a term of 25 years in recognition of the donor’s support of the NKU Foundation and NKU Athletics. “Richard Scudamore Field”
- (14) The naming of an endowed scholarship to support students studying Neuroscience at NKU. “Joe Whelan Scholarship”

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 gift that will support an award of \$250 annually for an outstanding student majoring in Anthropology selected by the department faculty. The award will be administered by the Chair of Sociology, Anthropology, and Philosophy.

Donor: Thomas Donnelly

Naming Gift: \$1,000

Naming Recognition: Joseph Bowden Neely Memorial Award for Outstanding Student in Anthropology

The donor, Mr. Thomas Donnelly, made this contribution to honor his wife, Dr. Sharlotte Neely, Professor Emeritus in Anthropology. The award is named after Dr. Neely's late father, Joseph Bowden Neely.

(2) The university has received a gift to support the NKU Soccer Excellence Fund. This contribution will receive recognition via the naming of the Men's Soccer Locker Room to the Scott Family Charitable Fund Men's Soccer Locker Room for a period of 25 years. This contribution will be used to support the advancement of the NKU Men's Soccer program through operating, academic, and scholarship support.

Donor: Scott Family Charitable Fund

Naming Gift: \$150,000

Naming Recognition: Scott Family Charitable Fund Men's Soccer Locker Room

Mr. Chad Scott was a member of the NKU Men's Soccer program from 1992 to 1995. He remains one of the top offensive players in NKU's history and is a 2011 David Lee Holt NKU Athletics Hall of Fame inductee. He currently serves as a member of the NKU Foundation Board of Directors. The Scott Family has been loyal supporters of the soccer program, Athletics Department, and University as a whole for many years.

(3) The university has received a gift that will support the Whitney Lynne Crank Memorial Bench and the Whitney Lynne Crank Psychology Award. \$3,000 of the gift will be used for the purchase and installation of the memorial bench and plaque. \$7,000 will be used to support a \$500 award distributed annually to a student majoring in Psychology and participating in the Psychology Club/Psi Chi. A recipient should be selected each year by the Psychological Science faculty in consultation with the Psychological Science Department Chair.

Donor: Shauna Cayze
Naming Gift: \$10,000
Naming Recognition: Whitney Lynne Crank Memorial Fund in Psychology

This fund is in memory of Whitney Lynne Crank. Whitney was a two-time graduate of Northern Kentucky University. After receiving her undergraduate degree, she also received her Master's Degree in Clinical Mental Health Counseling from NKU in 2014.

(4) The university has received a gift that will support an endowed scholarship awarded to a student majoring in Photography. A different recipient should be selected each year by photography faculty in consultation with the Director of the School of the Arts.

Donor: Grant and Debra Lockett
Naming Gift: \$30,000
Naming Recognition: David Andrew Lockett Memorial Scholarship in Photography

This scholarship is in memory of David Andrew Lockett. David was born in Tomasphil, Ukraine. He spent his first four years in an orphanage in Tulchyn. His family was lucky enough to bring him home to the United States with them in 2007. A love of David's was photography, and he wanted to someday become a professional photographer.

(5) The university has received a planned gift that will support a scholarship for students enrolled in the Salmon P. Chase College of Law. The scholarship shall be awarded annually to a student: (1) who is enrolled in the full-time division, (2) who is a second-year or third-year student, (3) who enhances the diversity of the student body, and (4) who demonstrates significant academic improvement during the first year or second year of law school.

Donor: L. Edwin (Wyn) and Jean Ellen Paulson
Naming Gift: \$25,000
Naming Recognition: Paulson Endowed Scholarship

L. Edwin (Wyn) Paulson, Jr. and Jean Ellen Paulson live in Lexington, Kentucky and Naples, Florida. Wyn is a 1978 graduate of Chase College of Law and practices law in Lexington.

(6) The university has received a gift that will support a scholarship for students enrolled in the Salmon P. Chase College of Law. The scholarship shall be awarded annually to a student: (1) who demonstrates high academic promise, (2) who is a full-time student, (3) who has financial need, and (4) who is from on the following Kentucky counties with the following preferences: the first preference is any county on the list of Floyd, Johnson, Lawrence, Magoffin, Martin, Morgan, or Pike; the second preference is Campbell; and the third preference is any other county in Eastern Kentucky.

Donor: Kimberly P. Miller
Naming Gift: \$28,575
Naming Recognition: Robert G. Miller, Jr. Memorial Endowed Scholarship

Robert G. Miller, Jr. passed away on January 12, 2021. Robert lived in Paintsville, Kentucky and is survived by his wife, Kimberly, and their two sons. Robert practiced law in Paintsville, and Kimberly is a teacher in Paintsville Independent School System. Robert was born in Fort Thomas, Kentucky, and his parents reside in Alexandria, Kentucky. Kimberly established this memorial endowed scholarship in honor and memory of Robert.

(7) The university has received a gift that will support a scholarship for students majoring in Construction Management. Preference will go to students with a focus in residential construction. Since NKU does not have a residential construction path, the donor understands that awarding the scholarship to a student with this focus may be difficult, but the donor has a passion in that area.

Donor: Terry and Maggie Sievers

Naming Gift: \$25,000

Naming Recognition: Terry & Maggie Sievers Endowed Scholarship

Terry Sievers is an Accounting graduate of NKU. He spent his career in construction with the Drees Company (30+ years, 8 positions, and last 15 years as a Regional President). He feels now is the right time to give back.

(8) The university has received a gift that will support a scholarship for a student in the Bachelor of Fine Arts program in the musical theater track at Northern Kentucky University. To be considered, the student must be enrolled full-time at NKU, be a resident of the Eastern Kentucky region (counties include: Floyd, Pike, Johnson, Martin, Magoffin, Knott, Letcher, Perry, Lawrence, Morgan, and Breathitt), be a graduate of the public-school system, and must maintain a GPA of 2.75. Students in the Bachelor of Fine Arts program in the acting or dancing track will also be considered if no students from the musical theater track apply.

Donor: Various

Naming Gift: \$10,574

Naming Recognition: Ally Davis Memorial Scholarship

Allyson (Ally) Davis was a dearly beloved senior musical theatre major in the School of the Arts. An incredible actress and singer, Ally had performed in a multitude of theatre productions at NKU and in the region, including King's Island, Jenny Wiley Theatre, and the Covedale Center for the Performing Arts. Her final performance at NKU was in the English comic opera, H.M.S. Pinafore in the spring of 2020. In addition to her strong academic work, Ally was involved in multiple aspects of the theatre and dance program as well as campus life. She was a fierce advocate for racial equity and fought for greater understanding and support for those dealing with anxiety and struggling with mental health. Hailing from Eastern Kentucky, Ally showcased the great talent and spirit of this region with her love of music and performing. She was a great friend and mentor to those around her, encouraging them to laugh often, work hard, and pursue their passions.

(9) The university has received a gift that will support a student majoring in Elementary Education who will be participating in the COST (Consortium for Overseas Student Teaching)

program. The eligibility for the COST program includes a 3.0 GPA, a successful personal interview, three recommendation referrals from NKU professors, and submission of a completed application for student teaching abroad.

Donor: Janet Miller
Naming Gift: \$30,000
Naming Recognition: Smith-Miller Scholarship

Dr. Janet Miller is an Emeriti Faculty in the College of Education. She served as a representative for the COST program in the 1970s. She is very passionate about NKU and teaching and believes that NKU students will benefit from the COST program experience.

(10) The university has received a gift that will provide mission support to the W. Frank Steely Library.

Donor: Greg and Sheila Edwards
Naming Gift: \$43,500
Naming Recognition: Greg & Sheila Edwards Fund for Excellence

Mr. Greg Edwards has served on the Friends of Steely Library Board for a number of years, becoming board president last year and continuing to steward the library in this important role. As a librarian and NKU alumni, Greg recognizes the role the Steely Library serves for campus. Greg and his wife, Sheila, have been loyal supporters of both the Steely Library and the University as a whole for many years.

(11) The university received a gift in 2020 for maintenance, renovation improvements, and physical resources for Room 243 in the Business Academic Center. This gift established the Verst Group Logistics Hub for Supply Chain and Logistics within the Haile Foundation College of Business. The donor and the Haile Foundation College of Business wish to change the name of the Hub to the Verst Group Logistics Hub for Supply Chain Excellence.

Donor: Verst Group Logistics
Naming Gift: \$100,000
Naming Recognition: Verst Group Logistics Hub for Supply Chain Excellence

Verst Group Logistics is a family-owned private business that was started by William G. Verst in 1966. Bill Verst was very active at NKU, including member emeritus of the NKU Foundation Board, NKU Board of Regents, Friends of Steely Library, Norse Athletics Club Board, and he was also a recipient of the NKU Distinguished Public Service Award in 1994. Bill passed away in 2005. Verst Group Logistics, President and CEO, Paul Verst, assumed the leadership reins from his father William G. Verst in 1993. Since then, he has overseen the expansion of Verst Group Logistics into a fully integrated 3PL company distinguished by its state-of-the art facilities and commitment to putting customers first.

(12) The university has received a gift that will support an endowed LIFT scholarship. The scholarship will support undergraduate students (1) with demonstrated financial need as

determined by the Free Application for Federal Student Aid (FAFSA); (2) who upon their initial consideration for the scholarship are full-time first-generation freshmen pursuing studies in Elementary Education; and, (3) who agree to adhere to the specific requirements of the Lifelong Investment in Future Transformation (LIFT) Scholars program.

Donor: Rebecca S. and Thomas K. Niehoff

Naming Gift: \$50,000

Naming Recognition: Rebecca S. and Thomas K. Niehoff Elementary Education LIFT Scholarship

Rebecca S. Niehoff graduated from NKU's College of Education in 1979. After earning her diploma on a full-tuition scholarship, she understands the importance of graduating with less debt.

(13) The university has received a gift to support the NKU Foundation. This contribution will receive recognition via the naming of the NKU Norse Athletics Soccer Field to the Richard Scudamore Field for a period of 25 years. This contribution will provide support for NKU Athletics, including operating support for the men's and women's soccer programs, maintenance and upgrades associated with the soccer field and stadium, international team travel, and scholarship and student aid for men's and women's soccer players.

Donor: Brenda Hoskins

Naming Gift: \$500,000

Naming Recognition: Richard Scudamore Field

This gift was made possible through the Estate of Brenda Hoskins. The NKU Norse Athletics Soccer Field will be named after a relative of Brenda Hoskins, Richard Scudamore. Richard Scudamore was the Executive Chairman of the English Premier League from June 2014 until his retirement in November 2018.

(14) The university has received a gift that will support an endowed scholarship. The scholarship will support students studying Neuroscience at NKU. This scholarship will be created in memory of Joseph Michael Whelan.

Donor: Christine and Mike Whelan

Naming Gift: \$25,000

Naming Recognition: Joe Whelan Scholarship

Joe Whelan is the son of the donors, Christine and Mike Whelan. Joe was a sophomore at NKU when he passed away. Joe had a love for science and a compassion for others. The scholarship will be awarded to Neuroscience majors at NKU, who will continue Joe's curiosity and pursuit of knowledge. His parents would like to share the opportunity to contribute to the scholarship via social media on his birthday.

RECOMMENDATION

That Emeritus status for the following individuals receive Board of Regents approval:

Steven Finke, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Lisa Jameson, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Carrie McCoy, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021.

BACKGROUND

The faculty members recommended for Emeritus status have received the endorsement of the faculty, the vice provost for undergraduate academic affairs, the provost, and the president.

MINI VITA

Name: Steven Finke

Title: Associate Professor

Education: M.F.A. Fine Arts, 1982, University of Miami

B.F.A. Fine Arts, 1980, Ohio University

Experience: 1999-2021, Associate Professor, Northern Kentucky University

1993-1998, Assistant Professor, Northern Kentucky University

1989-1993, Instructor, Northern Kentucky University

MINI VITA

Name: Lisa Jameson

Title: Associate Professor

Education: M.A. in Art Education, 1996, University of Cincinnati, DAAP

M.F.A. in Drawing, 1980, University of Cincinnati, DAAP

B.F.A. in Painting, 1977, Webster College

Experience: 2020-2021, Associate Professor, Northern Kentucky University

1997-2020, Program Head and Associate Professor, Northern Kentucky University

1996-1997, Interim Instructor, Northern Kentucky University

1994-1996, Teaching Assistant, University of Cincinnati

1990-1994, Instructor Assistant, Cincinnati Public Schools

1985-88, 1992-96, 2007, Art Educator, Art Academy of Cincinnati
Community
Education Faculty

1987-88, Adjunct Instructor, University of Cincinnati

1981, Adjunct Instructor, University of Cincinnati

1979-80, Teaching Assistant, University of Cincinnati

MINI VITA

Name: Carrie McCoy

Title: Professor Emeritus

Education: Ph.D. in Nursing, 2000, University of Kentucky

M.S. in Public Health, 2000, University of Kentucky

M.S. in Nursing, 1980, University of Cincinnati

B.S. in Nursing, 1972, Humboldt State College

Experience: 2002-2021, Professor, Northern Kentucky University

2009-2014, Chair, Department of Nursing, Northern Kentucky University

2003-2006, Board of Regents, Northern Kentucky University

1989-2001, Associate Professor, Northern Kentucky University

1983-1989, Assistant Professor, Northern Kentucky University

1981-1983, Clinical Coordinator, Emergency Department, Wm Booth
Memorial Hospital

1975-1980, Staff Nurse, Emergency Department, University of Cincinnati

1972-1975, Nurse, U.S. Army Nurse Corps

RECOMMENDATION:

That the Board of Regents approve the following policy:

ADMINISTRATORS RETURNING TO FACULTY STATUS

BACKGROUND:

This major revision updates the policy establishing guidelines for Administrators returning to faculty status. In addition to minor edits to wording and formatting, the recommended revisions include the following:

- So that it is clear to whom the policy applies, definitions of Executive, Administrator, and Faculty classifications from the Employment Categories Definition policy have been added in Section III of the policy.
- This revision specifies that Administrators not covered by the Faculty or Department Chair Handbooks or contract will receive a salary within the salary range of faculty of the same rank in the Administrator's department/school and that salary shall typically be no higher than the highest faculty salary in that department/school. This is a change from the existing policy, which states that the Administrator's salary will be reduced by 15 percent.
- The reference to the faculty contract being rewritten to ten (10) months has been changed to nine (9) months, which is the typical length of faculty contracts.
- A statement that the paid leave will be at the faculty salary has been added.
- To be consistent with the treatment of faculty sabbaticals, a statement has been added indicating that any Administrator who receives paid leave after returning to the faculty must reimburse the University for the leave if the Administrator does not remain in a faculty position within the University for at least one (1) year.

ADMINISTRATORS RETURNING TO FACULTY STATUS

POLICY NUMBER: ACAD-ADMINRETURNTOFAC

POLICY TYPE: ACADEMIC (NON-RESEARCH)

RESPONSIBLE OFFICIAL TITLE: PRESIDENT OF THE UNIVERSITY

RESPONSIBLE OFFICE: EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS & PROVOST

EFFECTIVE DATE: UPON BOARD OF REGENTS APPROVAL

NEXT REVIEW DATE: BOARD OF REGENTS APPROVAL PLUS FOUR YEARS –

SUPERSEDES POLICY DATED: 10/29/1992 – FORMERLY ADMINISTRATIVE REG. AR-II-2.0-3

BOARD OF REGENTS REPORTING (CHECK ONE):

☒ PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM):

☐ PRESIDENTIAL REPORT (INFORMATION ONLY)

I. POLICY STATEMENT

Administrators (see Definitions in Section III) with faculty tenure who are not covered by the Faculty or Department Chair Handbook or contract may return to faculty status by resigning their position and having it accepted by the appropriate Vice President or the President in the case of Vice Presidents. The following conditions apply:

1. An Administrator may return to faculty status at a salary based on the Administrator's academic and administrative experience, accomplishments, expertise, academic rank and standing in the discipline and the functions the Administrator will be expected to perform upon return to the faculty. In addition, the Administrator's salary will be within the salary range of faculty of the same rank in the Administrator's department/school and shall typically be no higher than the highest faculty salary in that department/school. Subsequent salary increases shall be based on annual performance evaluation as provided for in the Faculty Handbook. The individual's contract will be written for a nine (9)-month period (if on an academic year appointment) and be subject to the recommendation of the Provost and approval by the President.
2. If an Administrator has at least five (5) years of service at the University as an Administrator, the Administrator will be granted a one-semester paid leave to prepare for the faculty role. A description of the proposed work to be completed during the leave will be required to receive this leave, followed by a report on the work to be submitted to the Provost, or the President in the case of Vice Presidents, upon return to the University. The paid leave will be at the faculty salary determined in accordance with item 1 above.
3. Any unused vacation days will be calculated and paid to the Administrator at the date of the last working day in an administrative capacity.

An Administrator who has served in such capacity at the University for more than ten (10) years may be granted a full year of paid leave, and the conditions in items 2 and 3 above will apply.

Any Administrator who receives paid leave after returning to the faculty must reimburse the University for the leave if the Administrator does not remain in a faculty position within the University for at least one (1) year.

II. ENTITIES AFFECTED

Administrators, Faculty

III. DEFINITIONS

The following definitions (as stated in the [Employment Category Definitions policy](#)) apply.

Executive: The President, Provost, and all others who regularly serve as members of the President's Cabinet. The President may specifically designate an appointment in special situations.

Administrator: The head of a major organizational unit within the university, including Deans. For some reports and other specific purposes, Administrators also include Executives.

Faculty: Positions with formal academic appointments and other positions designated by the President/Provost. Employees in this category are primarily engaged in teaching and research. Examples include Associate or Assistant Deans, Department Chairs, Librarians, and full- and part-time faculty members.

IV. REFERENCES AND RELATED MATERIALS

REFERENCES & FORMS

Faculty and Department Chair Handbooks: <https://www.nku.edu/academicaffairs/resources/handbook.html>

RELATED POLICIES

Employment Category Definitions:


<https://inside.nku.edu/content/dam/policy/docs/Policies/EmploymentCategoryDefinitions.pdf>

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Revision	
Policy – Formerly Administrative Regulation AR-II-2.0-3	October 29, 1992

ADMINISTRATORS RETURNING TO FACULTY STATUS

PRESIDENTIAL APPROVAL

PRESIDENT		
Signature		Date 8/3/21
Ashish K. Vaidya		

BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)	
<input type="checkbox"/> This policy was forwarded to the Board of Regents on the Presidential Report (information only) . Date of Board of Regents meeting at which this policy was reported: ____/____/____.	
<input type="checkbox"/> This policy was forwarded to the Board of Regents as a Presidential Recommendation (consent agenda/voting item) .	
<input type="checkbox"/> The Board of Regents approved this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing approval of policy.)	
<input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing rejection of policy.)	
VICE PRESIDENT AND CHIEF STRATEGY OFFICER	
Signature	Date
Bonita J. Brown	

RECOMMENDATION:

Recommend the Board of Regents approve revisions to the Northern Kentucky University Code of Student Rights and Responsibilities

BACKGROUND:

Northern Kentucky University Code of Student Rights and Responsibilities

Executive Summary of Major and Minor Changes

This proposed revision has been supported by Vice President for Student Affairs, Dr. Eddie Howard, since his arrival at Northern Kentucky University. The University Code of Student Rights and Responsibilities had not been substantively edited (apart for legal compliance needs in the light of the changes around Title IX complaint processing and responses) since 2012. The tenets of educational due process that the University's Code upholds have not changed: a student's right to notification of a possible violation of the Code, a student's right to have their voice considered through the process, and a student's right to appeal a process decision they believe to have violated their rights. Though these elements have not changed since the Code was last revised, pathways for conflict resolution, opportunities to empower student choice in process resolutions, and the strategic design of our campus community have changed.

