

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
November 14, 2012**

Regent Terry L. Mann, Chair, called the regular meeting of the Board of Regents to order at 1:00 p.m., Wednesday, November 14, 2012.

Roll Call: Richard A. Boehne, Martin C. Butler, Jacqueline S. Emerine, Virginia G. Fox, Terry L. Mann, Stephen A. Meier, Dennis Repenning, Erik Pederson, Nathaniel G. Smith, Elizabeth L. Thompson, Brenda L. Wilson

Other Attendees: Geoffrey S. Mearns, Kathryn Herschede, Tammy Knochelmann, Wendy Peek, Tracy Insko, Chris Bowling, Bill Farro, Sara Sidebottom, Lisa Rhine, Gerry St. Amand, Gail Wells, Ken Ramey, Joe Wind, Sue Hodges Moore, Josh Myers, Brian Roetker, Leah Stewart, Paul Orscheln, Jeff Waple, Arnie Slaughter, Russ Kerdolff, Tim Safranko, Denise Robinson, Jan Hillard, Larry Blake, Andy Meeks, Jason Willis, Don Gorbandt, Karen Koner, Terry Boehmker, Pat Moynahan, Bill Farro, Kevin Kirby, Jay Fairbach, Larry Meyer, Ken Kline, Mary Paula Schuh, Vickie Natale, Nancy Perry, Kathy Stewart, Alar Lipping, Sarah Mann, Nicki Hutchinson, Elaine Guenther, Deidre Fajak, Rick Kolbe

Regent Stephen A. Meier seconded Regent Erik Pederson's motion to approve the minutes of the July 26, 2012 and September 12, 2012 Board of Regents meetings. **(Motion carried)**

Presidential Comments:

Installation:

A few short weeks ago, many of the same people in this room gathered for my installation. I am very grateful to everyone who helped with this significant effort. I would especially like to thank Regent Mann, Regent Repenning and Regent Fox for serving on the Board sub-committee; Kathy Stewart and Krista Wiseman Moore from our special events office; the 100 students who played in the orchestra and their faculty mentors, Dr. Brant Karrick, Dr. Frank Restesan and Dr. Kurt Sander, chair of the Department of Music. There were many, many more who helped behind the scenes. To everyone, I am deeply appreciative. My family and I were honored by your thoughtfulness and special care.

Transition:

I marked my first 100 days as president of our university on November 8. My first days have been spent meeting many of our dedicated faculty, staff, students, graduates and community partners. I have embarked on a listening tour. So far, I have had 20 listening sessions, and we have three more scheduled. These meetings have been with every college and division at the university, plus meetings with our students and open sessions. Additionally, I sent an email to all faculty, staff, students, graduates and many university friends asking them five questions. The questions centered on our strengths, distinctive attributes, most important issues or concerns for the future, opportunities we should take advantage of, and advice for me. More than 500 individuals responded with very thoughtful feedback. I want to thank everyone who submitted their comments. I wasn't able to respond to each person individually because of the

overwhelming number. But I want to assure everyone that I am reading their comments and am very grateful for their thoughtful feedback.

As I have been reading through the responses, a number of trends have started to emerge.

- There is a deep, shared commitment to student success.
- NKU is a strong community partner, and we benefit the community as much as it benefits us.
- Many noted that they'd like to see us focus more on our specific goals. Once our goals have been identified, we should focus on execution.
- Respondents from all groups are concerned about the rising cost of higher education.
- Many noted the shifting higher education landscape with the emergence of new technologies and increased government regulation.
- People overwhelmingly believe that NKU is a great place to work and learn and our graduates are proud of their degrees from NKU.

Strategic Planning:

A week ago, I emailed our faculty and staff to announce the makeup of the strategic planning committee. As I have shared, I will chair the committee and the committee will be comprised of:

- Three faculty members
- Two staff members
- An academic department chair
- An academic dean
- One student
- One graduate
- One community leader

All faculty and staff members have been encouraged to nominate themselves or a colleague.