To reflect these changes while preserving student's rights, we offer the proposed Northern Kentucky University Standards & Student Rights document. The Student Conduct, Rights & Advocacy staff has compiled this document with primary authorship resting with Bob Alston (Director, SCRA). The document has also been reviewed by a team of students (including SGA members from the most recent/upcoming administrations and residence life student leaders).

A dominant share of the language included in this proposed Code already exists in the 2012 edit of the Code (found on the [SCRA website](#)). Consistent review of the proposed language has been ongoing since 2016, and Dr. Howard's leadership and vision has framed the document to be considered. The proposed draft was finalized 4/13/2021.

Listed below are the major revisions to the Northern Kentucky University Code:

- Organization and Formatting
 - Ease of Reading/ADA Compliance
- Community Standards language
 - Better aligns with creating sense of belonging and distances from legalistic language.
- Addition of Definitions Section
 - Assists in Ease of Reading (particularly in the procedural sections)
 - Defines "Student" to clarify the Code's relationship to NKU affiliated individuals

- Additions to and Simplification of Community Standards Language
 - Alignment with NKU Core Values
 - Distancing from Legalistic Language
 - Additions to Community Standards language are to keep pace with different types of behavior (i.e. bullying)
- New sections of text defining expectations for NKU students (along with information defining the role of NKU in managing behavior) related to:
 - Investigation and Standards of Information
 - Complaints and Reporting
 - Interim Action
 - Student Participation in the Process
 - Mutual Resolution of an Issue
 - This section also adds language to support mediation/restorative action resolution pathways. The student Code review team supports this language
 - Revision and Communication
- Resolution of minor violations to include multiple pathways to empower student self-determination. These include mutual resolutions and Administrative/University Conduct Board hearings (for housing/university separation level cases).
- Updated appeals language to reflect limited need for Board of Regents appeal review (expulsion only).
 - University Housing cases without separation outcomes appeal to the Director of University Housing for a final decision
 - Outcomes including University Housing separation appeal to Assistant Dean of Students/Director, Student Conduct Rights and Advocacy (or designee) first and Vice President for Student Affairs second
 - Outcomes including University suspension appeal to appeal panel first and Vice President for Student Affairs second
 - Outcomes including University Expulsion appeal to Vice President for Student Affairs first and Board of Regents second
- Record retention language updated to include the following:
 - Specific compliance with Clery Act retention (Internal Audit requirement)
- Shifting of academic policies and policy statements (e.g. sexual harassment policy, alcohol policy, hazing prohibition, etc.) to appendices, limiting the body text of the document (reduction from 46 pages to 26 pages)
- Inclusion of Medical Amnesty Policy in Appendix B
 - Previously developed and supported by Counseling and Student Wellness staff
 - Person receiving treatment or active bystander only
 - Must apply for consideration and complete educational meeting with Student Conduct Rights and Advocacy and/or programmatic education
 - Can only be used once in a 24-month period

- Does not go on student conduct record if process is approved and complied with, otherwise reverts to student conduct case
- If repeat behavior occurs, the student conduct case will carry the sanctions of a second offense

NKU Code of Rights and Responsibilities – List of Proposed Revisions – Spring 2021

CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
Code of Student Rights and Responsibilities	Community Standards & Student Rights	Frames the document through NKU's Core Values as a community and identifies student rights as a primary focus of the document.	N/A
III.C University Conduct Action/ Violations of Law and this Code	III.C University Conduct Action/ Violations of Law and this Code	Added language to ensure student due process	Academic administration, SCRA staff, faculty, students
	Added language: "Student status in NKU academic programs should not be altered for non-academic reasons without providing the student the right to appropriate due process."	Ensure that non-academic actions are taken with appropriate educational due process protections for students.	See above
N/A	IV. Definitions	Previously, terms were defined within the sections of procedures. This new section eases readability, and provides clear parameters for terms that can be unique to student conduct actions.	Faculty, staff, students, conduct officers, hearing board members
	Administrative Hearing (new definition, see page 5)	Allows for enhanced due process consideration for possible housing and residence life suspensions/expulsions.	Residential students, Housing and Residence Life staff, staff, students.
	Complaining Witness (new definition, see page 6)	Allows for an impacted party to participate in a process without bearing the responsibility of acting in an adversarial capacity to the Respondent.	Impacted parties, Respondents, SCRA staff.
	Intoxication (new definition, see page 7)	Allows for a more specific evaluation and differentiation between an incapacitated person and an intoxicated person.	Students, hearing panel members, SCRA staff
	Mutual Resolution (new definition, see page 7)	Allows for a streamlined resolution pathway when students and conduct officers agree on responsibility and sanctions.	Students, conduct officers, Housing and Residence Life staff, SCRA staff

	Reasonable Suspicion (new definition, see page 7)	Allows for a more defined information basis for student conduct action.	Students, conduct officers, Housing and Residence Life staff, SCRA staff
	Student (new definition, see page 8)	Previously undefined, this language better describes the Code's scope and ability to respond to incidents involving NKU affiliated people.	Faculty, staff, students
N/A	V. Investigation and Standards of Information	This new section eases readability, and clearly defines how NKU responds to reports received and NKU's decision making standards.	Students, SCRA staff, Housing and Residence Life staff, conduct officers, hearing board members
	Previously, concepts were defined within the sections of disciplinary procedures (see page	See above	See above
VI. Disciplinary Regulations/A. Prohibited Conduct	VI. Community Standards for Students	This shift aligns prohibited behavior to be out of alignment with one of NKU 's Core Values. The category/value shifts are listed below in one row, and added prohibited behaviors are listed below.	Students, SCRA staff, Housing and Residence Life staff, conduct officers, hearing board members
Offenses against the university community; Offenses against persons; Offenses against property; Offenses disrupting order or disregarding health and safety;	Student(s) engaging in the following behaviors may be out of alignment with NKU's Core Values: Excellence; Integrity; Belonging; Collegiality	The category/value shifts are listed here and added prohibited behaviors are listed in the following rows. This shift was supported by the student Code review group.	See above
N/A	Integrity/Complicity – (new community standard, see page 10)	Clearly defines that students assume responsibility for their impact on the community. This language was influenced and informed by the student Code review group.	See above
N/A	Belonging/Bullying (new community standard, see page 10)	Differentiates behavior that negatively impacts a student's sense of belonging at NKU from identity-based or protected identity harassment	See above
Offenses against person(s)/Stalking - A "willful course of conduct" involving repeated or continuing harassment of another individual that would cause a reasonable	Language removed from Code	Stalking behavior is governed by the NKU Sexual Harassment policy.	See above

person to feel terrorized, frightened, intimidated, threatened, "harassed" or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed or molested.			
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
N/A	Collegiality/Assaultive Conduct (new community standard, see page 11)	Introduces community responsibility for behavior that may express protected speech/ideas while inciting retaliatory conduct without the time or opportunity for dialogue or response.	See above
N/A	Collegiality/Threatening Behavior (new community standard, see page 11)	More clearly defines types of behavior that are prohibited, expanding on the concepts previously seen in NKU's 'harm to person' language	See above
N/A	Collegiality/Misuse of Consumer Products (new community standard, see page 12)	Introduces community responsibility for appropriate engagement with consumer products and not abusing/misusing non-prescription products to unintentionally create individual or community harm	See above
N/A	Collegiality/Disorderly Intoxication (new community standard, see page 12)	Introduces community responsibility for intoxicated behavior that may not happen in the public spaces on campus	See above
N/A	Collegiality/Disruptive Intoxication (new community standard, see page 12)	Introduces community responsibility for endangering oneself or others while intoxicated	See above
N/A	VII. Complaints and Reporting	Shares how to file a report and expectations that such reports are in good faith and non-retaliatory, as well as specific amnesty for sexual misconduct reporters	Faculty, staff, students, NKU community members, regional community members
	Complaints are filed by completing an incident report form, which is available online at http://scra.nku.edu or at the Office	See above	See above

	of Student Conduct, Rights and Advocacy, 301 Student Union Building. See Code page 13 for full language		
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
VIII. Disciplinary Procedures/Interim Action/Interim Suspension	VIII. Interim Action	Previously, concepts were defined within the sections of procedures.	Students, SCRA staff, conduct officers
Except in cases where the Assistant Dean of Students gives an interim action, the status of students should not be altered, nor their right to be present on campus and to attend classes suspended prior to a disciplinary decision.	Except in cases where the Vice President for Student Affairs (or designee) gives an Interim Action, a Student's status should not be altered, nor their right to be present on campus and to attend classes suspended prior to a student conduct process decision. See Code page 13 for full language	Language also more clearly defines the scope and process for interim actions, including interim suspensions. Language involving additional possible interim actions supported by student Code review team.	See above
N/A	IX. Participation	Previously identified in procedural sections, this new section uses more clear language about student conduct process participation expectations.	Students, Housing and Residence Life staff, conduct officers, SCRA staff
	Prior to the filing of Code charges/dismissal of allegations against Students, Student Groups, or RSOs, designated University Officials will conduct an investigation and interview appropriate individuals. See Code page 14 for full language	Language also introduces clearer opportunities for a conduct officer to make an appropriate decision if a student has chosen to not participate in the process.	See above
N/A	X. Mutual Resolution	This new section communicates the new resolution option, which allows for a streamlined resolution pathway when students and conduct officers agree on responsibility and sanctions.	Students, Housing and Residence Life staff, conduct officers, SCRA staff
	The Director of Student Conduct, Rights & Advocacy (or designee), or a designated University Official, may offer or accept Mutual Resolutions	This section also adds language to support mediation/restorative action pathways for resolution. This	See above

	<p>(including applicable sanctions) for any Minor Violation(s) of the Code, except for decisions involving University Housing separation sanctions. Serious Violations of the Code will not be subject to Mutual Resolution(s).</p> <p>Mediation/Restorative Action(s) — In response to possible Minor violations of this Code, and mutually agreeable and appropriate circumstances, designated university officials may reach out to involved parties to discuss their willingness to participate in a mediation or restorative action(s). Mediation and restorative action(s) can serve as an opportunity to identify and take steps to repair harm, while involving those most directly involved and affected by the harm.</p> <p>See Code page 15 for full language</p>	language was supported by the student Code review team.	
N/A	XI. Notification of Possible Violation(s) or Hearing(s)	Language was previously embedded in disciplinary procedures; this shift make it more clear what information should be included in a notification and the associated timelines	Students, Housing and Residence Life staff, conduct officers, SCRA staff
	<p>If Code charges are initiated, the Director of Student Conduct, Rights & Advocacy (or designee) shall email, hand-deliver, mail, or share in-person/via telephone (with a follow-up letter) a notification of violation(s) to the Respondent.</p> <p>See Code page 15 for full language</p>	This language also aligns with DOE Regulations for notifications involving possible Sexual Harassment policy violations	See above

CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
VIII. Disciplinary Procedures	XII. Administrative/UCB Hearing Processes and Procedures	This section narrows to manage expectations and process for hearings in which suspension/expulsion from NKU residence halls or NKU as a university is a possible outcome.	Students, Housing and Residence Life staff, conduct officers, SCRA staff, hearing board members
Language discussing Informal Hearings and Formal Hearings, including procedures and relevant processes.	More organized language delineating timelines, processes, and decision making pathways. See Code page 16 for full language	The new language adds structure to the hearing scheduling process (preparation time expectations), allows a University designee to serve as a complainant if needed, and supports the addition of the administrative hearing type (hearing body slightly different, process for adjudication not different).	Students, Housing and Residence Life staff, conduct officers, SCRA staff, hearing board members
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
VIII. Disciplinary Procedures/Sanction Guidelines	XIII. Sanction Guidelines	Enhancement of possible outcomes to separate some administrative sanctions from the educational category, as well as clarify sanctions for 'minor' and 'serious' possible violations.	Students, Housing and Residence Life staff, conduct officers, SCRA staff, hearing board members
	<ul style="list-style-type: none"> University Probation with Restrictions (new sanction, see page X) Community Restitution (new sanction, see page X) Temporary University Housing Separation (new sanction, see page X) Permanent University Housing Separation (new sanction, see page X) 	Addition of sanction types to better reflect adaptation for SCRA strategic mission (enhancement of NKU community engagement) as well as clarifying language for some existing sanctions.	See above
VIII. Disciplinary Procedures/Appeal Procedures	XIV. Appeals	Appeal language was previously noted under disciplinary procedures, and this new section enhances clarity and also adjusts appeal liens to better serve the efficiency of the review process.	Students, Housing and Residence Life staff, conduct officers, SCRA staff, hearing board members, Legal Affairs, NKU Board of Regents subcommittee for student conduct appeal review, NKU Board of Regents

Language describing first, final, and appeal processes including grounds for appeal and appeal panel processes/recommendations.	Language describing appeal channels and grounds for University Housing cases without separation outcomes, outcomes including University Housing separation, outcomes including University suspension, and outcomes including University expulsion. See Code page 22 for full language	<ul style="list-style-type: none"> • Updated appeal language to reflect limited need for BoR appeal review (expulsion only). <ul style="list-style-type: none"> ○ University Housing cases without separation outcomes appeal to the Director of University Housing for a final decision. ○ Outcomes including University Housing separation appeal to Assistant Dean of Students/Director SCRA (or designee) first and VPSA second. ○ Outcomes including University suspension appeal to appeal panel first and VPSA second. ○ Outcomes including University expulsion appeal to VPSA first and BoR second. 	See above
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
IX: Policy and Procedure for Accommodation Appeal	Section Removed	This process is now housed through the Office for Student Accessibility website and will be directly available to students through the new Student Handbook developed by Student Affairs	Students, OSA staff, Legal Affairs
XI. Student Records	XVI. Records and Retention	Section modified to update Clery and Title IX compliance needs, and to enhance student organization record retention. Added additional opportunities for student –centered record expungement after appropriate retention.	Students, Housing and Residence Life staff, conduct officers, SCRA staff, hearing board members, Legal Affairs, Internal Audit, University Police (Clery Compliance), Office of Title IX
	Student Conduct files are retained in the office of Student Conduct, Rights and Advocacy for seven (7) years after the Student graduates or is no longer enrolled at Northern Kentucky University. Student Conduct records	<ul style="list-style-type: none"> • Record retention language updated to include the following: <ul style="list-style-type: none"> ○ Specific compliance with Clery Act retention expectations ○ Student Group/RSO records become permanent if 	

	<p>involving Student Groups or RSOs will be retained permanently if the case results in an outcome of Recognition Suspension/Revocation. Student conduct decisions resulting in sanctions of University Suspension/Expulsion will be retained permanently.</p> <p>Other language unchanged</p>	<p>Recognition Suspension/Revocation is sanctioned.</p> <ul style="list-style-type: none"> ○ Non-Clery or other permanent Student records may be destroyed after degree conferral. 	
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS
N/A	XVII. Revision and Communication	Section added to better document changes to the Code in order to increase public transparency and opportunity for record keeping.	SCRA Staff
VII. Sexual Misconduct (outdated policy)	<u>Appendix A: Sexual Harassment</u>	NKU Sexual Harassment Policy now covers this language. Shift from reproducing policy in multiple places to statement of responsibility and referral to updated language housed with Office of Title IX.	Students, Office of Title IX, Legal Affairs, SCRA staff
	<p>Appendix A: Sexual Harassment Northern Kentucky University is committed to fostering a safe and inclusive educational and work environment free from sexual harassment, including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, dating and intimate partner violence, relationship and domestic violence, stalking and gender-based bullying. All students are expected to comply with NKU's Sexual Harassment Policy (https://inside.nku.edu/titleix/policy/sexual-harassment-policy.html).</p> <p>See Code page 27 for full language</p>	See above	See above
CURRENT	REVISION	RATIONALE	WHO IT AFFECTS

N/A	<u>Appendix B: Medical Amnesty</u>	To better serve students seeking medical assistance/help on campus, and to reflect a safety minded response to individuals incapacitated by alcohol or other drugs.	Students, Counseling Services Staff, University Police staff, SCRA staff, Housing and Residence Life staff, conduct officers, hearing board members, Legal Affairs
	<p>Northern Kentucky University encourages a living and learning environment that promotes the health and safety of all members of our community... Students are encouraged to make responsible decisions and to seek medical attention in serious or life-threatening situations that result from alcohol (or other drug) consumption.</p> <p>See Code page 28 for full language</p>	<ul style="list-style-type: none"> ○ Person receiving treatment or active bystander only ○ Must apply for consideration and compete educational meeting w/ SCRA and/or programmatic education ○ Can only be used once in a 24 month period ○ Does not go on student conduct record is process is approved and complied with, otherwise reverts to student conduct case ○ If they repeat their behavior, the student conduct case will carry the sanctions of a second offense 	See above
VI. Disciplinary Regulations/ C. Alcohol and Other Drugs	<u>Appendix C: Alcohol and Other Drugs</u>	Shifted to appendix to provide emphasis and clarity.	Students (language has not changed)
VI. Disciplinary Regulations/B. Prohibition on Hazing	<u>Appendix D: Prohibition on Hazing</u>	Shifted to appendix to provide emphasis and clarity.	Students (language has not changed)
V. Academic Policies and Procedures	<u>Appendix F: Undergraduate Student Honor Code: Cheating & Plagiarism and Appendix G: Graduate Student Academic Policies and Procedures</u>	Shifted to appendix to provide emphasis and clarity.	Students & faculty (language has not changed)



Community Standards & Student Rights

NKU Code Revision

C. Welcome from VPSA/SCRA

DRAFT

NKU Code Revision

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NKU Code Revision

I. Preamble

This Community Standards & Student Rights document (the Code) is designed to ensure that Northern Kentucky University (the University) students shall enjoy intellectual freedom, fair and legal treatment, the freedom of speech both on and off campus, freedom of press, the right of peaceable assembly, the right to petition for redress of grievances, the right to a fair hearing of charges made against one, and the right to responsible participation in the university community. Rights imply responsibilities; therefore members of the University community must show both initiative and restraint. The Code is designed neither to be exhaustive nor to encompass all possible relationships between students and the institution. This document is endorsed and approved by the Northern Kentucky University Board of Regents. The Code is not rigid nor unchangeable. As the relationship between students and the University continues to grow, it may be necessary to modify the Code.

It is incumbent upon students to be aware of University regulations. Ignorance of these regulations does not excuse students from adherence to them. University Officials should endeavor to inform students of University rules, regulations, and policies, whenever the circumstance is applicable.

II. Freedom from Discrimination

Northern Kentucky University (NKU) does not discriminate based on national origin, race, color, age, gender, gender identity, gender expression, sexual orientation, religion, political affiliation, physical or mental disability, genetic information, pregnancy, and Uniform Services or veteran status in its educational programs and activities, employment, daily operations and admissions policies, in accordance with all applicable federal, state local laws and university policies. No retaliation shall be initiated against any person who makes a good faith report of a violation.

III. University Conduct Action

The Board of Regents of Northern Kentucky University has adopted the following procedures for implementing the Code. The Board of Regents affirm both the Code and these student conduct procedures, which emphasize the maintenance of the University as an institution dedicated to the education of its students. Furthermore, the Board of Regents affirm their grant of authority for student conduct to the President and to others designated as indicated in this Code to implement these procedures. Furthermore, the University reserves the right to amend these regulations or make rules as deemed necessary for the protection of property and/or the general welfare the University community.

A. University Authority and Civil Power

The institution may impose student conduct sanctions for behavior on or off-campus where the University's interests as an academic community are seriously and distinctly threatened. Infringements of local, state, and federal law are also infringements of University policies.

Where it is necessary for members of the NKU University Police, in their capacity as police officers to investigate the conduct of students, detain, or arrest Students, all of the legal safeguards of personal rights guaranteed to citizens will be observed in accordance with the law.

B. Administrative Search and Seizures

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The overriding standard by which the law tests searches of students is one of "reasonableness" under the circumstances, and University officials must use their good judgment to determine what is reasonable. University property remains the property of the University even when used by students. Apartments, suites, residence halls, lockers, etc. are subject to administrative search only in the interest of school safety, sanitation, enforcement of the Code and other University regulations. Search by law enforcement officials may be upon presentation of a proper warrant or pressing circumstances. A student's person and possessions (including vehicle) may be searched by a University official provided the official has reasonable grounds to suspect that the search will turn up evidence that the student has violated or is violating either the law, the Code, or the rules and regulations of the University. The extent or scope of the search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the nature of the infraction.

C. Violations of Law and this Code

Students may be accountable to both civil and criminal authorities and to the University for acts that constitute violation of law and of this Code. Those charged with violations are subject to University student conduct proceedings even if criminal proceedings are pending and may not challenge University proceedings on the grounds that criminal charges for the same incident have been dismissed, reduced, or are not yet adjudicated. Students and recognized student organizations are cautioned that any material posted on the Internet, including social networking sites and Internet blogs, is not private or protected information. Students may be held accountable for content posted in this manner and information obtained from this source may be considered in cases of misconduct.

University Officials shall have the right to investigate or seek out information about conduct of suspected persons in any case involving an alleged violation of the law or University regulations. However, students are required to comply with the directives of University officials in the performance of their duties. Failure to do so may result in student conduct action. Students are informed that a Hearing Body, including a University Conduct Board, may draw negative inferences that may result in sanctions if they fail to answer questions during a student conduct hearing. If a student does not participate in a meeting or hearing, the adjudication process will continue without their input.

Pending action on charges, the status of students should not be altered, nor their rights to be present on campus and to attend classes suspended, except for reasons relating to their physical or emotional safety, interim actions, and/or the well-being of the University community or University property. Student status in NKU academic programs should not be altered for non-academic reasons without providing the student the right to appropriate due process.

IV. Definitions

Administrative Hearing – an adjudication meeting by a Hearing Body that can decide/sanction Minor Violations of the Code, including but not limited to temporary/permanent University Housing separation. Typically, an Administrative Hearing will include a Hearing Body made up of a trained University Official or a Student.

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Advisor – a Student-identified individual that acts a support person at any NKU student conduct process meeting or hearing. An Advisor may only consult and interact privately with their Student and will not be allowed to address University Officials, the opposing Student (Complainant, Complaining Witness, or Respondent), the University Conduct Board, nor any witnesses during the meeting or hearing.

Code – term used when making reference to the on-line version of the Northern Kentucky University Code of Student Rights and Responsibilities.

Complainant– whether or not they are affiliated with the University in some capacity, a person, group, or organization making a complaint that results in a Student, Student Group, or Registered Student Organization being charged with a violation of the Code.

Complaining Witness – whether or not they are affiliated with the University in some capacity, a person, group, or organization who reports information which leads to a formal charge that someone has done something that is in violation of the Code, if a University Official is the Complainant.

Coercion – any unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point may be coercive.

Consent – Consent is clear, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Verbal consent is not a requirement, however, consent may be given by words as long as those words create mutually understandable clear permission regarding willingness to engage in sexual activity. Consent to any one form of sexual activity cannot alone imply consent to any other forms of sexual activity. Previous relationships or prior consent cannot imply consent to future sexual acts. An individual who is unable to give Consent as defined by Kentucky state law (KRS §510.020) cannot give Consent.

Day – a date on the calendar when the University is officially open for business.

Hearing Body – any person(s) designated and/or appointed by the Vice President for Student Affairs or designee to determine whether a Student, Student Group, or Registered Student Organization has violated the Code and assign and/or recommend sanctions. A Hearing Body may include NKU Students, faculty members, and/or staff. Sanction decisions involving suspension or expulsion from the University will be made in accordance with the Kentucky Revised Statutes.

Incapacitation – a state in which a person cannot make rational or reasonable decisions because they lack the capacity to give knowing Consent (e.g., to understand the "who, what, when, where, why or how" of their interaction). Incapacitation can be due to the use of alcohol and/or other drugs, when a person is asleep or unconscious, or because of an Intellectual (or other) Disability that prevents an individual from having the capacity to give Consent.

Intellectual Disability – this means a person with significantly sub-average general intellectual functioning existing concurrently with deficits in adaptive behavior and manifested during the developmental period (KRS §510.010).

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Interim Action – the temporary application of any sanction consistent with the Code. An Interim Action may be imposed by the Vice President for Student Affairs or designee when there is reason to believe there is a threat of disruption, damage, or to the safety and well-being of the University community. An Interim Action may be imposed at any time prior to the final resolution of either student conduct proceedings under the Code or any criminal, civil or administrative proceeding. During the Interim Action, Students may be denied access to the University Premises (“trespassed”), including but not limited to classrooms, University Housing residence halls, other non-academic areas, as well as any and all University programs and/or activities.

Intimidation – implied, or actual, threats or actions that cause an unreasonable fear of harm in another.

Intoxication – a condition resulting from the use of alcohol, other drugs, and/or misuse of consumer products where a person exhibits behaviors including, but not limited to: slurred speech, slowed reflexes, loss of balance, inability to concentrate or track conversations, vomiting, memory loss, and/or disorientation. Signs may also include unusual behavior, or when specific concerns are expressed by others about the individual.

Kentucky Revised Statutes (KRS) – the name given to the duly adopted body of laws which govern the Commonwealth of Kentucky.

Mental Illness – a diagnostic term that covers many clinical categories, typically including behavioral or psychological symptoms, or both, along with impairment of personal and social function, and specifically defined and clinically interpreted through reference to criteria contained in the Diagnostic and Statistical Manual of Mental Disorders (Third Edition) and any subsequent revision thereto, of the American Psychiatric Association (KRS §510.10).

Minor Violation – a violation of this Code for which the possible sanctions are other than suspension or expulsion from the University.

Mutual Resolution – an agreement on finding(s) of responsibility and sanction(s) between a Respondent and an appropriately trained University Official that is not subject to further appeal under this Code. Students have 72 hours (without regard to University closures) to submit a written request for modification of their participation in a Mutual Resolution.

Preponderance – a standard of information in which a reasonable person has sufficient information to show that it is more likely than not that a Respondent has violated the Code.

Reasonable Suspicion – a standard of information in which facts, taken together with rational inferences from those facts, cause a reasonable person to suspect a possible violation of the Code has occurred.

Recognized Student Organization (RSO) – a collection of persons who have complied with the requirements for formal University recognition.

Record of the Hearing – includes the letter containing formal charges, the audio recording of the hearing, any written transcript of the hearing, and all documents offered as information at the hearing; the written opinion of the Hearing Body; and any documentation related to any appeal.

Retaliation – intimidating, threatening, coercing or in any way discriminating against an individual because that person has opposed any behavior prohibited under this policy or because that person has made a complaint or participated in an inquiry or investigation.

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Respondent – a Student, Student Group, or RSO formally charged with a violation of the Code.

Serious Violation – a violation of this Code for which the possible sanctions include suspension or expulsion from the University.

Student – an individual meeting one of the following descriptions:

- a. Person who has applied for admission, been accepted, and is registered (full or part-time) for a schedule of undergraduate or graduate courses at the University.
- b. Person attending classes (full time, part-time, or dually enrolled) at or through the University.
- c. Person participating in orientation or university-sponsored programs on University Premises.
- d. Person enrolled in distance education or university-sponsored programs through the University.
- e. Person participating in Education Abroad programs, or other University sponsored trips.
- f. Person participating in the American English Language Program (AELP).

Student Conduct Hold – an administrative action to limit activity on a Student's University records and prevents the Student from completing University processes such as pre-registration, registration, drop/add, withdrawal, graduation, receiving official transcripts, etc. These holds may be applied to a Student's account to facilitate participation in the student conduct process; to facilitate completion of sanctions; when Interim Action has been taken; and/or when a Student is suspended/expelled; etc.

Student Group – a number of Students associated with each other for a common purpose and who are not classified as a RSO by the University.

University Conduct Board (UCB) – a UCB is a Hearing Body comprised of one faculty member, one staff member and one student. Individuals who serve on the UCB may be appointed by the Student Government Association, Faculty Senate, Staff Congress, or by the Director of Student Conduct, Rights & Advocacy (or designee). The Office of Student Conduct, Rights and Advocacy will appoint an ex-officio presiding/recording officer who will be a non-voting member. Temporary board members may also be appointed with the approval of the Vice President for Student Affairs or designee.

University Premises – all buildings, facilities or grounds owned, leased, operated, controlled or supervised by NKU, including adjacent streets and sidewalks.

University Official – any person employed by the University and authorized to perform administrative or professional duties, including but are not limited to: faculty members, staff members, University Police, Student employees, or other University officer(s).

V. Investigation and Standards of Information

The focus of inquiry in Code proceedings shall be to determine whether the Respondent is or is not responsible for violating the Code. Respondents are not presumed to be responsible for allegations until a finding is determined using Code resolution procedures. Any Student charged with a violation of the Code is entitled to a hearing before an appointed University Official or Hearing Body as specified in this Code. With the exception of cases involving allegations of

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possible sexual misconduct, cases, and possible University Housing separation, the Respondent and the University may agree to mutually resolve the charge(s) without an Administrative or UCB hearing.

NKU investigates all complaints filed with the Office of Student Conduct, Rights and Advocacy. An investigation begins when a complaint is received by the Office of Student Conduct, Rights and Advocacy. The purpose of an investigation is to determine if there is merit to charge a Student, Student Group, or RSO with a violation of the Code. If a preliminary investigation indicates that Reasonable Suspicion of a violation exists, notice of any charge(s) will be provided to the Respondent as outlined in section XI of the Code (with appropriate differences for Minor or Serious possible violations).

NKU reserves the right to investigate/adjudicate reports without an identified Complainant, and such action shall not necessarily invalidate a decision or proceeding, unless significant prejudice to the Respondent or the University may result. During investigative and hearing phases of a proceeding, formal rules of evidence shall not be applicable. Similarly, deviation from prescribed procedures shall not necessarily invalidate a decision or proceeding, unless significant prejudice to the Respondent or the University may result.

When decisions about a Student's responsibility for any violation of the Code are made, the University Official, Hearing Body, or UCB will use the Preponderance standard to evaluate the relevant information.

VI. Community Standards for Students

Student(s) engaging in the following behaviors may be out of alignment with NKU's Core Values. If a Student, faculty member, or staff member has knowledge about a possible violation of these Community Standards, they should submit knowledge of this allegation in writing by completing an incident report form, which is available online at <http://scra.nku.edu> or by visiting the Office of Student Conduct, Rights and Advocacy (NKU Student Union, room 301).

Note: Students who act in concert to violate University regulations share the responsibility for any resulting policy violation. Additionally, Students are responsible for the conduct of their guests on University property or at any University function including those sponsored or organized by Student Groups or RSOs.

NKU's Core Values guide this document's approach to community and student development. As such, behavior that may violate these Community Standards are organized in a way that reflects the most closely associated NKU Core Value:

EXCELLENCE

- **Violations of Law** – violations of federal, state, or local law on or off-campus by Students, Student Groups, or RSOs may result in Code action. Action may be taken if a Student, Student Group, or RSO acted in a manner that substantially interferes with or endangers the University community, or behavior with significant potential to disrupt the educational environment.

INTERGRITY

- **Act(s) of Dishonesty:**

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- A violation of the Honor Code for Plagiarism and Cheating or the Graduate Student Honor Code
 - Intentionally initiating or causing any false report, warning, or threat of fire, explosion, or other emergency on University Premises or at University sponsored activities.
 - Forgery, alteration, or misuse of any University document or instrument of identification.
 - Knowingly passing a worthless check, money order or fraudulent use of credit card against the University or a member of the University community.
 - Misrepresenting information or furnishing false information to any University Official(s).
 - Unauthorized access to and/or use of information contained in University records and/or computer files. For more information, review the Acceptable Use Policy on the NKU website.
- **Complicity** – being present and actively engaged in; being responsible for hosting or encouraging a violation; or assisting with a violation with the Code, but not being responsible for the violation.
- **Fire Safety Equipment** – damaging or misusing, whether intentionally or recklessly, fire safety equipment.
- **Possession of Stolen Property** – possessing stolen property or using stolen services on University Premises, at University sponsored activities, from University organizations and/or groups, or from other members of the University community.
- **Theft** – taking or misusing property/services on University Premises, at University sponsored activities, from University organizations and/or groups, or from other members of the University community.
- **Unauthorized Use/Entry** – unauthorized presence on University Premises or unauthorized use of University property. This includes, but is not limited to, violation of a restriction of access or criminal trespass order.

BELONGING

- **Bullying** – any pattern of written, electronic, or verbal communication, behavior, gesture, or any physical act(s) that is threatening or intimidating which places a person in actual and/or reasonable fear of harm and/or damage to their property, and/or creates a hostile living and/or learning environment by interfering with or impairing a Student's educational performance, opportunities or benefits, or a University Student employee's ability to perform the essential functions of their job.
- **Disruptive Conduct** -- An act that deliberately interferes with the freedom of speech of any member or guest of the University community on University Premises or at University sponsored activities.
- **Harassment** – unwelcome conduct based upon another's actual or perceived sex, gender, race, color, age, creed, national or ethnic origin, religion, disability, sexual orientation, gender identity or expression, veteran status, pregnancy status, or other protected status that creates a hostile living and/or learning environment by interfering with or impairing a Student's educational performance, opportunities or benefits, or a University Student employee's ability to perform the essential functions of their job.

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- **Hazing** – acting in a manner or creating a situation, whether physical, mental, emotional or psychological, which subjects another, voluntarily or involuntarily, to behavior(s) which may, as a component of becoming a member of and/or continuing membership in a Student Group or RSO, (a) abuse, mistreat, degrade, humiliate, harm, threaten, and/or intimidate, (b) endanger the mental or physical health or safety of another; (c) induce or coerce another to endanger his or her mental or physical health or safety; (d) impede the academic success of a Student; and/or (e) violate the Code, University policies, and/or local, state, and/or federal laws. The expressed or implied Consent of involved parties will not be a defense. (See Appendix D for more information)
- **Sexual Misconduct** – engaging in sexual harassment, as defined and outlined in the Sexual Harassment Policy (<https://inside.nku.edu/policy/policies.html>).

COLLEGIALTY

- **Assaultive Conduct** – Behavior, in certain circumstances, that incites retaliatory conduct or causes harm without the time or opportunity for dialogue or response.
- **Harm to Person** – Intentionally or recklessly causing physical harm or endangering the health or safety of any person (including self).
- **Threatening Behavior** – behavior(s) including:
 - Threat(s): written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property.
 - Intimidation: implied threats or acts that cause a reasonable fear of harm in another.
- **Failure to Comply** – non-compliance with the directions of University Officials acting in the performance of their duties.
- **NKU Policy Violation** – any violation of published University regulations or policies as approved and compiled by University (See the NKU website for more information). Such regulations or policies shall include, but are not limited to: University Housing Contract/Guidelines, Tobacco Free policy, Student Organization Manual, Campus Recreation rules/regulations, University Tailgate Guidelines, Student Union/University Center Policies, as well as those regulations relating to entry onto and use of the University Premises, traffic regulations and parking, and misuse of Student identification cards.
- **Damage to Property** – damaging or destroying, whether intentionally or recklessly, University property or the property of others on University premises or at University-sponsored activities. This includes, but is not limited to, creating a fire or other disturbance that creates damage to University property.
- **Abusing, delaying, or interfering with the orderly operation of Code process(es), including but not limited to:**
 - Failure to Appear – when a Student does not appear before a member of the Student Conduct, Rights and Advocacy staff and/or a Hearing Body when directed to do so.
 - Misinformation – falsifying information related to Code process(es).
 - Undue Influence – influencing others to abuse Code process(es) and/or provide misinformation to University Officials.
 - Sanction Noncompliance – failure to comply with Code sanction(s) or violating the terms of any Code sanction(s).
- **Alcohol** – the use, possession, or distribution of alcoholic beverages on University Premises, except as modified by University policy.

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- **Controlled Substances/Other Drugs** – unauthorized distribution, possession, or use of any controlled substance, illegal drug, or paraphernalia on University Premises or at University-sponsored activities. Controlled substances are defined by the Kentucky Revised Statutes, chapter 218A.
- **Misuse of Consumer Products** – Misuse of consumer products, prescriptions, or other substances (e.g., medications, spices, bath salts, synthetics) intended to simulate the effects of a controlled substance or other drugs.
- **Disorderly Intoxication** – interfering, whether intentionally or recklessly, with University functions on University Premises or University-sponsored activities while Intoxicated including, but not limited to: studying, teaching, research, University Housing community expectations, University administration, or fire, police, or emergency services.
- **Disruptive Intoxication** – appearing in a public place on University Premises or at University sponsored activities manifestly under the influence of a controlled or other intoxicating substance to the degree that there is danger to self, others, or property, or there is reasonable apprehension of such danger to persons in the vicinity.
- **Disorderly Conduct** – interfering, whether intentionally or recklessly, with University functions or University-sponsored activities including, but not limited to, studying, teaching, research, University Housing community expectations, University administration, or fire, police, or emergency services.
- **Lewd Conduct** – behavior that a reasonable person would consider lewd, indecent, or obscene that occurs on University Premises or at University or sponsored functions. This responsibility also applies to events sponsored and supervised by Student Groups or RSOs.
- **Hazardous Materials** – unauthorized use or possession of fireworks or incendiary, dangerous, or noxious devices or materials on University Premises or at University-sponsored activities.
- **Obstructive Conduct** – obstruction or disruption that interferes with the freedom of movement, either pedestrian or vehicular, on University Premises or at University sponsored activities.
- **Weapons** – unauthorized use, possession, or storage of any weapon on University Premises or at University-sponsored activities. (See NKU Policy on weapons for more information)

The following applies to Student Groups and RSOs:

- Student Groups and RSOs may be charged with violations of this Code without regard to whether members of such groups or organizations are individually charged with violations arising from the same occurrences.
- A Student Group or RSO and its officers, leaders, or any identifiable spokespersons may be held collectively or individually responsible when violations of this Code by those associated with the Student Group or RSO have received the tacit or overt consent or encouragement of the Student Group or RSO or of the Student Group's or RSO's leaders, officers, or identifiable spokespersons.
- The officers, leaders, or any identifiable spokespersons for a Student Group or RSO may be directed by the Vice President for Student Affairs (or designee) to take appropriate action designed to prevent or end violations of this Code by the Student Group or RSO or by any persons associated with the Student Group or RSO who can reasonably be said to be acting in the Student Group's or RSO's behalf. Failure to make

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reasonable efforts to comply with the directive shall be considered a violation of this Code both by the officers, leaders, or identifiable spokespersons for the Student Group or RSO and by the Student Group or RSO itself.