In addition to the Strategic Planning Committee, we plan to have several work groups that include subject matter experts from across the campus and the community to assist with the analysis of external environmental trends and forces and the identification of institutional characteristics and distinctive attributes.

I anticipate that we'll begin our work in January.

While there is much work ahead of us, I am excited to begin this process and continue to hear from colleagues across the campus and our community.

Spring Convocation:

We intend to have a Spring Convocation on January 11, 2013. At this convocation, I plan to share three major things:

1. What I have learned during my transition.
2. Progress on implementation of existing strategies.

3. A more detailed description of the expectations for our strategic planning process.

Both the campus and external communities will be invited to the Spring Convocation in mid-April as has become customary. We'll also have an open forum to discuss next year's budget.

Leadership Searches:

As you know, we are in the process of three searches for major leadership positions. We are currently searching for a vice president for student affairs, dean of the College of Education and Human Services, and dean of the Chase College of Law. Each of these search committees is still in the early stages of its work, and I expect that the committees will complete their work in the spring. We have retained the firm of Witt Kieffer to assist us with the Chase College of Law dean search.

Today, I will also send a note to the campus reporting that Gerry St. Amand has informed me that, effective at the end of this academic year, he will step down from his current position as Vice President for University Advancement. In this position, Gerry has been instrumental in increasing philanthropic support for our university and enhancing our university's image and reputation.

Gerry's decision is propelled by his passion to return to the legal profession – a profession that he served for more than 30 years. His decision is also prompted by his desire to have more time and flexibility to be with his wife, Peggy, and their children and grandchildren in North Carolina and Virginia. Given the sacrifices that he and his family have made for us, they all deserve this time to be together.

In just three short months, I have come to appreciate that Gerry is a valuable member of the university leadership team. He is thoughtful and insightful. And his calm demeanor cloaks an abiding passion for our university.

After an administrative leave, Gerry will rejoin the faculty of the law school that he led so ably as Dean. Given his many talents, I also hope that, in addition to his teaching responsibilities, I will be able to persuade him to assist us in other ways as well.

Enrollment Management:

This fall, we launched a new scholarship process to be more competitive with our peer institutions. For the first time in our history, we are making scholarship offers proactively – that is, without requiring an applicant to apply for a scholarship – and also on a rolling basis. As students apply and are accepted to the university, we will review their file and if they qualify for a scholarship, we will extend an offer to them. We expect that this tactic will help us continue to recruit more high-achieving students who may be considering several universities because they will know their scholarship offer from NKU much earlier. In the past, students wouldn't receive an offer from NKU until the end of February. We are monitoring this program closely and comparing projections to actual numbers on a weekly basis.

Additionally, we continue to focus on Spring 2013 enrollments through increased marketing and outreach to potential transfer students. We have contacted more than 30,000 KCTCS transfer-eligible students to share information about NKU.

Simultaneously, we are focused on our Fall 2013 class and beyond. So far we have generated more than 3,500 applications, which is a 52 percent increase from this time last year. Later this month, we will contact more than 100,000 sophomores and juniors to help build interest in NKU.

Student Success Center:

Student success continues to be our paramount goal. The Student Success Center is just one of our many efforts targeted at retention, graduation and overall success of our students. Work to complete the Center is currently on time and within budget expectations. The first phase is expected to be completed and occupied in February. The second phase is targeted to be open at the beginning of the Fall 2013 semester. As I have shared, simply co-locating offices is not enough to promote and sustain excellence in student success. Vice President Wells and Vice President Rhine have been working closely to ensure that the units in the Student Success Center are fully trained and working seamlessly to promote success. I anticipate that there will be significant positive gains as a result of these efforts.

Fall Sports:

Our transition to Division I athletics continues to go well. Our student athletes have responded to the increased competition on the field and continue to excel in the classroom.