- Student Groups and RSOs may be held accountable collectively if any of these situations apply: An alleged violation was committed by one or more members of a Student Group or RSO; an alleged violation was committed by one or more members of a Student Group or RSO or an RSO's funds were used to finance the activity; an alleged violation occurred as a result of a Student Group or RSO sponsored function.
- When a Student Group or RSO is the Respondent, the president or equivalent officer of the Student Group or RSO shall represent the Student Group or RSO unless the president or equivalent officer petitions and receives written approval from the Director of Student Conduct, Rights & Advocacy (or designee) to substitute another Student officer to represent the Student Group or RSO.

VII. Complaints and Reporting

Any member of the University community, including Students, visitors, parents, or alumni may file a complaint alleging Student misconduct. Complaints are filed by completing an incident report form, which is available online at <http://scra.nku.edu> or at the Office of Student Conduct, Rights and Advocacy, 301 Student Union Building. Reports of violations of the Sexual Misconduct Policy should be made to the NKU Office of Title IX, the NKU Police at 859-572-5500, or by filling out an incident report form on the [Office of Student Conduct, Rights and Advocacy website](#). Complaints related to possible Student Sexual Misconduct/Harassment are addressed by the Code of Students Rights and Responsibilities.

Federal and state laws and University policy prohibit the taking of retaliatory measures against any individual who files a complaint in good faith. Retaliation against an individual for raising an allegation of sexual or gender-based harassment, for cooperating in an investigation of such a complaint, or for opposing discriminatory practices is prohibited. Submitting a complaint that is not in good faith or providing false or misleading information in any investigation of complaints is also prohibited.

Amnesty for Students Who Report Sexual Misconduct:

The University recognizes that a Student who is under the influence of alcohol and or drugs at the time of an incident may be hesitant to make a report because of a threat of student conduct sanctions for their own violation of the Code. A Student who reports Sexual Misconduct, either as a Complainant, Complaining Witness, or third party witness, will not face student conduct charges under the Code of Student Rights and Responsibilities. Submitting a complaint that is not in good faith or providing false or misleading information in any investigation of complaints is prohibited, and may be a violation of the Code.

VIII. Interim Action

Except in cases where the Vice President for Student Affairs (or designee) gives an Interim Action, a Student's status should not be altered, nor their right to be present on campus and to attend classes suspended prior to a student conduct process decision. The Vice President for Student Affairs (or designee) may order that a Student be immediately excluded from classes, University Premises (including University Housing), or denied privileges and ability to participate in activities when the Student's continued presence may constitute a significant danger to the

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physical or emotional safety and/or well-being of the Student, other members of the University community, faculty, staff, or University property. The Vice President for Student Affairs (or designee) may also impose interim restrictions on a student, including but not limited to: attendance at RSO meetings, attendance at NKU sponsored events, RSO activity limitation(s), or other reasonable restrictions as the discretion of the VPSA (or designee).

If the Vice President for Student Affairs (or designee) imposes an Interim Action, the Student will receive written notice stating the reasons for the Interim Action and including an opportunity to request a meeting regarding the merit of the Interim Action. If the Student requests a meeting, the University shall show Reasonable Suspicion why the Interim Action is warranted, and the Student shall have the opportunity to respond. If it appears that the Student's behavior warrants a medical withdrawal, the Vice President for Student Affairs (or designee) may initiate the appropriate measures.

The Vice President for Student Affairs (or designee) may take the following Interim Actions:

- A. Place a Student Conduct Hold on the accused student's registration, transcripts, new awards of financial aid and/or other University records until the case is adjudicated when the following circumstances occur:
 - i. The Student has failed to respond promptly to requests for information from the Office of Student Conduct, Rights and Advocacy;
 - ii. The Student has failed to appear for, or participate in, a hearing; or
 - iii. The alleged conduct is such that, if true, may pose a threat of harm to the University community or property.
- B. When a Student has pre-registered for a term after the one in which the hold is placed, the Vice President for Student Affairs (or designee) may also revoke the registration of the Student.
- C. If there are allegations of misconduct relating to the qualifications of a Student to graduate, such as allegations of academic dishonesty and/or other Serious Violations of the Code, the Vice President for Student Affairs (or designee) may delay graduation until the case has been adjudicated.
- D. The decision to place a Student Conduct Hold on registration, to revoke registration, or to delay graduation may be appealed to the Vice President for Student Affairs. The Director of Student Conduct, Rights & Advocacy (or designee) may impose reasonable conditions on release of the hold.

IX. Participation

Prior to the filing of Code charges/dismissal of allegations against Students, Student Groups, or RSOs, designated University Officials will conduct an investigation and interview appropriate individuals. With the exception of students who are the Complainant/Complaining Witness in cases related to possible sexual misconduct, Students/RSOs involved in an incident are expected to participate and engage with University Officials and do so in a timely manner.

The expectations for Student participation include:

- A. A University Official will contact an involved Student via University email to discuss the investigation into the incident, including any possible Code charge(s). This communication will schedule an appointment for the Student to meet with the University Official.

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- B. If the Student does not participate in the scheduled meeting with the University Official, a second appointment notice will be sent via University email to the Student.
- C. If there is Reasonable Suspicion that the Student has violated the Code, and if the Student fails to respond to the first and second meeting requests, an Administrative Hearing will be scheduled and notice will be sent to the Student's University email and, as a courtesy, a letter may be sent to the Student's address on file. The meeting scheduled in the Administrative Hearing letter will be no less than five (5) Days after the date the letter is sent.
- D. Should the Student participate in the Administrative Hearing, the meeting will proceed with the Student's input.
- E. If the Student does not participate in the Administrative Hearing, decisions for Minor Violations of the Code may occur *in absentia* (without the Student's input). Decisions related to University Housing separation or Serious Violations of the Code require a UCB hearing to be scheduled and additional notification will be sent to the Student (see Code section XI).
- F. Failure to respond to an Administrative Hearing letter will result in a Student Conduct Hold being placed on the Student's account.

***Please Note:** Student conduct meetings may be scheduled around a Student's academic schedule only. Investigation meetings and/or Administrative Hearings may be scheduled during academic breaks when the University is open for business. Failure to engage in the process and/or complete sanctions as a result of the adjudication of a case through a Hearing Body may result in additional Code charges and/or sanctions up to, and including, suspension or expulsion from the University.*

X. Mutual Resolution

The Director of Student Conduct, Rights & Advocacy (or designee), or a designated University Official, may offer or accept Mutual Resolutions (including applicable sanctions) for any Minor Violation(s) of the Code, except for decisions involving University Housing separation sanctions. Serious Violations of the Code will not be subject to Mutual Resolution(s). The Mutual Resolution acceptance must be in writing and signed by the Respondent and the University Official. A mutual resolution may not be appealed, and waives the Student's right to participate in further hearings on the matter.

Students have 72 hours (without regard to University closures) to submit a written request for modification of their participation in a Mutual Resolution. Respondents that are not able to mutually resolve their case will have the option to choose an Administrative Hearing or a UCB hearing in order to fully adjudicate their case.

Within University Housing, cases that may not result in University Housing separation will be heard by a University Official appointed by the Director of University Housing, typically a Residence Hall Director.

Mediation/Restorative Action(s) — In response to possible Minor violations of this Code, and mutually agreeable and appropriate circumstances, designated university officials may reach out to involved parties to discuss their willingness to participate in a mediation or restorative action(s). Mediation and restorative action(s) can serve as an opportunity to identify and take steps to repair harm, while involving those most directly involved and affected by the harm.

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XI. Notification of Possible Violation(s) or Hearing(s)

If Code charges are initiated, the Director of Student Conduct, Rights & Advocacy (or designee) shall email, hand-deliver, mail, or share in-person/via telephone (with a follow-up letter) a notification of violation(s) to the Respondent. If Code charges are initiated, and there is no Mutual Resolution, the Director of Student Conduct, Rights & Advocacy (or designee) shall email, hand-deliver, mail, or share in-person/via telephone (with a follow-up letter) a notification of possible violation(s) to the Respondent. The date of any meeting, or hearing, will not be less than five (5) Days after receipt of written notice, unless the Respondent waives the five-day preparation period in writing. Any notice shall include the following information:

- A. Statement of the specific charges against the Respondent.
- B. Brief description of the information upon which the charges are based.
- C. Date, time, and place for the hearing.
- D. Notice of the right of reasonable access to the allegation information.
- E. If the possible Code violation(s) is considered a Minor Violation(s), with the exception of cases involving possible separation from University Housing, notification that the Student may resolve the case through Mutual Resolution.
- F. If the possible Code violation(s) is considered a Serious Violation(s), notification that suspension or expulsion from the University are possible sanctions and that expulsion precludes matriculation at NKU permanently
- G. Statement indicating that the Respondent may seek assistance from SCRA staff in preparation for their hearing.
- H. The Respondent waives all claims of failure to receive adequate notice if the Respondent appears at the hearing and does not formally raise the issue of adequate notice at the first opportunity.
- I. It is the Student's responsibility to notify SCRA of any requests to change the scheduling of a hearing. Director of Student Conduct, Rights & Advocacy (or designee) will determine the validity of the request and determine if a scheduling change will occur.

The scheduling of meetings/hearings may be delayed at the discretion of the Director of Student Conduct, Rights & Advocacy (or designee) during times of heavy caseloads, if the charge occurs close to the end of an academic semester or term, or in the event of the reasonable need of either party for additional time.

XII. Administrative/UCB Hearing Processes and Procedures

Administrative/UCB Hearings shall be conducted, as warranted, by the Office of Student Conduct, Rights and Advocacy to adjudicate cases that cannot come to a Mutual Resolution. Administrative/UCB Hearings will adhere to the following processes and procedures:

- A. Students will:
 - i. have their case resolved within a reasonable time frame (not to exceed 45 days unless extenuating circumstances apply).
 - ii. receive timely notification of the Administrative/UCB Hearing, no less than five (5) Days prior to the hearing (unless the five [5] day notice is waived);
 - iii. have the opportunity to have a hearing in front of an impartial Hearing Body appointed by the University;
 - iv. have the opportunity to submit written, physical, and testimonial information

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- v. have the opportunity for reasonable questioning of all parties (Complainant, Complaining Witness, Respondent, etc.), and relevant witnesses by all parties and the Hearing Body members;
- vi. have the right to identify an individual to act as an Advisor in their hearing;
- vii. receive a written outcome letter stating (with reasonable specificity) the facts and rationale for the finding issued by the Director of Student Conduct, Rights & Advocacy (or designee) within ten (10) Days after the close of the proceedings. If the Student is found responsible, the resulting sanctions will be included in the written outcome letter. Guidelines for Appeal will also be included in the written outcome letter.

B. NKU will:

- i. make all rules reasonable and necessary for the orderly and efficient resolution of complaints.
- ii. ensure that Administrative/UCB Hearings are closed to the public and that only those directly involved with the hearing may attend. Witnesses and others impacted by the decision (excluding the Complainant, the Complaining Witness, and/or the Respondent) may not be present in the proceedings, except to share information when called upon.
- iii. ensure that the Respondent, Complainant, and Complaining Witness receive a fair and reasonable opportunity to be heard.
- iv. in the case of allegations of sexual misconduct, allow that the Complainant, Complaining Witness, and/or Respondent may choose to participate in the hearing while located in separate rooms and ensure that either party not question the other directly.
- v. create and retain a written summary or audio recording of the hearing (at University expense) to remain the property of the University;

***Note: For hearings involving allegations of Sexual Misconduct, the Complainant/Complaining Witness will be afforded the same rights and opportunities afforded to the Respondent.*

The following procedural guidelines shall be applicable in Administrative/UCB Hearings:

- A. Unless the Student specifically waives this right, a Student who is scheduled to appear before a Administrative/UCB Hearing will be given a minimum of five (5) Days notice of the specific charges being presented to the board and details of the hearing (date, location, and time).
- B. The Director of Student Conduct, Rights & Advocacy (or designee) will send a list of potential Administrative/UCB Hearing Body members to the Respondent a minimum of five (5) Days prior to the hearing. The Respondent may challenge any Administrative/UCB Hearing Body member on grounds that they have a specific conflict with, bias about, or an interest in the case. The Respondent must submit the challenge in writing to the Director of Student Conduct, Rights & Advocacy (or designee) a minimum of three (3) Days prior to the scheduled hearing. Director of Student Conduct, Rights & Advocacy (or designee) must make a decision on the challenge within one (1) Day. If possible bias is determined, the Administrative/UCB Hearing Body member shall be excused and the Director of Student Conduct, Rights & Advocacy (or designee) will appoint a replacement.

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- C. The Respondent will be given the opportunity to review any written information that will be used at the hearing, including a list of witnesses, no less than two (2) Days prior to the Administrative/UCB Hearing.
- D. With the exception of matters involving alleged Sexual Misconduct, charges against multiple parties involved in the same incident may be heard in a single case only with the approval of the Director of Student Conduct, Rights & Advocacy (or designee) and written Consent from each Respondent.
- E. If the Respondent fails to appear after proper notice, the Administrative/UCB Hearing will proceed with the hearing *in absentia* and make determinations with the available information.

Information Sharing and Witnesses:

- A. The Director of Student Conduct, Rights & Advocacy, designee, or other University Officials, may serve as witnesses, present witnesses, and submit information as part of the Administrative/UCB Hearing process.
- B. The Respondent, Complainant, and/or Complaining Witness shall be given the opportunity to present witnesses and/or share documentary information. The Administrative/UCB Hearing Chair has the discretion to determine if the information is relevant to the charge and does not otherwise infringe the rights of other Students.
- C. Even if present during the hearing process, no witness shall be forced or required to share information.
- D. Witnesses and/or information shall be subject to questioning and/or examination by the University Official(s), Complainant, Complaining Witness(es), victim(s), Administrative/UCB Hearing Body members, and/or the Respondent(s).
- E. All parties involved in the hearing process are expected to give truthful information. Furnishing untruthful information may subject individuals to further action under the Code.

Administrative/UCB Hearing Procedures:

- A. The Administrative/UCB Hearing chair shall exercise control over the proceedings to avoid needless consumption of time and to achieve orderly completion of the hearing. The Administrative/UCB Hearing Chair may exclude any person who disrupts a hearing, including the Respondent(s), Complainant(s), Complaining Witness(es), victim(s), witness(es) and/or Advisor(s).
- B. Formal rules of evidence shall not apply. The Administrative/UCB Hearing Chair shall determine the admissibility of all matters of information.
- C. Admission of any person to the hearing shall be at the discretion of the Administrative/UCB Hearing Chair.
- D. Each hearing, at the general discretion of the Administrative/UCB Hearing Chair, shall proceed as follows:
 - i. Presentation of Code charges.
 - ii. Opening statements by the Complainant and Respondent.
 - iii. Complainant's presentation of documents, information, and witnesses, and questions by the Respondent, Complaining Witness (if applicable), and/or Administrative/UCB Hearing Body members.

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- iv. Respondent's presentation of documents, information, and witnesses, and questions by the Complainant, Complaining Witness (if applicable) and/or Administrative/UCB Hearing Body members.
- v. Closing statements by the Complainant and Respondent, including verbal description of the desired outcome of the Administrative/UCB Hearing from the involved student(s).
- vi. Confidential deliberations by the Administrative/UCB Hearing Body on finding(s).
- vii. If there is a finding of responsibility, the Director of Student Conduct, Rights & Advocacy, or designee, will present the Administrative/UCB Hearing Body with all submitted sanctioning information for consideration.
- viii. Confidential deliberations by the Administrative/UCB Hearing Body on the sanction recommendation(s).

***Note: All parties are required to remain in close proximity (unless a party is excused by the UCB Chair) in the event the UCB needs to recall any person.*

E. Administrative/UCB Hearing decisions will proceed as follows:

- i. A decision by the Administrative/UCB Hearing Body on responsibility or non-responsibility for Code charges shall be made in private, based solely on the information presented at the hearing, using Preponderance. The decision must be made prior to any consideration of possible sanctions. Except where prior Academic Dishonesty violations are an element of the charges, the student conduct record of the Respondent shall not be considered in the hearing until responsibility has been established.
- ii. A finding of responsibility on any Code charge shall be followed by the recommendation of appropriate sanction(s). The conduct record of the Respondent, victim/community impact statements, and/or character witness statements on behalf of the Respondent, Complainant, or the Complaining Witness (if applicable) may be considered in determining the appropriate sanction recommendation(s). Information and statements to be considered during the sanctioning process must be submitted in writing by all parties two (2) Days prior to the Administrative/UCB Hearing.
- iii. The Administrative/UCB Hearing Body will provide appropriate parties a written finding, stating with reasonable specificity, the facts and rationale for the finding. This finding shall be issued to the Director of Student Conduct, Rights & Advocacy (or designee) within five (5) Days after the close of the Administrative/UCB Hearing proceedings. Findings of responsibility will include a recommendation of any appropriate sanction(s). The Director of Student Conduct, Rights & Advocacy (or designee) will submit the finding, rationale, and any associated sanctions for review to the Vice President for Student Affairs prior to issuing a final decision. The Director of Student Conduct, Rights & Advocacy (or designee) will submit the final decision in writing to the Student, Student Group, or RSO within five (5) Days of the date of the Administrative/UCB Hearing finding. This written decision will include any appropriate sanction(s) in the case, if there was a finding of responsibility.

XIII. Sanction Guidelines

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If a Student, Student Group, or RSO is found responsible for a violation of the Code, the Hearing Body, Administrative Hearing Body, University Conduct Board, and/or the Director of Student Conduct, Rights & Advocacy (or designee) will determine the sanction(s) to be imposed or recommended based on the appropriate decision pathway. The Respondent is responsible for any related expenses.

Sanctions associated with Minor Violations:

- A. **Written Warning** – An official written notification that the Student, Student Group, or RSO's behavior is in violation of University regulations or standards, and clarifies expected behavior for the future. Further misconduct may result in additional sanctions.
- B. **University Probation** – written notice that the violation(s) of this Code are serious and that any subsequent violation(s) of this Code during the defined probationary period may result in University Suspension/Expulsion.
- C. **University Probation with Restrictions** – written notice that the violation(s) of this Code are serious and that any subsequent violation(s) of this Code during the defined probationary period may result in University Suspension/Expulsion. In addition, this sanction prevents the student from holding university elective office, student employment, participating in any intercollegiate activity or sport, participating in any university sponsored program/organization, or representing the university in any other manner during the defined probationary period.
- D. **Educational Sanctions** – participating in a specific activity, course, event, or program, receive specific instruction, complete a research/reflective assignment, referral to medical resources or counseling personnel, etc.
- E. **Restrictions** – denial of specified privileges for a designated period of time including, but not limited to, attendance at events, access to facilities, participation in non-academic activities, and interpersonal contact restrictions.
- F. **Restitution** – compensation for personal or property loss, damage, and/or injury. Restitution may take the form of appropriate monetary or material replacement.
- G. **Community Restitution** – an opportunity to provide a work-related experience for Students to assist in restoring an affected community.
- H. **Administrative Restitution** – restorative financial restitution for personnel resources lost.
- I. **Temporary University Housing Separation** – separation of the Respondent from University Housing residence halls for a definite period of time, after which the Respondent is eligible to return. Conditions for re-admission may be specified.
- J. **Permanent University Housing Separation** – permanent separation of the Respondent from University Housing residence halls.
- K. **Suspension in Abeyance** – Although the behavior may warrant suspension or expulsion from the University, due to extenuating circumstances, the Director of Student Conduct, Rights & Advocacy (or designee) may choose to hold the student's suspension in abeyance for a specified period of time. When a suspension is held in abeyance, the student or organization may remain at the University provided they observe the conduct regulations at all times and complies with all educational sanctions. Any further finding of responsibility for a violation of the Code would result in Suspension or Expulsion sanctions being recommended.
- L. **Other Sanctions** – other appropriate sanctions may be imposed singularly or in combination with any of the above-listed sanctions.

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Sanctions associated with Serious Violations:

***Note: In addition to suspension or expulsion (as described below), Serious Violations may result in the imposition of sanctions typically associated with Minor Violations. The Respondent is responsible for any related expenses. If a Student is suspended or expelled from the University, the Student will not be eligible for reimbursement of funds.*

- A. **University Suspension** – termination of a Student's enrollment at the University for a specified period of time. Satisfactory completion of specified stipulations may be required for re-enrollment/re-admission at the end of the suspension period. Students' returning to the University after a University Suspension will be on University Probation for at least two semesters after their return to NKU.
- B. **University Expulsion** – permanent separation a Student from the University without opportunity to re-enroll in the future.

Student Group and RSOs Sanctions:

One or more of the following sanctions may be imposed on a Student Group or RSO responsible for violation of this Code. All sanctions require review and approval of the Director of Student Conduct, Rights & Advocacy, or a designee, and may be altered, deferred, or eliminated.

- A. **Reprimand** - is an official written notice of misconduct. Repetition of any formal charges that result in reprimand of the Student, Student Group or RSO within a period of two years shall automatically carry Probation/Recognition Probation as a minimum sanction.
- B. **Recognition Probation** - is given for a specific period of time. Further violations of the Code during the probationary period may result in Recognition Suspension or Recognition Revocation. During the period of Recognition Probation, the RSO is not considered in good conduct standing with the University. The RSO may seek and add members during this probationary period and may host other activities unless otherwise specified.
- C. **Additional Sanctions** – which may be imposed, include, but are not limited to:
 - a. Suspension of activities of the RSO, including but not limited to:
 - i. Exclusion from intramural competition.
 - ii. Denial of use of University facilities for meetings or activities.
 - iii. Suspension for new member education, recruiting, and/or intake process.
 - iv. Loss of social privileges for no less than one month. The RSO may not sponsor any activity, party, or function that is social in nature during the time parameters established.
 - b. Restitution for expenses incurred by individuals or the University as a result of providing educational programs or other educational experiences related to the violation(s).
 - c. Restitution of loss to University or person or organization/group.
 - d. Group educational opportunity/assignment.
 - e. Any other appropriate RSO sanction as recommended by the Hearing Body or determined by the Director of Student Conduct, Rights & Advocacy (or designee).

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- D. Recognition Suspension - separation of an organization from the University for a specified period of time: The organization will lose its privileges as a RSO and can no longer be an active participant in the University for the duration of suspension.
- E. Recognition Revocation - permanent separation of an organization from the University. The organization will lose its privileges as a RSO and can no longer be an active participant in the University.

XIV. Appeals

A. Student Conduct Appeals

If the Student, Student Group, or RSO is found to be responsible, the stated sanctions will be imposed unless appealed. If the Student, Student Group, or RSO is found not responsible, the case will be closed and no action will be taken, except in cases of alleged Sexual Misconduct.

Students, Student Groups, and RSOs have a right to appeal sanctions pursuant to the procedures set forth below. In order for any appeal to be considered, the Student, Student Group, or RSO must submit all necessary documentation, including a written statement of appeal citing the grounds of appeal, to the Office of Student Conduct, Rights and Advocacy within five (5) Days of the date of the Director of Student Conduct, Rights & Advocacy (or designee) decision letter. An appeal is not a rehearing of the original case, but a review of the Record of the Hearing and the written statement of appeal provided by the Student or RSO.

An appeal must meet one or more of the following grounds to be considered:

- i. A significant procedural error was made during the student conduct process, including but not limited to failure to hold an administrative meeting or hearing, lack of notice of the alleged violation, and/or no opportunity to present information;
- ii. A sanction was not appropriate to the violation, and/or the sanctions were grossly disproportionate.
- iii. A finding was not supported by information, and/or significant information is presented on appeal that was not available at the time of the hearing or could not have been obtained despite the Student's exercise of reasonable diligence, which materially affects the finding or sanction(s).

Appeal procedures:

- A. For an appeal of decision by a University Official employed by University Housing, the Director of University Housing shall review the record of the hearing and approve, reject, or modify an earlier decision or the sanction(s) recommended or imposed. The Director of Housing shall make their appeal decision and notify the Student, Student Group, or RSO in writing within five (5) Days. The Director of University Housing may recommend to the Director of Student Conduct, Rights & Advocacy that an Administrative or University Conduct Board hearing be convened to hear new or different information received on appeal. The decision of the Director of University Housing will be final and not subject to further appeal.

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- B. For an appeal of decision that includes a sanction of University Housing separation, the Director of Student Conduct, Rights & Advocacy shall review the record of the hearing and approve, reject, or modify an earlier decision or the sanction(s) recommended or imposed. The Director of Student Conduct, Rights & Advocacy shall make their appeal decision and notify the Student, Student Group, or RSO in writing within five (5) Days. The Director of Student Conduct, Rights & Advocacy may reconvene an Administrative or University Conduct Board hearing to hear new or different information received on appeal. The appeal decision of the Director of Student Conduct, Rights & Advocacy may be appealed to the Vice President for Student Affairs.
- C. For an appeal of decision that includes a sanction of University Suspension, an Appeal Panel will be appointed by the Director of Student Conduct, Rights & Advocacy (or designee) and shall consist of three members of the University: one faculty member, one staff member, and one Student member. No member of the University Conduct Board may sit on the Appeal Panel for the same matter. The Director of Student Conduct, Rights & Advocacy (or designee) will provide training to the panel. An Appeal Panel will be convened within five (5) Days following notification of appeal from the Director of Student Conduct, Rights & Advocacy (or designee). The Panel shall review the record and recommend to the Director of Student Conduct, Rights & Advocacy to approve, reject, or modify an earlier decision or the sanction(s) recommended or imposed. A majority vote is required. The Appeal Panel will notify the Director of Student Conduct, Rights & Advocacy of their recommendation in writing within five (5) Days. So advised, the Director of Student Conduct, Rights & Advocacy will make a final decision in writing to the Student, Student Group, or RSO in writing within five (5) Days. The Director of Student Conduct, Rights & Advocacy may reconvene a University Conduct Board to hear new or different evidence submitted on appeal. The decision of the Director of Student Conduct, Rights & Advocacy after a review of the Appeal Panel's recommendation may be appealed to the Vice President for Student Affairs. Upon appeal and reasonable diligence to approve, reject, or modify an earlier decision or the sanction(s) recommended or imposed the decision of the Vice President for Student Affairs shall be final.
- D. For an appeal of a decision that includes a sanction of University Expulsion, the following procedures shall be used:
 - a. First Appeal – Vice President for Student Affairs
 - i. The written statement of appeal will be forwarded by the Vice President for Student Affairs. The Vice President for Student Affairs has the sole discretion to decide whether to review the appeal or send it to an Appeal Panel for review. Should the Vice President for Student Affairs review the case, they will review the record and determine whether to approve, reject, or modify an earlier decision or the sanctions recommended or imposed. The decision of the Vice President for Student Affairs will be made in writing within five (5) Days of receipt of the appeal unless extenuating circumstances apply. Should the Vice President for Student Affairs decide to send the case to an Appeal Panel, the following procedures will apply:
 - ii. The Appeal Panel shall consist of three members of the University: one faculty member, one staff member, and one Student member. Panel members shall be appointed by the Vice President for Student Affairs and

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no member of the University Conduct Board may sit on the Appeal Panel for the same matter. The Director of Student Conduct, Rights & Advocacy (or designee) will provide training to the panel. An Appeal Panel will normally be convened within five (5) Days following notification from the Vice President for Student Affairs. The Panel shall review the record and recommend to the Vice President for Student Affairs whether to approve, reject, or modify an earlier decision or the sanctions recommended or imposed. A majority vote is required. The Appeal Panel will notify the Vice President for Student Affairs of their recommendation in writing within five (5) Days. So advised, the Assistant Vice President for Student Affairs will notify the Student, Student Group, or RSO and Director of Student Conduct, Rights & Advocacy of the decision in writing within five (5) Days. The Director of Student Conduct, Rights & Advocacy (or designee) shall implement the decision of Vice President for Student Affairs.

- b. Final Appeal—Board of Regents
 - i. If the Student, Student Group, or RSO disagrees with the decision of the Vice President for Student Affairs, the Student, Student Group, or RSO may appeal to the Board of Regents by submitting a written statement of appeal to the office of Student Conduct, Rights and Advocacy within five (5) Days after the date of the Vice President for Student Affairs decision letter. The Board will review the record and determine whether to approve, reject, or modify an earlier decision or the sanctions recommended or imposed. The decision of the Board of Regents will be final and the sanction(s) decided upon will be imposed. The Board of Regents will inform the Vice President for Student Affairs of their decision in writing, and the Vice President for Student Affairs will provide these findings and sanctions to the Student, Student Group, or RSO in writing within five (5) Days following the Board of Regents meeting. The Director of Student Conduct, Rights & Advocacy (or designee) shall implement the decision of the Board of Regents.

XV. Student Record Privacy and Parental Notification Procedures

The Family Educational Rights and Privacy Act (FERPA), also known as the Buckley Amendment, passed by Congress in 1974, was designed both to protect the privacy of Students' educational records and to establish the right of Students to inspect and review their non-privileged educational records.

"Educational records" are all records, in any medium, that are maintained by the college and are directly related to a Student, including, but not limited to: academic, student conduct, and career planning records. Other statutes protect Students' rights to privacy over their medical and counseling records. FERPA protects Students' privacy rights by defining to whom and under what conditions a college may disclose Students' educational records. FERPA has been tested in the courts and modified by Congress in the almost thirty years since its passage, but its essential principles of Student rights to access and privacy for their educational records remain intact.

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- A. FERPA allows a college or university to disclose information to "appropriate parties," which may include parents, without written consent from the Student. NKU does reserve the right to make such notifications in the following situations:
- i. The Student is over the age of 18 at the time of the alleged violation; or
 - ii. The Student is involved in a violation of any federal state or local law, or
 - iii. The Student has violated any rule or policy of the institution governing the use or possession of alcohol or a controlled substance, or
 - iv. The Student is involved in any emergency situations when notification is determined to be necessary to protect the health or safety of the Student or others. This notification may occur due to a medical emergency, or incident of imminent danger.
- B. The Director of Student Conduct, Rights & Advocacy, or designee, has the authority to contact parents when the violation is severe enough to warrant an immediate need for parental notification.

XVI. Records and Retention

Student Conduct files are retained in the office of Student Conduct, Rights and Advocacy for seven (7) years after the Student graduates or is no longer enrolled at Northern Kentucky University. Student Conduct records involving Student Groups or RSOs will be retained permanently if the case results in an outcome of Recognition Suspension/Revocation. Student conduct decisions resulting in sanctions of University Suspension/Expulsion will be retained permanently. Student records that are not related to Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act reporting and/or are not related to suspension/expulsion from the University may be destroyed after a Student's degree is conferred if a written request is received from the Student. Academic records are maintained in the offices of Admissions, Registrar, Academic Deans, chairpersons of departments, and directors of graduate and interdisciplinary programs. The Office of Health, Counseling and Student Wellness keeps health records. University policy, FERPA, and Section 164.283 of the Kentucky Revised Statutes strictly control the information that may be given out about Students. Unless Students specifically waive their rights under these statutes or the University receives a properly served subpoena, only the following directory information may be released:

- Name, address, and telephone listing
- E-mail address
- Photograph
- Date and place of birth
- Major field of study
- Grade level
- Participation in officially recognized activities and sports
- Weight and height of members of athletic teams
- Dates of attendance
- Degrees and awards received

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- The most recent previous educational agency or institution attended
- Enrollment status (e.g., undergraduate, graduate, full-time, part-time, etc.)

Forms are available to waive a Student's FERPA rights for non-student conduct records in the Registrar's office, and forms are available to waive student conduct FERPA records in the office of Student Conduct, Rights and Advocacy. Absent a written waiver or properly served subpoena, educational information may be released to school officials who have a legitimate educational interest in the information. Certain records may be released to appropriate officials in situations which are life threatening. (See parental notification guidelines in section XV). Under FERPA, parents of Students over 18 years old have no automatic right to access the Student's records without the Student's consent, even if the Student is an economic dependent.

A. Right to Inspect Records

Under FERPA, Students have the right to inspect and review any and all official records, files, and data pertaining to them (with specific exceptions, a list of which may be obtained from the Registrar's Office).

Students have the opportunity for a hearing to challenge the contents of these records to ensure that the records are accurate and are not in violation of any rights of Students. Students have the right to an explanation and interpretation of these records. In the event that any student believes that the records are inaccurate, misleading, or in violation of his/her privacy, the Student may request the University to amend these records at that time. If the holder of the records decides at that time or within a ten (10) day period not to amend the file, the student may do either or both of the following:

- i. Cite in writing the information believed to be inaccurate, misleading or in violation of privacy and submit amended data; this material will be added to the Student's file.
- ii. Request a hearing before the Educational Rights and Privacy hearing committee. The hearing request should be submitted in writing to the Vice President for Student Affairs. Within a reasonable time, not to exceed thirty (30) calendar days, a hearing will take place. The Student will have a fair opportunity to present information. A written decision, based upon the information taken at the hearing, will include a summary of the information and the reasons for the decision.

The President of the University will appoint to the three-member Educational Rights and Privacy hearing committee including: a representative from the Student body selected by the president of Student Government, an administrative officer without direct interest in the outcome of the hearing, and a tenured faculty member of the University. The Student has the right to appeal to the Office of the Review Board of the Department of Education, 400 Maryland Avenue, S.W., Washington, D.C. 20202.

XVII. Revision and Communication

This Code may be reviewed and amended by the Vice President for Student Affairs (or designee). Revisions of this Code shall be communicated to the University community through official email as well as other means of mass communication. The official Code will be available on the University website at scra.nku.edu.

Amended: 2/4/2021

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Appendix A: Sexual Harassment

Northern Kentucky University is committed to fostering a safe and inclusive educational and work environment free from sexual harassment, including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, dating and intimate partner violence, relationship and domestic violence, stalking and gender-based bullying. All students are expected to comply with NKU's Sexual Harassment Policy (<https://inside.nku.edu/titleix/policy/sexual-harassment-policy.html>).

NKU has procedures in place in order to be sensitive to victims who report sexual assault, domestic violence, dating violence and stalking--including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services on and/or off campus; as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The university will make such accommodations if the victim requests them and, if they are reasonably available, regardless of whether the victim chooses to report the crime to the University Police or local law enforcement.

The Offices of Title IX and Student Conduct, Rights & Advocacy work to appropriately respond to all reports of sexual harassment involving NKU students. Investigation and adjudication may be conducted by either of these offices, in accordance with relevant university policy and guidance. For more information, or to file a complaint, please visit: <https://inside.nku.edu/titleix.html>

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Appendix B: Medical Amnesty

Northern Kentucky University encourages a living and learning environment that promotes the health and safety of all members of our community. Alcohol (or other drug) consumption- including excessive consumption, rapid consumption, or consumption by someone with sensitivity- can cause serious physical and neurological harm or be life-threatening. Both Students who are under the influence and students accompanying Students under the influence may encounter alcohol (or other drug) emergencies during their time at college. Students are encouraged to make responsible decisions and to seek medical attention in serious or life-threatening situations that result from alcohol (or other drug) consumption. Sometimes Students are afraid to seek emergency medical care when alcohol (or other drug) poisoning (or overdose) is suspected because they do not want to get themselves or others in trouble. The University has instituted a limited Medical Amnesty Protocol in an effort to address this concern in the first instance where a Student over-consumes alcohol (or other drugs) and seeks medical attention and does not otherwise potentially violate University policies.

If medical attention is required, Students should immediately contact professional medical personnel by calling 859.572.7777 if on campus or by calling 911 if off campus. A (1) Student who seeks emergency assistance for themselves, another Student, or a friend experiencing an alcohol (or other drug) related emergency, as well as (2) the individual in distress will not be subject to formal student conduct action under the NKU Code of Student Rights and Responsibilities.

The following procedures pertain to the two (2) different types of Students covered by the Amnesty Protocol: Students in need of medical attention, and active bystanders.

Student In Need of Medical Attention

The policy may apply when a Student receives emergency medical assistance that is (a) related to the consumption of alcohol (or other drugs), and (b) sought by a person not serving in an official University capacity. The Student will not be required to participate in the NKU student conduct process. NKU Students seeking medical amnesty are required to submit a request to the office of Student Conduct, Rights and Advocacy within five (5) Days of the incident. If a request is approved, the Student will need to meet with a professional staff member in the office of Student Conduct, Rights and Advocacy, and may be required to participate in an appropriate educational program. The Medical Amnesty Protocol only applies when a Student initiates a call for emergency medical attention and only when the emergency medical attention is needed to address alcohol (or other drug) emergencies. It does not apply when the individual suffering from the alcohol (or other drug) emergency is discovered by a University official (e.g. NKU Police, Resident Assistant, etc.) without a prior call for emergency medical attention.

If the Student qualifies for medical amnesty under this protocol, the office of Student Conduct, Rights and Advocacy will refrain from charging or sanctioning the Student for violations of the NKU Code of Student Rights and Responsibilities related to alcohol (or other drugs). As mentioned above, as a condition of receiving amnesty, Students may be required to successfully complete an educational assignment through the office of Student Conduct, Rights and Advocacy.