- Our women's volleyball team had an outstanding record this year. The team finished the season with a 25-7 record, including 12-6 in the Atlantic Sun Conference which put them in third place. The team finished out its season on the highest note possible by rallying to upset first-place Florida Gulf Coast on the road on Saturday. The team posted the best overall regular season record in the A-Sun during its first season.
- The men's soccer team finished its season with a 7-10-1 overall record. The team's 4-3-1 record in the A-Sun put them in fourth place overall. Of their losses, eight were by just one goal, which gives you an idea of their overall competitiveness.
- The women's soccer team finished its season with a 6-11 overall record. The Norse were 3-6 in the A-Sun, which put them in seventh place overall. Of their losses, nine were by just one goal, again demonstrating their overall competitiveness.
- The men's and women's cross country teams performed very well at the Atlantic Sun Conference Championships held Oct. 27 at Florida Gulf Coast University. The women's team finished eighth out of 10 teams, with every runner attaining a personal best. The men's team finished sixth out of 10 teams. Sophomore JJ Webber finished sixth overall to earn first-team All-Atlantic Sun Conference honors and senior Brendan Chwalek finished tenth overall to earn second-team All-Atlantic Sun Conference honors.

- The men's and women's basketball seasons are now officially underway. The women's first game was last Friday night against a talented University of Cincinnati team and they played Monday against Miami of Ohio. The men officially tip off tonight at 10 p.m. against the University of San Diego. Our first home game will be on November 27, when the women take on Youngstown State in The Bank of Kentucky Center.

Concluding Remarks:

Mr. Chair, that concludes my report to the Board. This academic year has gotten off to a strong start, and I am proud of the progress we are making. I have often said that I was drawn to this position because of our university's greatest assets – our people. My first months on campus continue to reinforce this fact. We should all be very proud of our achievements.

A. Joint Finance and Policy Committee Summary: (Reports given by Dennis Repping, Secretary)

2011-12 Annual Financial Report

Vice President Ramey and Comptroller Kerdolff presented highlights from the university's 2011-12 Annual Financial Report, including a review of the university's revenues, expenses, assets, liabilities and net assets.

- Operating revenues increased by \$9 million in fiscal year 2012, including a \$7.6 million increase in net tuition. NKU continues to receive less state appropriations per student than any other comprehensive university in Kentucky. NKU's state appropriations declined by \$4.5 million last year and now represent only 23% of NKU's revenues.
- The university's fiscal year 2012 operating expenses per student were less than the national benchmarks and the other comprehensive universities in Kentucky.
- The changes in the university's assets, liabilities and net assets were discussed:
 - Assets grew by \$21 million
 - Liabilities grew by \$18 million. The review of liabilities included a comparison of NKU's debt capacity to the university's benchmarks.
 - Net assets increased by \$3 million for the year primarily due to positive operating results.

Overall, the university's financial performance for fiscal year 2012 was very positive and further strengthened the institutions financial position.

Online Learning/Programs

Gail Wells, Vice President for Academic Affairs and Provost, and Vicki Berling, Executive Director for Educational Outreach, provided an update regarding the university's online initiatives. As reported, online enrollment and course offerings have experienced dramatic growth over the past five years. Duplicate enrollment in online courses has grown from 2,098 in fall 2007 to 7,847 in fall 2012. The number of fully online majors has grown from 468 to 1,142 during that same time period. There are 21 fully online programs now offered.

The growth of online courses/programs is a strategic priority of the university. The intentional growth of these courses/programs has been supported by the addition of four new instructional designer positions in 2011-12; adoption of national guidelines for quality; ongoing faculty training opportunities; and a multitude of student support services. During this growth, the majority of students report they are satisfied with their online courses. NKU continues to address the challenges and opportunities facing online learning.

Center for Economic Analysis and Development

This morning we also heard from Janet Harrah, Senior Director of the Center for Economic Analysis and Development. The primary mission of the center, housed in the Haile/US Bank College of Business is to provide economic development research support for the Northern Kentucky region.