In compliance with the Family Educational Rights and Privacy Act ("FERPA") and University policies and regulations, the office of Student Conduct, Rights and Advocacy may notify the

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parent(s) or legal guardians(s) of Students who receive medical amnesty under this protocol, as needed.

No individual may receive medical amnesty under this Protocol more than one (1) time in a twenty four (24) month period. Records of all requests for assistance under this Protocol shall be maintained by the office of Student Conduct, Rights and Advocacy. Participation in any program as a result of this policy shall not be noted on the Student's NKU student conduct record. In the event an individual who previously utilized the Medical Amnesty Protocol is involved in a subsequent alcohol (or other drug) related incident, the most recent incident and any resulting NKU Code of Student Rights and Responsibilities charges shall be considered a second offense allegation. While amnesty may be granted multiple times, it is not guaranteed.

Active Bystander

Students who seek emergency assistance on behalf of persons experiencing alcohol (or other drug) related emergencies will be considered for amnesty under this Protocol. The Student will not be required to participate in the NKU student conduct process. NKU students seeking medical amnesty are required to submit a request to the office of Student Conduct, Rights and Advocacy within five (5) Days of the incident. If a request is approved, the Student will need to meet with a professional staff member in the office of Student Conduct, Rights and Advocacy, and may be required to participate in an appropriate educational program, depending upon their involvement in the situation. Participation in any program as a result of this policy shall not be noted on the Student's NKU student conduct record. The Medical Amnesty Protocol only applies when a Student initiates the call for emergency medical attention and only when the emergency medical attention is needed to address alcohol (or other drug) emergencies. It does not apply when the individual suffering from the alcohol (or other drug) emergency is discovered by a University official (e.g. NKU Police, Resident Assistant, etc.).

In compliance with the Family Educational Rights and Privacy Act ("FERPA") and University policies and regulations, the office of Student Conduct, Rights and Advocacy can notify the parent(s) or legal guardians(s) of Students who receive medical amnesty under this Protocol, as needed.

No individual may receive amnesty under this section more than one (1) time in a twenty-four (24) month period. Records of all requests for assistance under this policy shall be maintained by the office of Student Conduct, Rights and Advocacy. Participation in any program as a result of this protocol shall not be noted on the Student's NKU student conduct record. In the event an individual who previously utilized the Medical Amnesty Protocol is involved in a subsequent alcohol (or other drug) related incident, this incident and any resulting NKU Code of Student Rights and Responsibilities charges shall be considered an alleged second offense. While amnesty may be granted multiple times, it is not guaranteed.

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Appendix C: Alcohol and Other Drugs

In order to ensure the University's commitment to a quality educational and work environment, every faculty member, employee, and Student has a right to work and learn in an environment free from the effects of abuse of alcohol and other drugs. It is the policy of the University to discourage the misuse and abuse of alcoholic beverages and other drugs. The Drug Free Schools and Communities Act requires every institution of higher education to inform Students of standards of conduct that clearly prohibit violations of local, state, and federal laws pertaining to alcohol and other drugs. Parental notification may be implemented for Students who are found responsible for alcohol and drug violations under the Code of Student Rights and Responsibilities. Alcoholic beverages may be served and consumed at official University functions and approved non-University functions as designated by the President or his/her designee.

1. The University prohibits the following actions and behaviors:
 - a. Purchase, possession, or consumption of alcoholic beverages by persons under age of 21.
 - b. Aiding and abetting an underage person in the purchase or possession of alcoholic beverages.
 - c. Falsification of a driver's license or other identification in order to obtain alcoholic beverages.
 - d. Consumption of alcoholic beverages in outdoor areas such as public places, University Housing, and automobiles, except where designated by the University's Tailgate Policy (see the NKU website for more information).
 - e. Appearing in any public place manifestly under the influence of alcohol, such that the individual may endanger themselves or other persons, damage property, or annoy persons in the vicinity.
 - f. Driving while under the influence or while Intoxicated.
2. Alcoholic beverages may be served and consumed at University events held off-campus according to the following guidelines, as well as in addition to the above guidelines:
 - a. The sale, serving, and consumption of alcoholic beverages are strictly prohibited except in areas and at times and dates licensed by the Kentucky Alcohol Beverage Control Board, or similar agencies in other states.
 - b. Sponsoring group and organizations will be responsible for providing security to ensure that guests conduct themselves properly and to assist with the crowd control.
 - c. Alcohol shall not be consumed or carried in open containers on any street, sidewalk, alley, or in a motor vehicle.
 - d. Activity sponsors must examine the identification of all guests entering the activity. Guests under the age of 21 shall not be permitted to consume alcoholic beverages. If the activity is located in another state, all applicable state and local laws regarding alcohol sales, services, and consumptions shall prevail. Sponsors must assure that official law enforcement or on-site security personnel verify the identification of all participants.

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- e. Littering, infringing upon the rights of others, and abuse of public or private property in connection with possession or consumption of alcoholic beverages is prohibited.
 - f. Promotion or advertising of an event shall not encourage any form of alcohol abuse, nor should events be advertised to place an emphasis on the quantity and/or frequency of use of alcohol.
 - g. Alcohol should not be provided as an award or prize to individuals or campus organizations.
 - h. Student organizations shall designate one person, perhaps an officer of that organization, to assume responsibility for assuring that there is knowledge of and compliance with these alcohol policies. It is recommended that this person participate in the special educational programs offered by the Office of Health, Counseling, and Student Wellness.
3. Beer distributors, liquor companies, bars, and night clubs are not permitted to: (1) advertise on campus, (2) co-sponsor an event with a student organization, (3) advertise on any schedule card, athletic brochure or press guide, or other printed material, (4) provide advertising for University events presented on the radio or television
4. Northern Kentucky University does not assume responsibility for unofficial events held off campus involving individuals or groups affiliated with the University. However, the University reserves the right to hold students and student organizations accountable for violations of federal, state, and local law by NKU students, or student organization off campus in which said violations adversely affect the University community and/or pursuit of its objectives.

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Appendix D: Prohibition on Hazing

In accordance with Kentucky Revised Statute (KRS) §164.375, Northern Kentucky University prohibits any action or situation that recklessly or intentionally endangers mental or physical health or involves the forced consumption of alcohol or drugs for the purpose of initiation into or affiliation with any organization. Penalties for violation of the hazing policy shall include, but are not limited to:

- A. Student violators will be subject to possible suspension or expulsion from the University or other appropriate disciplinary action in accordance with the Code of Student Rights and Responsibilities.
- B. Faculty and staff violators will be subject to possible loss of employment or other appropriate disciplinary action in accordance with the Faculty Policies and Procedures Handbook, Salmon P. Chase College of Law Faculty Handbook, Handbook for Department Chairpersons, and Personnel Policy and Procedures Manual.
- C. Faculty, staff or student organizations that authorize or contribute to actions that violate this policy may lose University authorization to operate on campus property. Officers of such organizations may be held individually responsible for the actions of their organizations.
- D. Visitors, licensees, and invitees to Northern Kentucky University who violate this policy will be removed from University property and may be subject to prosecution.

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Appendix F: Undergraduate Student Honor Code: Cheating & Plagiarism

1. Preamble

This Student Honor Code [the "Honor Code"] is a commitment by students of Northern Kentucky University, through their matriculation or continued enrollment at the University, to adhere to the highest degree of ethical integrity in academic conduct. It is a commitment individually and collectively that the students of Northern Kentucky University will not lie, cheat, or plagiarize to gain an academic advantage over fellow students or avoid academic requirements.

The purpose of the Honor Code is to establish standards of academic conduct for students at Northern Kentucky University and to provide a procedure that offers basic assurances of fundamental fairness to any person accused of violations of these rules. Each Northern Kentucky University student is bound by the provisions of the Honor Code and is presumed to be familiar with all of its provisions. Students also should aspire to conduct themselves in a manner that is consistent with the highest degree of ethical integrity in all matters, whether covered in the Honor Code or not. The success of this commitment begins in the diligence with which students uphold the letter and the spirit of the Honor Code.

2. Standards of Academic Conduct and Integrity and Consequences for Their Violation

1. A student at Northern Kentucky University shall not:
 - a. Engage in any conduct involving academic deceit, dishonesty, or misrepresentation.
 - b. Give, receive, or use unauthorized or prohibited information, resources, or assistance on an examination, assignment, or graduation requirement.
 - c. Commit plagiarism (e.g., representing another's work, in whole or in part, as one's own) on any examination, assignment or graduation requirement (including those involving use of the web, internet or other electronic resources).
 - d. Write, take, research, develop, prepare, or create an examination, assignment, or graduation requirement for another student, in whole or in part.
 - e. Submit an examination, assignment, or graduation requirement written, taken, researched, developed, prepared, or created by another person, in whole or in part.
 - f. Submit an examination, assignment, or graduation requirement that the student has or will submit for credit in another course, without express approval from the instructors' in each of the courses.
 - g. Prevent or interfere with the use by other students of any library, laboratory, studio, field, or other course-related resource; or
 - h. Damage or impair any library, laboratory, studio, field, or other course-related resources or another student's completed assignments.

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NOTE: These prohibitions shall not preclude an instructor or department from assigning team projects, cooperative efforts, and other similar activities in a course or for a graduation requirement and are subject to modification in order to adhere to the NKU Policy on Accommodations for Students With Disabilities.

2. A student who violates one of the above provisions will be identified to the Department Chair, Program Director, Academic Dean, and Director of Student Conduct, Rights & Advocacy. The student may also be subject to one or more of the following consequences:
 - a. For the first violation, any one or a combination of the following:
 - i. Faculty imposed sanction(s) as outlined in the course syllabus;
 - ii. An oral admonition or reprimand;
 - iii. A written admonition or reprimand;
 - iv. A reduction in the grade or a grade of "F" in the course, examination, or assignment;
 - v. Expulsion from the course.
 - b. For multiple violations of the above provisions, where suspension or expulsion from the University may be warranted, the case will be referred to the Office of Student Conduct, Rights and Advocacy.
3. Academic Departmental Procedure
 - A. A course instructor who has sufficient information to believe that a student has violated the Honor Code shall notify the student within five (5) Days from the date of discovery of the alleged violation unless extenuating circumstances apply. If grades must be turned in during the meantime, the instructor shall give the student a grade of incomplete.
 - B. The instructor may take action as described in H.2.2. and shall report the incident and sanctions in writing within five (5) Days to the student, the Department Chair or Program Director, the Academic Dean or Vice Provost and Director of Student Conduct, Rights & Advocacy. An instructor is not required to report the incident or take any action if, in his/her professional judgment, the student's conduct should be dealt with outside the Honor Code as an academic or administrative matter, and the conduct is so dealt with promptly.
 - C. If the student disagrees with the instructor's decision, the student may appeal in writing to the Department Chair or if no Departmental Chair exists, to the Program Director within five (5) Days of receipt of the decision of the instructor. If the appeal is not requested in the time allotted, the instructor's action shall be final and binding. If the student's written appeal is received by the Department Chair or Program Director within five (5) Days of receipt of the instructor's decision, the Department Chair or Program Director will meet with the student within five (5) Days of receipt of the appeal. The Department Chair or Program Director will notify the student of his/her decision in writing within five (5) Days of the meeting. The Department Chair or Program Director will forward a copy of

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the written decision to the instructor, the Academic Dean (or his/her designee), the Office of Student Conduct, Rights and Advocacy and will retain a copy in the department files.

- D. If the student is dissatisfied with the decision of the Department Chair or Program Director, the student may appeal to the Academic Dean, or if no Academic Dean exists to the Vice Provost for Academic Affairs or his/her designee by submitting a written request of appeal within five (5) Days after receipt of the Department Chair's or Program Director's decision. The Academic Dean or Vice Provost or his/her designee will notify the student of his/her decision in writing within five (5) Days of receipt of the appeal. The Academic Dean or Vice Provost or his/her designee will forward a copy of the decision to the Department Chair or Program Director, the Director of Student Conduct, Rights & Advocacy and the instructor.
- E. If the student is dissatisfied with the decision of the Academic Dean or Vice Provost, the student may appeal to the Academic Appeals Panel by submitting a written request of appeal in care of the Academic Dean or Vice Provost within five (5) Days after receipt of the Academic Dean's or Vice Provost's decision. Within five (5) days of receipt of the student's written appeal, the Academic Dean or Vice Provost will convene an Appeals Panel to consider the appeal.

The Appeals Panel will consist of:

- a. Two faculty members chosen by the Academic Dean or Vice Provost at the beginning of the academic year. These choices will be made from a group comprised of one representative from, and chosen by, each department responsible to the Academic Dean or Vice Provost.
- b. One faculty member chosen by the Academic Dean from the college or Vice Provost from the program in which the appeal was initiated. Should this department or program already be represented on the panel, the Academic Dean or Vice Provost will select the third faculty panel member from the original group of department or program representatives referenced above. The faculty member whose decision is in question may not sit on the panel. Other panel members will be excused when a conflict of interest exists.
- c. Two students. These panel members plus an alternate will be chosen from the academic college by the Academic Dean or Vice Provost from the department or program at the beginning of the academic year. If these students are unavailable, the Academic Dean or Vice Provost will select two student panel members and an alternate student to serve on the committee. The student initiating the appeal may not sit on the panel. Student panel members will be excused when a conflict of interest exists.

The Academic Dean or Vice Provost will convey to the Academic Appeals Panel the entire file of the case. If the Academic Appeals Panel

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determines that the case meets any of the grounds for appeal, the panel will proceed to a full hearing of the appeal within a reasonable time period (not to exceed 20 Days). A full hearing may include collection of evidence by the Appeals Panel through research and interview. Insofar as possible, all persons directly involved in the appeal will cooperate by honoring the panel's requests for information. Both the faculty member and the student have the right to engage the Appeals Panel. All information relevant to an appeal will be held in strict confidence during the appeal process and upon its conclusion. The Appeals Panel will provide a written report of its decision to the Academic Dean or Vice Provost within five (5) Days of the formal hearing. The Academic Dean or Vice Provost will send notification of the Appeals Panel's decision to the student, the instructor, the Department Chair or Program Director and the Director of Student Conduct, Rights & Advocacy.

- F. Except in cases of suspension or expulsion, the Academic Appeals Panel's decision shall be final and binding. There shall be no further appeal. In cases of suspension or expulsion, the student may decide to accept responsibility for the violation(s) but wish to appeal the sanction of suspension or expulsion. In such cases, the student may avoid meeting with the Academic Appeals Panel and file an appeal to the Vice President for Academic Affairs/Provost limited to the question of suspension or expulsion.
- G. An appeal to the Vice President for Academic Affairs/Provost limited to the question of suspension or expulsion must be in writing and must be submitted within five (5) Days of the student's receipt of the decision of the Appeals Panel. The Academic Dean or Vice Provost will forward the entire file to the Provost's office at the time the appeal is made. The Provost will review the appeal within five (5) Days of receipt of the file, and determine whether to uphold the recommended sanction or to recommend a lesser sanction. The Provost will notify the student, Academic Dean or Vice Provost and Director of Student Conduct, Rights & Advocacy of his/her decision in writing.
- H. If the student disagrees with the decision of the Vice President for Academic Affairs/Provost, he/she may appeal to the Board of Regents by submitting a written statement of appeal to the Academic Dean office within five (5) Days after receipt of the Vice President for Academic Affairs/Provost's decision. The Board will review the file and determine whether to approve, reject, or modify an earlier decision or the consequences recommended or imposed. The decision of the Board of Regents will be final and the sanction(s) imposed will stand. The Board will inform the Academic Dean or Vice Provost of their decision in writing, and provide these findings and sanctions to the student in writing within five (5) Days following the Board of Regents Meeting. The Academic Dean or Vice Provost shall implement the decision of the Board.

4. Grounds for appeals

An appeal must meet one or more of the following grounds to be considered:

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1. A significant procedural error was made during the disciplinary process, including but not limited to failure to hold an administrative meeting, notice of the alleged violation, and/or no opportunity to present evidence.
 2. A sanction was not appropriate to the violation, and/or the sanctions were grossly disproportionate.
 3. A finding was not supported by evidence, and/or significant information is presented on appeal that was not available at the time of the hearing or could not have been obtained despite the student's exercise of reasonable diligence which materially affects the finding sanctions.
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Appendix G: Graduate Student Academic Policies and Procedures

I. PREAMBLE

This document establishes a Graduate Student Honor Code (referred to as the Honor Code). The purpose of the Honor Code is to establish standards of academic integrity for graduate students at the university and provide procedures that offer assurances of fundamental fairness to any student accused of violating the Honor Code. This document also provides a process for graduate students to appeal certain decisions to the Graduate Council. Covered under this section of the document are university regulations applicable to graduate students, but not regulations relating to admission decisions, grade appeals, or violations of the Graduate Honor Code.

The procedures set forth in this document are specific to graduate students at the university. As Northern Kentucky University students, graduate students are also subject to the provisions of the Code of Student Rights and Responsibilities as adopted by the Board of Regents. Where provisions or procedures set forth in the two documents differ or conflict, this document will prevail in cases involving graduate students. Grade appeals that do not relate to consequences for violations of the Graduate Honor Code are covered by the Code of Student Rights and Responsibilities, Section VII. Academic Grievance Process. It is incumbent upon graduate students to be aware of university regulations. Ignorance of these regulations does not excuse students from adherence to them.

II. DEFINITIONS

- **Dean of Graduate Studies** - chief academic officer in charge of graduate programs. The Dean of Graduate Studies is the university official designated by the university to promote, create, interpret and enforce the Graduate Student Honor Code or to designate such enforcement to other individuals within the institution.
- **Expulsion**-a permanent dismissal from the university. The expulsion will remain a permanent record within the graduate office and shall be reflected on the academic transcript.
- **Graduate Council** -- the official university body which coordinates and oversees all policies, procedures, curricula, and regulations for all university graduate programs.
- **Graduate Honor Code Council** - a standing committee appointed by the Dean of Graduate Studies to conduct formal proceedings regarding violations of the Graduate Honor Code.
- **Graduate Student** -- includes all persons enrolled at the university at the graduate level; includes non-degree graduate students and graduate certificate students but excludes Chase law students and post-baccalaureate students.
- **Policy** - any published regulations of the university.
- **Program Director** -- university official responsible for the administrative leadership of a graduate program.
- **Provost**-senior academic affairs officer responsible for the administrative leadership of academic programs and academic support services at Northern Kentucky University.
- **Suspension**-a temporary dismissal from the university for cause. If suspended for violations of the Graduate Student Honor Code a student may not enroll in courses or be an active member of the university during the suspension period. After the suspension is served a student may apply for re enrollment. The suspension will remain a permanent record within the graduate office.
- **University, Northern, or NKU**-represents Northern Kentucky University

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- **Working day**-a day when the university is open for normal business, regardless of whether classes are in session.

III. GRADUATE STUDENT HONOR CODE: Academic Integrity

A. Preamble and Honor Code Pledge

This Graduate Student Honor Code (referred to as the Honor Code) is a commitment by graduate students of Northern Kentucky University, through their matriculation or continued enrollment at the university, to adhere to the highest degree of ethical integrity in academic conduct. It is a commitment individually and collectively that the graduate students of NKU will uphold professional standards of research, writing, assessment, and ethics in their areas of study.

The purpose of the Honor Code is to establish standards of academic integrity for graduate students at NKU and to provide a procedure that offers basic assurances of fundamental fairness to any person accused of violations of these rules. Each NKU graduate student is bound by the provisions of the Honor Code and is presumed to be familiar with all of its provisions. Students must conduct themselves in a manner that is consistent with the highest degree of ethical integrity in all matters, whether covered in the Honor Code or not. The success of this commitment begins in the diligence with which students uphold the letter and the spirit of the Honor Code.

By enrollment at NKU all graduate students accept and acknowledge the following pledge:

"I do hereby acknowledge the existence of the NKU Graduate Student Honor Code. I understand that the Graduate Student Honor Code supports an environment that values integrity, honesty, and ethical conduct for all NKU students. I understand that by my enrollment at NKU, I confirm my agreement and understanding of the policies and procedures outlined in the Graduate Student Honor Code."

B. Academic Dishonesty

Behaviors that constitute academic dishonesty include, but are not limited to, the following:

1. Engaging in any conduct involving academic deceit, dishonesty, or misrepresentation, including conduct during the application process for admission to NKU.
2. Committing plagiarism on any examination, assignment or graduation requirement. Plagiarism is defined as taking the literary property or ideas of another, passing it off as one's own without appropriate attribution and reaping from its use any benefit from an academic institution. Accordingly, a graduate student must:
 1. Acknowledge direct use of someone else's words.
 2. Acknowledge any words he/she paraphrases from any source.
 3. Acknowledge his/her direct use of someone else's ideas.
 4. Acknowledge his/her source when the student's own analysis or conclusion builds on that source.
 5. Follow any plagiarism policy adopted by an instructor for a course or program, of which the students in that course or program have been given adequate notice. (This Plagiarism Policy is adapted from the Chase College of Law Plagiarism Policy, as found in The College of Law Honor Code.)

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3. Writing, taking, researching, developing, preparing, or creating an examination, assignment, or graduation requirement for another student, in whole or in part.
4. Submitting an examination, assignment, or graduation requirement written, taken, researched, developed, prepared, or created by another person, in whole or in part.
5. Submitting an examination, assignment, or graduation requirement for credit in two or more courses or activities, without written approval from the instructors in each of the courses or activities.
6. Preventing or interfering with the use of any library, laboratory, studio, field, or other course-related resource by other students or other users for the purpose of causing them a disadvantage.
7. Damaging or impairing any library, laboratory, studio, field, or other course-related resources or another student's completed assignments (for example, but not limited to, science experiments and technology-related assignments).
8. Taking or using the notes, papers, or other materials of another student or of a professor without express permission.
9. Misrepresenting class or other activity attendance.
10. Misrepresenting information to postpone examination, assignment, graduation requirement, or other deadlines.
11. Misrepresenting or distorting academic or biographical data in connection with an application for criteria-based placements, course or program honors, or awards.
12. Engaging in any other fraudulent, deceptive, knowingly false or misleading act, or other dishonest action or inaction involving academic endeavors for the purpose of obtaining an advantage therein.

These prohibitions shall not preclude an instructor or department from assigning team projects, cooperative efforts, and other similar activities in a course or for a graduation requirement, nor shall they preclude graduate students from preparing for classes or examinations together or in study groups.

C. Research Misconduct

The university is fully committed to the ethical conduct of research. Misconduct in research is a serious deviation from the university's Honor Code and the professional practices within the disciplines. Research misconduct is defined as fabrication, falsification, or plagiarism in proposing or performing research, or reporting research results. Research includes not only intellectual activity designed to expand knowledge, but also activities in the creative and performing arts designed to interpret and create.

Behaviors that constitute research misconduct include, but are not limited to, the following:

1. Falsifying or fabricating information or data.
2. Reporting results in a dishonest manner, whether by altering, revising, or selectively reporting data.
3. Representing another person's ideas, writing or data as one's own.
4. Releasing the ideas or data of others when such data have been shared in confidence.
5. Misrepresenting the nature of creative material or its originality.
6. Adding or deleting the names of authors on publications without permission.
7. Listing oneself or another individual as an author when his/her contribution does not warrant authorship.

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D. Ethical Violations

Students are expected to adhere to the ethical and professional standards associated with their particular programs of study. These standards are generally communicated to students by instructors and are available through publications produced by the relevant professional organization(s). Unethical or unprofessional behavior will be treated in the same manner as academic dishonesty and research misconduct.

E. Consequences for Academic Dishonesty, Research Misconduct or Ethical Violations

1. A graduate student who violates the foregoing provisions may be subject to one or any combination of the following consequences:
 1. An oral admonition or reprimand.
 2. A written admonition or reprimand.
 3. Redoing the assignment or retaking all or part of the course or program in which the conduct occurred.
 4. A grade reduction or a grade of "F" in the course, examination, or assignment.
 5. Expulsion from the course.
 6. Suspension from the university for the remainder of the current semester or session.
 7. Suspension from the university for the semester or session following the current semester or session.
 8. Suspension from the university for one or more years.
 9. Expulsion from the university (with the word "expulsion" included on the student's transcript in order to prevent any reapplication).
2. Information about prior or multiple Honor Code violations by a graduate student is relevant and receivable in any hearing with regard to the consequences to be imposed for a violation of the Honor Code and is grounds for such additional or increased consequences as the circumstances may warrant.
3. Withdrawal from a course or from the university shall have no effect on the application of the Honor Code.

F. Procedures for Handling Alleged Violations of the Honor Code

1. Informal Proceedings

A course instructor who has sufficient information to believe that a graduate student has violated the Honor Code shall meet with the student within ten Days from the date of discovery of the alleged violation. (For students enrolled in online programs who do not live in the immediate area, a telephone conference may take the place of an in-person meeting. For violations not related to a specific course (e.g., ethical violations), upon discovery of the alleged violation, the program director or his/her designee shall meet with the student.) If grades must be turned in during the meantime, the instructor shall give the student a grade of incomplete. At such a meeting, neither the instructor nor the student may be represented or accompanied by an attorney or any other advisor. At the meeting, the instructor will inform the student of the details of the alleged violation and present evidence of the violation. The student will be afforded the opportunity to respond to the allegations and may present evidence, provide additional relevant information, explain extenuating or mitigating circumstances, or acknowledge the violation. If, after holding a meeting with the student, the instructor believes there is a preponderance of evidence that the student violated the Honor Code, the instructor may orally admonish or reprimand the student or may impose one or more of the following:

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- 1) Written admonition or reprimand.
- 2) Redoing the assignment or retaking all or part of the course in which the conduct occurred.
- 3) A grade reduction or a grade of "F" in the course, examination, or assignment.

If the student declines to discuss the matter or attend a meeting with the instructor, or is unavailable for more than ten (10) Days, the instructor shall make a determination as to whether a violation of the Honor Code has occurred and what the appropriate consequences will be. The student will be notified accordingly.

In addition to the above sanctions, in cases where the instructor believes that the violation is sufficiently serious to warrant more severe consequences, the instructor shall refer the matter to the Dean of Graduate Studies for formal proceedings to consider the imposition of additional sanctions in accordance with subsequent provisions of this Code.

When the instructor decides to impose any consequence, the instructor will notify the student of this decision by sending a letter to the student both by regular mail and email, or by personal delivery to the student. A letter mailed will be sent to the student's address on file with the Registrar's Office. If the student disagrees with the instructor's decision, the student may appeal in writing to the Dean of Graduate Studies within ten (10) Days of receipt of the decision of the instructor. A mailed letter of decision will be deemed received two (2) days following the date the letter is postmarked. A copy of the letter shall be made a part of the file on the violation maintained in the graduate office.

If an appeal is not requested in the time allotted, the instructor's action shall be final and binding, subject to formal proceedings for additional sanctions in those cases where the instructor has referred the matter to the Dean of Graduate Studies.

2. Appeal of an Informal Proceeding

A student sanctioned for violation of the Honor Code may appeal the instructor's decision that a violation of the Honor Code has occurred and/or the sanction. The appeal must be received by the Dean of Graduate Studies within ten (10) Days of receipt of the instructor's decision. An appeal not made within the time limit will not be heard. The written statement of appeal must include: the name of the student appealing; the grounds or basis of the appeal; the name of the instructor who made the decision being appealed; the course name and number or program name if the alleged violation was not associated with a particular course; and the remedy which the student is seeking.

An appeal is not simply a rehearing of the original case. The purpose of the appeal is to decide if the decision of the instructor was so erroneous that it should be changed. An appeal must state one or more of the following grounds to be considered:

1. The student was not afforded a fair hearing by the instructor, including notice of the alleged violation and an opportunity to present evidence;
2. The sanction was not appropriate to the violation, and/or the sanctions were arbitrary or capricious;
3. The decision was not supported by substantial evidence; and/or
4. Significant newly discovered evidence is shown on appeal that was not available at the time of the hearing, could not have been obtained for presentation during the hearing by the student's exercise of reasonable diligence, and materially affects the finding of a violation or the imposition of consequences.

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Upon receipt of a timely appeal, the Dean of Graduate Studies will refer the appeal to the formal proceedings stage as set forth in the provisions below.

3. Formal Proceedings

The proceedings and hearing process set forth in this section are applicable in the following cases:

- a. A student has filed a timely appeal of an instructor's decision that a violation of the Honor Code has occurred and/or the imposition of the sanctions for that violation.
- b. An instructor has referred the matter to the Dean of Graduate Studies for formal proceedings seeking additional sanctions because of the seriousness of the violation.

For these proceedings, the matter will be heard by the Graduate Honor Code Council (referred to as the Honor Code Council). The Honor Code Council will be a standing committee appointed by the Dean of Graduate Studies. The Honor Code Council shall be comprised of five to seven graduate faculty members, who will be appointed at the beginning of each academic year. The faculty will represent all colleges with programs covered by this document. In addition, two graduate students will be appointed to serve on the Honor Code Council at the time a hearing is requested. A member of the Honor Code Council will be excused from hearing a matter when the student or instructor involved is in that member's academic department or program, or when the Dean of Graduate Studies determines that a conflict of interest exists for other reasons. When members of the Honor Code Council are excused or absent, the members present shall hear and decide on the matter, providing that at least three faculty participate in the full hearing process.

The Chair of the Honor Code Council, as designated by the Dean of Graduate Studies, will hold a preliminary meeting with the graduate student and the instructor. This preliminary meeting will explain the hearing process and the rights of the accused student. The Chair will convene a hearing within a reasonable time period (not to exceed 20 Days) after the matter is forwarded from the Dean of Graduate Studies, unless extenuating circumstances prevent otherwise or unless the instructor and student both agree to a delay. The Chair of the Honor Code Council shall determine all procedural matters relating to the hearing process.

If the matter involves an appeal by the student of the instructor's decision, the Honor Code Council shall first determine whether the student has stated a ground for appeal as listed in section F.2. An appeal that does not state such a ground for appeal will be denied, and the decision and consequences being appealed will stand.

The student and instructor will be allowed an opportunity to address the Honor Code Council and provide testimony at an appeal hearing or at a hearing to consider the imposition of additional sanctions for serious violations. Both the student and instructor may bring supporting witnesses to the hearing. The student may have an advisor of the student's choice present at the hearing. If the student's advisor is an attorney, the student must notify the Chair of the Honor Code Council at least five (5) days in advance of the hearing. The advisor's role is limited to providing advice to the student. The advisor is not permitted to ask or answer questions or make oral arguments. Any case presented must be made by the student.

In the case of an appeal, the Honor Code Council will deliberate and vote on whether the instructor's decision was so erroneous that the remedy sought by the appeal should be granted or that the decision or consequences should otherwise be modified. In cases where the matter

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has been referred to the Honor Code Council because of the seriousness of the violation, the Honor Code Council will deliberate and vote on whether the violation has occurred and on the sanctions to be imposed, up to and including suspension or expulsion. The Dean of Graduate Studies shall provide the Honor Code Council with information about other Honor Code violations by the student in connection with their deliberations on any sanctions to be imposed. A majority vote shall be required to sustain a violation and to impose sanctions.

The Honor Code Council will make a written report of its decision to the Dean of Graduate Studies within ten (10) Days of the hearing, unless there is good cause for delay, in which case such delay shall be communicated and justified to, and approved by, the graduate dean. The Dean of Graduate Studies will provide written notification of the decision to the student and the instructor, with a copy to the graduate program director and the department chair, within five (5) Days. The Honor Code Council's decision will be final and binding, except in the cases of suspension or expulsion. There shall be no further appeal in any case not involving suspension or expulsion.

In a case where the Honor Code Council determines that a violation of the Honor Code has not occurred, all parties shall be bound by that determination.

4. Appeals

In cases of suspension or expulsion, the student may file an appeal to the Provost, limited to the question of suspension or expulsion. The appeal to the Provost must be in writing and must be based on grounds listed in Section F.2. The appeal must be submitted within ten (10) Days of the student's receipt of the decision of the Honor Code Council. Upon receiving the appeal, the Provost will obtain the entire file from the Dean of Graduate Studies.

The Provost will review the appeal within fifteen (15) Days of receipt of the file, and determine whether to uphold the recommended sanction or a lesser sanction. The Provost will notify the Dean of Graduate Studies of his/her decision in writing, and will return the file to the Dean of Graduate Studies. The Dean of Graduate Studies will communicate the Provost's decision to the student. The communication will be in writing with a copy to the graduate program director and the department chair. The Provost's decision shall be final and binding unless the student submits a timely appeal to the President.

If the student is dissatisfied with the Provost's decision in a case of suspension or expulsion, the student may file an appeal to the President limited to the question of suspension or expulsion. The appeal to the President must be in writing and must be based on grounds listed in Section F.2. The appeal must be submitted within ten (10) Days of the student's receipt of the decision of the Provost. Upon receiving the appeal, the President will obtain the entire file from the Dean of Graduate Studies.

The President will review the appeal within fifteen (15) Days of receipt of the file, and determine whether to uphold the recommended sanction or a lesser sanction. The President will provide written notification to the Dean of Graduate Studies of his/her decision, and will return the file to the Dean of Graduate Studies. The Dean of Graduate Studies will communicate the President's decision to the student. The communication will be in writing with a copy to the graduate program director and the department chair. The President's decision shall be final and binding unless the student submits a timely appeal to the Board of Regents.

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If the student is dissatisfied with the President's decision in a case of suspension or expulsion, the student may appeal to the Board of Regents. The appeal to the Board of Regents must be in writing and must be based on grounds listed in Section F.2. The appeal must be submitted within ten (10) Days of the student's receipt of the President's determination. The Board of Regents will review the file and determine whether to uphold the recommended sanction or a lesser sanction. The Board of Regents will provide written notification to the President or the Provost and to the Dean of Graduate Studies of their decision. The Dean of Graduate Studies will communicate the decision to the student. The communication will be in writing with a copy to the graduate program director and the department chair. The Board of Regents' determination will be final and binding.

In a case where the Provost, the President, or the Board of Regents finally determines that a violation of the Honor Code has not occurred, all parties shall be bound by that determination.

5. Proceedings on Appeals in Cases of Suspension or Expulsion

The Provost, the President or the Board of Regents reviewing an appeal in the case of suspension or expulsion will first determine whether the student has stated a ground for appeal listed in section F.2. An appeal that does not state such a ground for appeal will be denied, and the decision and consequences being appealed from will stand.

The Provost, President or the Board of Regents may approve, reject, or modify the decision or the consequences recommended or imposed. The Provost or President should make a decision on the appeal within fifteen (15) Days after all the documentation was received, or he/she may postpone a decision for good cause. The Board of Regents should make a decision on the appeal at the next meeting on which the appeal may be placed on its agenda in a timely manner, or it may postpone a decision for good cause.

G. Confidentiality and Record Keeping

All proceedings under the Honor Code shall be confidential, and information about a student shall be provided only to a person or persons who have responsibilities for the proceedings in a case involving that student.

The Dean of Graduate Studies shall maintain records on proceedings and decisions under the Honor Code sufficient to preserve the information needed for determinations of multiple or subsequent violations and responses by or on behalf of the university in connection with requests from authorized agents. In the case of expulsion from the university, the Dean of Graduate Studies shall preserve the information needed to support the expulsion notation on the student transcript.

IV. STUDENT APPEALS TO GRADUATE COUNCIL

The Graduate Council is authorized to hear appeals from graduate students on university graduate regulations, excluding admission decisions, grade appeals, and violations of the Honor Code. When a graduate student wishes to appeal the application of a university rule or regulation relating to graduate students (e.g., time limits for graduation, limits on transfer credits, limits on hours taken as a non-degree student that may apply to a graduate degree) the graduate student should adhere to the following procedure:

NKU Code Revision

1. Formal Written Request

The graduate student will submit a formal written request/appeal to his/her program director identifying the rule or regulation at issue and stating the basis for the request that the rule or regulation be waived or otherwise modified in the student's particular case. The written request should include any relevant supporting documentation.

2. Program Director Response

The graduate student's program director will prepare, in a timely manner, a written response to the student's request/appeal, which will provide a recommendation that the student's request be approved, modified or denied. The program director's response will provide a rationale for his/her recommendation and will include any relevant supporting documentation.

3. Graduate Council Agenda

The program director will forward the graduate student's request/appeal, the program director's recommendation, and all supporting documentation ("the appeal file") to the graduate office for action by the Graduate Council. For the appeal to be heard at a specific Graduate Council meeting, the appeal file must be received by the graduate office at least 14 days prior to the Graduate Council meeting and prior to the time when the agenda for that meeting is scheduled to be set by the Graduate Council's Executive Committee.

4. Graduate Council Executive Committee

The Graduate Council Executive Committee will first consider the appeal to determine whether or not the appeal file is complete. If the Executive Committee determines that the file is complete, the appeal will be placed on the next regular Graduate Council meeting agenda, or alternatively, on the agenda of a future meeting that is agreeable to both the student and the program director. If the appeal file is not complete, the appeal will be referred back to the program director with an indication of what documents are needed to complete the file. After taking the necessary action to complete the file, the program director will resubmit the appeal to the graduate office for referral back to the Executive Committee.

5. Graduate Council Action

After the Executive Committee has reviewed the appeal and placed it on a Graduate Council meeting agenda, a complete copy of the appeal file will be provided to each Graduate Council member prior to the meeting where the appeal will be considered. The graduate office will notify the student of the date/time/place when the appeal will be considered by the Graduate Council. The student is entitled, but not required, to be present when the appeal is considered, to make a statement and/or answer questions about the basis for the appeal. The student may not be represented or accompanied by an attorney or any other advisor at the appeal. The Graduate Council may discuss the merits of the appeal while the student is present, but the student may not be present during final deliberations or during the time when the Graduate Council votes on the appeal. The Chair of the Graduate Council will notify the student and program director in writing of the decision of the Graduate Council. Program representatives will abstain in cases involving appeals from their respective programs.

6. Summer Appeals

During the summer or at other times when the Graduate Council is not meeting, the Graduate Council Executive Committee, as currently formed, is authorized to act on student appeals in accordance with the other provisions of this policy.