The center's research agenda has focused on three primary areas including developing a data warehouse and statistical analysis tools for Northern Kentucky; conducting economic and fiscal forecasting and impact analyses; and conducting research related to workforce development.

The center's latest research on workforce development highlights three key points:

- Talent drives economic prosperity. Not all jobs are equally important to economic growth. The road to Kentucky's long-term prosperity flows through its institutions of higher education.
- Occupations related to healthcare, education, business, finance and technology are projected to be among the fastest growing and best paying.
- Post-secondary education and training is necessary for entry into well-paying occupations.

The summary was presented by Secretary Dennis Repenning. Regent Virginia G. Fox seconded Regent Nathaniel Smith's motion to approve the report. **(Motion carried)**

Audit Committee Summary (Report given by Dennis Repenning, Secretary)

The audit committee met on September 28, 2012 with representatives of NKU's management team and the external auditors from Dean, Dorton, Allen and Ford. Lead Auditor, Crissy Fiscus, shared the university's audited financials with the committee and reviewed each of the

subsequent disclosures and letters that must be filed with the state. As you heard this morning, the university received another clean audit with no qualifications. The audit committee had the opportunity to meet privately with the external auditors and Larry Meyer, the university's internal auditor.

I want to take this opportunity to publicly thank the internal audit staff -- Larry Meyer, Rachel Brueggen and Kristi Horine -- for their outstanding work on behalf of the board and university. Ms. Fiscus and her team praised Larry and his staff for their professionalism and assistance throughout the audit process.

The summary was presented by Secretary Dennis Repenning. Regent Nathaniel Smith seconded Regent Erik Pederson's motion to approve the report. **(Motion carried)**

B. Presidential Reports:

1. Facilities Management Report (Vice President Ken Ramey)

- a. University Center Renovation – Student Success Center
- b. Campus Recreation Center Expansion/Renovation
- c. Fine Arts Floor Heaving
- d. Roadway Lighting and Campus Gateways
- e. Johns Hill Road
- f. Parking Lot “M” Emergency Utility Replacement
- g. Nunn Hall Third Floor Renovation
- h. Fine Arts Roof Repairs and Replacement
- i. Steely Library Roof Repairs and Replacement
- j. Steely Library Loggia Upgrade
- k. Steely Library Window Caulking
- l. Fine Arts Fire Curtain Replacement
- m. Generator, Lucas Administrative Center
- n. Lucas Administrative Center Room 220 Renovation
- o. Bill Aker Baseball Field Site Renovations
- p. Founders Hall Air Handler Replacements

2. Research, Grants, Contracts Report (August 2012 to September 2012) (Vice President Gail Wells)

This report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for: During the August – September 2012 time period, **36** grants were awarded. The total amount of money awarded was **\$2,394,136**. From July 1, 2012 through September 30, 2012, the cumulative total number of grants awarded is **43** totaling **\$3,214,176**.

3. Organizational Changes Report (Vice President Sue Hodges Moore)

A. Central Advising Center

Final details are being executed for the opening of the Central Advising Center in February. The Interim Director recommended and received approval by the Vice Provost

and Provost to change the name from the Central Advising Center to Norse Advising.

B. Library Technical Services Division

The request to change the name from the Technical Services Division, to Knowledge Management Services has been approved by the Associate Provost for Library Services, the Provost, and the President.

4. Fundraising Report (July 1, 2012 to September 30, 2012) (Vice President Gerry St. Amand)

The Fundraising Report **summarizes fundraising resources committed from July 1, 2012 through September 30, 2012 totaling \$772,058** in support of the university.

5. Annual Financial Report (July 1, 2011 to June 30, 2012) (Vice President Ken Ramey)

Please refer to the University's 2011-12 Annual Financial Report. The Report was reviewed by the Board of Regents Audit Committee in accordance with Article III (D) (2) of the Board of Regent Bylaws.