RECOMMENDATION:

That the Board of Regents approve a three-year extension to the 2019-2022 *Success by Design* strategic plan, Northern Kentucky University's strategic framework singularly focused on student success. The Board of Regents initially approved the framework on April 8th, 2019. Since that time, the University has developed strategies, initiatives, metrics and projects. While the onset of COVID-19 delayed parts of the original work plan, progress was made and many structures were put in place. An extension would allow NKU to demonstrate the advancement of student success through its efforts. With this approval, the new Success by Design Framework timeline would be from 2022-2025.

BACKGROUND:

NKU's strategic framework was developed with a singular focus on advancing student success aligned with the needs of the region. To accomplish this singular focus on student success, NKU chose to emphasize three pillars—increased access, higher levels of completion, and advancing opportunities for career and community engagement for all students. The 2019-22 *Success by Design* strategic framework consisted of the three major goals around *Access*, *Completion*, and *Career & Community Engagement* with five measurable objectives under each of the pillars.

After the Board of Regents approval of SBD in spring 2019, Northern Kentucky University introduced their Chief Strategy Officer to campus and this member of the president's cabinet vetted this vast number of initiatives with the broad campus stakeholder groups. The result of these conversations was the collation of these strategies into the *First Five Initiatives*, focusing on affordability and the P-12 pipeline, curriculum and coordinated care, and entrepreneurship and innovation. As the campus began planning for initiatives around the *First Five Initiatives*, COVID-19 required the campus to go fully online, delaying efforts to move the work forward.

In fall 2020 the campus began to identify and define the institutional metrics that would be used to measure NKU's progress in advancing student success as part of SBD. These metrics were vetted with key stakeholder groups and contained a mix of standardized metrics that would allow for peer comparisons, along with some metrics that will be unique to NKU and SBD, highlighting the differentiation of the NKU student experience. The strong diversity, equity, and inclusion lens used to develop the strategic framework was also utilized when selecting the metrics for SBD. The next step will be set targets for these institutional performance measures.

In addition, four institutional projects have been identified around the First Five Initiatives, with work to begin in Fall 2021. These projects are focused on building a better student success foundation towards the enhancement of the student experience. The first project will be around tripwire identification related to how students interact with admissions, financial aid, and accounts payable. The second project is looking at degree, career, and co-curricular mapping. The third project will develop a centralized advising and coordinated care model for students, and the last project will look to deeply embed high impact practices (i.e., HIPS) into the NKU student experience.

The Success by Design strategic framework is a living document and will serve as a roadmap to guide NKU toward its next 50 years. It will require changes in operations at the organizational and the unit level. The execution of this strategic framework will allow NKU to be nationally recognized as a student-ready, regionally- engaged university that empowers diverse learners for economic and social mobility.

RECOMMENDATION:

That the Board of Regents adopt the attached Resolution which provides for the sale and issuance of approximately \$5,485,000 in General Receipt Obligations for the purpose of (i) refunding outstanding Northern Kentucky University General Receipts Bonds, 2011 Series A, dated August 4, 2011 and (ii) paying costs of issuance in connection with the Northern Kentucky University General Receipts Refunding Bonds, 2021 Series B.

BACKGROUND:

The intent of the Resolution is to authorize the refunding of the outstanding Northern Kentucky University General Receipts Bonds, 2011 Series A, dated August 4, 2011. The 2011 Series A bonds maturing on or after September 1, 2022 are subject to redemption on or after September 1, 2021. An analysis prepared by the University's fiscal agent, Robert W. Baird & Company, Inc., indicates that the University could realize a net present value savings of \$730,000 on future debt service payments, based on current bond interest rates. The actual savings achieved will be dependent on market conditions at the date of the sale.

The attached resolution was prepared by the University's bond counsel, Dinsmore & Shohl, LLP. The University is requesting the necessary approvals from the State Property and Buildings Commission and the Capital Projects and Bond Oversight Committee. The University anticipates selling the bonds as soon as possible this fall if market conditions are favorable, however, the Resolution provides the flexibility to issue the refunding bonds anytime during fiscal year 2021-22 based on market conditions.

SERIES RESOLUTION

A RESOLUTION PROVIDING FOR THE AUTHORIZATION, ISSUANCE, AND SALE OF APPROXIMATELY \$5,485,000 GENERAL RECEIPTS REFUNDING OBLIGATIONS, OF NORTHERN KENTUCKY UNIVERSITY, PURSUANT TO THE TRUST AGREEMENT DATED AS MAY 1, 2007.

WHEREAS, Northern Kentucky University (the "University"), a public body corporate and an educational institution and agency of the Commonwealth of Kentucky, by resolution adopted by the Board of Regents of the University on May 2, 2007 (herein called the "General Bond Resolution"), and by a Trust Agreement, dated as of May 1, 2007, as supplemented (herein called the "Trust Agreement"), comprised in part of the General Bond Resolution, has provided for the issuance from time to time of Obligations (as defined in the Trust Agreement) of the University secured by a pledge of the University's "General Receipts" (as defined in the Trust Agreement), each such issue to be authorized by a Series Resolution, as required by the Trust Agreement; and

WHEREAS, by authority of Sections 162.340 to 162.380 of the Kentucky Revised Statutes, Chapter 56 of the Kentucky Revised Statutes, and Sections 58.010 to 58.140 of the Kentucky Revised Statutes (collectively, the "Act"), the University is authorized to issue its obligations to pay all or part of the costs of educational facilities, and to secure the obligations by a pledge of and lien on all or such part of the revenues and receipts of the University; and

WHEREAS, the University, under the General Bond Resolution and certain Series Resolutions (as defined in the Trust Agreement) adopted by the Board, has previously issued, and there are outstanding, certain General Receipts Bonds under the Trust Agreement, specifically set forth in Exhibit A, (the "Prior Bonds"); and

WHEREAS, in order to achieve debt service savings, the Board hereby determines, if, between July 1, 2021 and June 30, 2022, interest rates prevailing in the bond market at the time of sale of the Obligations hereby authorized are favorable, that the Prior Bonds set forth in Exhibit A be refunded to achieve interest rate savings;

WHEREAS, the Board of Regents, in order to refund the Prior Bonds, desires to provide for the issuance and sale of Northern Kentucky University General Receipts Refunding Bonds in one or more series or subseries, and for other matters in connection therewith, by the adoption of this Resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF NORTHERN KENTUCKY UNIVERSITY, AS FOLLOWS:

SECTION 1. Definitions and Interpretations. All words and terms defined in Section 1 of the Trust Agreement and all interpretations therein provided shall have the same meanings, respectively, and be subject to the same interpretations as therein provided where used in this Resolution, unless the context or use clearly indicates another or different meaning or intent, except that this Resolution is sometimes herein called and may be known as the "Refunding Bond Resolution," the Obligations authorized by this Resolution are referred to herein (and in the Supplemental Trust Agreement or Supplemental Trust Agreements hereby authorized) as the "Refunding Obligations," and the terms "hereof," "hereby," "hereto," "herein," and "hereunder," and similar terms, mean this Resolution.

SECTION 2. Authority. This Resolution is adopted pursuant to the General Bond Resolution, the Trust Agreement, and the Act.

SECTION 3. Authorization, Designation and Purpose of Refunding Obligations. It is hereby declared to be necessary to, and the Board shall, issue, sell, and deliver, as provided and authorized herein, General Receipts Refunding Bonds in the principal amount or respective principal amounts required to accomplish the refunding of the Prior Bonds, which shall be issued as General Receipts Refunding Bonds (the “Refunding Obligations”). Such Obligations shall be designated “Northern Kentucky University General Receipts Refunding Bonds,” may be issued in one or more series and shall bear such further series designation or designations as the Fiscal Officer (as defined in the Trust Agreement) deems appropriate. Such Obligations shall be issued for the purpose of (i) refunding all or a portion of the Prior Bonds, and (ii) paying costs of issuance in connection with such Refunding Obligations. The proceeds from the sale of such Obligations shall be deposited and allocated as provided in Section 6 hereof.

In the event subsequent to the date of adoption of this Resolution, the conditions of the municipal bond market shall be such that the Fiscal Officer determines it is necessary to defer the refunding of all, or any of the Prior Bonds until a later date, the authorization contained in this Section 3 shall extend to the issuance of a separate subseries of Obligations for the purpose of refunding all or a portion of the Prior Bonds (“Series Refunding Obligations”), bearing such series or subseries designations as the Fiscal Officer may subsequently determine. If there shall be issued a series of Series Refunding Obligations hereunder, separate from the Refunding Obligations, all subsequent sections of this Resolution referring to Refunding Obligations shall be deemed to apply to the Series Refunding Obligations.

SECTION 4. Terms and Provisions Applicable to the Refunding Obligations.

(a) Form, Numbering and Designation. The Refunding Obligations shall be issued in the form of fully registered Obligations as approved by the Fiscal Officer, shall be numbered from 1 upwards, by series, and shall bear such series designations as the Fiscal Officer deems appropriate.

(b) Denomination and Dates. The Refunding Obligations shall be in such denominations as requested by the Original Purchaser (hereafter defined), and shall be dated on the date or dates determined by the Fiscal Officer, and may be issued in installments (each installment being a part of the Refunding Obligations, as applicable, herein authorized) with maturity dates approved by the Fiscal Officer, having a final maturity that is no later than the last day of the fiscal year in which the refunded Prior Bonds are scheduled to mature.

(c) Interest. The Refunding Obligations shall bear interest from their respective dates payable on dates approved by the Fiscal Officer, beginning on a date approved by the Fiscal Officer, at the rate or rates per annum determined pursuant to Section 5 hereof.

(d) Maturities. The Refunding Obligations shall mature on such dates, in the years and in the principal amounts set forth in the maturity schedule approved by the Fiscal Officer pursuant to Section 5 hereof.

(e) Redemption Terms and Prices. The Refunding Obligations shall be subject to optional and mandatory redemption on such dates and terms as approved by the Fiscal Officer, with the advice of the Financial Advisor (hereinafter identified) and set forth in the related

Supplemental Trust Agreement. If less than all of the outstanding Refunding Obligations, as applicable, are called for redemption at one time, they shall be called in the order of the maturities and series as directed by the Fiscal Officer. If less than all of the outstanding Refunding Obligations of one maturity are to be called, the selection of such Refunding Obligations or portions of Refunding Obligations of such maturity to be called shall be made by lot in the manner provided in the Trust Agreement. Notice of call for redemption of Refunding Obligations shall be given in the manner provided in the Trust Agreement.

(f) Other Provisions. The Refunding Obligations may, at the option of the Fiscal Officer, be secured by municipal bond insurance or similar instrument issued by a financial or insurance institution acceptable to the Fiscal Officer.

(g) Place of Payment and Paying Agents. The principal, interest, and any redemption premium on registered Refunding Obligations shall be payable by check or draft, as provided in the Trust Agreement.

(h) Execution. The Refunding Obligations shall be executed in the manner provided in the General Bond Resolution and the Supplemental Trust Agreement.

SECTION 5. Award and Sale of Refunding Obligations. The Refunding Obligations shall be offered publicly for sale upon the basis of competitive bids at such time as the Fiscal Officer, upon advice of the Financial Advisor to the University, shall designate.

The Fiscal Officer is hereby authorized and directed to provide for the sale of any Obligations that are General Receipts Bonds by posting a notice of sale to a nationally recognized electronic bidding system or by newspaper publication in accordance with Section 424.360 of the Kentucky Revised Statutes.

The forms of Official Terms and Conditions of Sale of Bonds, Bid Form and Official Statement, shall be in such form as approved by Bond Counsel for the University, by the Financial Advisor, by the General Counsel of the University, and by the Fiscal Officer.

Bidders shall be advised that the fee of the Financial Advisor for services rendered with respect to the sale of the Refunding Obligations is contingent upon the issuance and delivery of the Refunding Obligations and that the Financial Advisor may not submit a bid for the purchase of the Refunding Obligations at the time of the public sale of the Refunding Obligations, either individually or as the member of a syndicate organized to submit a bid for the purchase of the Refunding Obligations.

Upon the date and at the respective hour set forth for the submission and consideration of purchase bids, as provided in the instruments hereinabove approved, bids shall be reviewed as provided in such instruments. If there shall be one or more bids which conform in all respects to the prescribed terms and conditions, such bids shall be compared, and the Fiscal Officer, upon the advice of the Financial Advisor, is authorized to accept the best of such bids, as measured in terms of the lowest interest cost to the Board, as calculated in the manner prescribed in the Official Terms and Conditions of Sale of Bonds. Calculations shall be performed as are necessary to determine the exact amount of the applicable installment of Refunding Obligations that are required to be issued in order to (i) refund the Prior Bonds (if the Fiscal Officer determines that it is economical to refund the Prior Bonds) and, (ii) pay the costs of issuing the Refunding Obligations and the final principal amount, interest rates and maturities of the

Refunding Obligations shall thereupon be established, as prescribed in the Official Terms and Conditions of Sale of Bonds.

SECTION 6. Allocation of Proceeds of Refunding Obligations. All of the proceeds from the sale of the Refunding Obligations and other lawfully available funds of the University shall be received and receipted for by the Fiscal Officer and shall be deposited and allocated as set forth in the applicable Supplemental Trust Agreement approved hereby.

SECTION 7. Additional Covenants with Respect to Internal Revenue Code of 1986, as Amended. This Board hereby finds and determines that all of the proceeds from the sale of the Refunding Obligations will be needed for the purposes set forth in Section 6 hereof. This Board hereby covenants for and on behalf of the University, that, unless it is determined by the Fiscal Officer with the advice of bond counsel to the University that compliance with the requirements of the Code cannot be accomplished with respect to a particular installment of the Obligations, it will restrict the use of the proceeds of the Refunding Obligations in such manner and to such extent, if any, and take such other actions as may be necessary, in view of reasonable expectations at the time of issuance of such Refunding Obligations, so that the Refunding Obligations will not constitute obligations the interest on which is subject to federal income taxation or “arbitrage bonds” under Sections 103(b)(2) and 148 of the Internal Revenue Code of 1986, as amended (the “Code”), and regulations prescribed under such Sections. The Fiscal Officer or any other officer of the University having responsibility with respect to issuance of the Refunding Obligations is hereby authorized and directed to give an appropriate certificate for inclusion in the transcript of proceedings with respect to the Refunding Obligations, setting forth the facts, estimates, and reasonable expectations pertinent under said Sections 103(b)(2) and 148 of the Code and an election, if appropriate, with respect to Section 148(f)(4)(B)(iv)(V) of the Code. The Fiscal Officer is hereby authorized and directed to create a Rebate Account (which shall be held by either the University or the Trustee, at the discretion of the Fiscal Officer) if the Fiscal Officer determines such account is necessary so that the University complies with the rules concerning “rebate” as set forth in the Code, as they apply to the Refunding Obligations.

SECTION 8. Supplemental Trust Agreements. The Chairman of the Board is authorized and directed to execute, acknowledge and deliver to the Trustee in the name of and on behalf of the University, a Supplemental Trust Agreement with respect to each series or subseries of the Refunding Obligations to be dated as of the first day of the month in which the Refunding Obligations are issued (the “Supplemental Trust Agreement”), pursuant to the Trust Agreement and in connection with the issuance of the Refunding Obligations, in the form prescribed by the Trust Agreement, with such changes therein not substantially adverse to the University as may be permitted by the Act and the Trust Agreement and approved by the officer executing the same on behalf of the University. The approval of such changes, and that such changes are not substantially adverse to the University, shall be conclusively evidenced by the execution of such Supplemental Trust Agreement by such officer.

SECTION 9. Official Statements. The Chairman is hereby authorized and directed to execute and deliver an Official Statement with respect to each series or subseries of the Refunding Obligations for the purpose of making available to potential investors the information therein contained, which describes the interest rates and other terms to be borne by and the price to be paid for the related Refunding Obligations, and such other information with respect to the University and the Refunding Obligations, necessary in the judgment of the Chairman with the advice of the Fiscal Officer and the Financial Advisor. The Chairman and the Fiscal Officer are

each hereby authorized to deem the Preliminary Official Statement and final Official Statement “near final” and “final” for purposes of Securities Exchange Commission Rule 15c2-12, as amended and interpreted from time to time, promulgated by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934 (the “Rule”).

SECTION 10. Compliance With Rule 15c2-12. The Board hereby agrees, to comply with the provisions of the Rule. In order to comply with the Rule, a Continuing Disclosure Agreement in the usual and customary form is hereby authorized and approved, with such modifications and additions as may be approved by the officer of the University executing the same. The Chairman and the Fiscal Officer are each hereby authorized to execute and deliver such Continuing Disclosure Agreement.

SECTION 11. Escrow Trust Agreements. The Chairman of the Board and the Fiscal Officer are each separately authorized and directed, if the refunding of the Prior Bonds is determined to be economically feasible, to execute, acknowledge and deliver to the Trustee, in the name of and on behalf of the University, one or more Escrow Trust Agreements relating to the defeasance of the Prior Bonds under the provisions of the General Bond Resolution, in substantially the form described to this Board, as may be permitted by the Act or required by the General Bond Resolution, and approved by the officer executing the same on behalf of the University. The approval of the final Escrow Trust Agreements shall be conclusively evidenced by the execution of such Escrow Trust Agreements by such officer.

SECTION 12. Open Meetings. This Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements.

SECTION 13. Further Authorization. That the proper and appropriate officers of the Board and of the University, to the extent authorized by law, are hereby authorized to execute and deliver the closing certificates, if any, with such modifications thereto as may be required by the purchasers of the Refunding Obligations and approved by special bond counsel to the University as well as such other documents, certificates and statements as may be so required and so approved in connection with sale and delivery of the Refunding Obligations.

SECTION 14. Provisions in Conflict are repealed. All resolutions or parts thereof in conflict with the provisions of this Resolution are hereby rescinded to the extent of such conflict.

SECTION 15. Effective Date. This resolution shall take effect from and after its passage.

SECTION 16. Copy to be Filed with Trustee. A certified copy of this Resolution shall be filed with the Trustee

Adopted September 8, 2021.

Chairman, Board of Regents
Northern Kentucky University

Attest:

Secretary, Board of Regents
Northern Kentucky University

EXHIBIT A

Bonds Authorized to be Refunded

Northern Kentucky University General Receipts Bonds, 2011 Series A, the proceeds of which were used to acquire certain capital projects identified as Acquire Radio Communications and Acquire Land/Master Plan 2010-2012.

CERTIFICATION

The undersigned, Secretary of the Board of Regents of Northern Kentucky University, Highland Heights, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of the University at a meeting held on September 8, 2021, as recorded in the official Minute Book of said Board of Regents, which is in my custody and under my control, that said meeting was held in accordance with all applicable requirements of Kentucky law, including KRS 61.815 and 61.820, that a quorum was present at said meeting, and that the aforesaid Resolution is of record in the office of the Board, has not been modified, amended, or rescinded, and is in full force and effect at this date.

WITNESS my signature this _____ day of _____, 2021.

Secretary, Board of Regents
Northern Kentucky University