C. Presidential Recommendations:

Consent Agenda Items: Regent Virginia G. Fox seconded Regent Nathaniel Smith's motion to approve the following President Recommendations as listed: *C-1 through C-7*.
(Motion carried)

1. Academic Affairs Personnel Actions:

a. Administrative Appointments:

Vicki Berling, Interim Director of Norse Advising and Executive Director of Educational Outreach through June 30, 2012; **Peter Theuri**, Chairperson in the Department of Accounting, Finance and Business Law, effective January 1, 2013.

b. Faculty Appointments:

Jane Lindsay Underwood, Assistant Professor of the Law Library, effective October 1, 2012.

c. Retirements:

Thomas Cate, Professor in the Department of Marketing, Economics and Sports Business, effective December 31, 2012.

d. Resignations:

Rachel Lyon, from the position of Chair in the Department of Communication to the position of Temporary Faculty, effective July 1, 2012; **Brian Warner**, Assistant Professor in the Department of Physics and Geology, effective August 1, 2012.

e. Leaves Paid/Unpaid:

John Cullick, Professor in the Department of English, paid Chair re-entry leave with benefits, beginning July 1, 2012, and ending December 31, 2012; **Clinton Hewan**, Assistant Professor in the Political Science, Criminal Justice Department, and Organizational Leadership, paid leave with benefits, beginning August 14, 2012 with end date to be determined; **Lili Ma**, Assistant Professor in the Department of Chemistry, paid leave with benefits, beginning August 20, 2012 and ending October 1, 2012; **Benjamin Baran**, Assistant Professor in the Department of Management, unpaid leave without benefits, beginning November 5, 2012 and ending December 1, 2013.

2. Non-Academic Affairs Personnel Actions:

The following categories of non-academic personnel actions which occurred between August 15, 2012 and October 9, 2012 received approval by the Board of Regents: Activations; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary to Regular; Departures; Retirees; Administrative.

3. Emeritus Status Appointment:

That Emeritus status for the following individual receives Board of Regents approval: **Paul Cooper**, Associate Professor in the Department of Construction Management, effective November 12, 2012.

4. Code of Student Rights and Responsibilities Approval:

Board of Regents approves revisions to the Code of Student Rights and Responsibilities.

5. Major Gift Acceptance:

The Board of Regents officially hereby accepts contributions totaling **\$1,604,426.63** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University per the following list.

6. Naming Recommendation:

The Board of Regents hereby approves the following naming actions:

(1) The naming of the Sports Medicine Suite within The Bank of Kentucky Center as the "Dr. James T. Bilbo Sports Medicine Center."

(2) The naming of an endowed scholarship in support of students attending Chase College of Law: "The Landrum and Shouse Endowed Scholarship in Law."

(3) The naming of an endowed scholarship in support of students currently pursuing or intending to pursue a Bachelor of Music with Piano: “The Mitchell A. Schnure Endowed Scholarship in Piano Performance.”

7. Audited Financial Statements Acceptance:

The Board of Regents accepted:

1. The NKU audited financial statements for the fiscal year ended June 30, 2012.
2. The independent auditor’s report on internal controls based on the audit of the University’s financial statements.
3. The federal program audit required by the U.S. Office of Management and Budget Circular A-133.

D. Executive Session

Regent Erik Pederson seconded Regent Terry L. Mann’s motion to enter into executive session pursuant KRS 61.810 (1) (C) in order to discuss litigation against the university and KRS 61.810 (1) (B) in order to discuss property acquisition. **(Motion carried)**

Regent Erik Pederson seconded Regent Martin C. Butler’s motion to close the Executive Session. **(Motion carried)**

At 3:42 p.m., Regent Erik Pederson seconded Regent Virginia G. Fox’s motion to adjourn. **(Motion carried)**

Wendy J. Peek
Senior Administrative Assistant
Office of the President

Kathryn J. Herschede
Executive Assistant to the President/
Secretary to the Board of Regents

I, Dennis Repenning, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the regular meeting held on November 14, 2012, and that such matters are still in force and effect.

Dennis Repenning
Secretary of the Board of Regents