



Northern Kentucky University
Board of Regents Materials

January 11, 2017

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, January 10, 2017 – 6:00 p.m.

6:00 p.m.

- Regents Dinner at President's Home (Ft. Thomas, KY)
-

Joint Finance and Policy Meeting
NKU, Student Union, 104 – Wednesday, January 11, 2017 – 9:00 a.m.

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Haile US Bank College of Business (Ott Rowlands, Porterfield, Bsisu, Beck, Kim)
(Wagner, Reed, Verbecken, Pearson)
2. Sabbaticals, Project Grants, Summer Fellowships (Ott Rowlands, Goddard, Lambert South)
3. Management Dashboard (Hodges Moore, Ott Rowlands, Natale)
4. Diversity/Inclusion (Nadler, Roberts, Moore)

Board Lunch
NKU, Student Union 108 – Wednesday, January 11, 2017 – 11:30 a.m.

11:30 a.m.

Board of Regents Meeting
NKU, Student Union, 104 – Wednesday, January 11, 2017 – 1:00 p.m.

1:00 p.m.

- Call to Order
- Roll Call
- Approval of October 24, 2016, Board Minutes
- Approval of November 2, 2016, Board Minutes
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents
- Audit Committee Report, Secretary of the Board of Regents

1:20 p.m.

B. Presidential Reports:

1. Facilities Management Report (Hodges Moore)
2. Research/Grants/Contracts Report (October 1, 2016 – November 30, 2016) (Ott Rowlands)
3. Fundraising Report (July 1, 2016 – October 31, 2016) (Gentry)
4. Quarterly Financial Report (July 1, 2016 – September 30, 2016) (Hodges Moore)
5. Faculty Development Awards – Project Grants (Ott Rowlands)
6. Faculty Development Awards – Faculty Summer Fellows (Ott Rowlands)
7. Intercollegiate Athletics Report (Bothof)

1:40 p.m.

C. Presidential Recommendations:

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Major Gifts Acceptance
4. *Posthumous Degree
5. *Sabbatical Leaves

2:00 p.m.

D. Executive Session

*Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Wendy Peek in the Office of the President, 572-5172, by 2 p.m., Monday, January 9, 2017).

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
October 24, 2016**

Regent Richard Boehne, Chair, called the regular meeting of the Board of Regents to order at 2:00 pm, Monday, October 24, 2016.

Roll Call: Richard Boehne, Richard L. Boyce, Normand Desmarais, Virginia G. Fox, Terry Mann, Dennis Repenning, W. Lee Scheben, Gregory Shumate, Arnie D. Slaughter, Andr Ward, John William Weber.

Other Attendees: Geoffrey S. Mearns, Wendy Peek, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Sue Hodges Moore, Daniel Nadler, Sue Ott Rowlands, Kathleen Roberts, Kim Scranage, Lori Southwood, Dale Scalise-Smith, Tracy Insko, Chris Bowling, Travis Gibbons, Sam Stevenson, Kathy Stewart, Adam Caswell, Amanda Nageleisen, Marilou Singleton, Julie Dials, Jim Nilson, Karen Zerhusen Kruer, Barry Kienzle, Alex Lytle, Brent Donaldson, Brooke Schievik, Leah Stewart, Dannie Moore, Kelly Martin, David Bushle, Alar Lipping, Jodi Zerbe, Lucas Walsh, Patrick Hughes, Sarah Aikman, Krista Wiseman-Moore, Kara Olding, Jeff Baldwin, Jey Marks, Cynthia Siddens, Gina Hewitt, Ryan Padgett.

A. Presidential Recommendation:

Agenda Item: A motion was made by Regent Terry Mann and seconded by Regent Virginia Fox to approve the following Presidential Recommendation as listed. Abstaining Regents: Regent Gregory Shumate, Regent Richard Boehne, and Regent Andr Ward. **(Motion Carried)**

1. NKU/NKUF Partnership

The Board of Regents authorized the President to execute a Joint Plan and Memorandum of Understanding (the “Plan”) and a Memorandum of Understanding of Services (the “Services”) with the Northern Kentucky University Foundation (the “Foundation”) so that effective January 1, 2017, the Foundation will perform certain functions on behalf of the University. The Plan will result in most University Advancement positions being eliminated at Northern Kentucky University (“NKU”). Consistent with the Plan, the Foundation will offer employment to the NKU employees whose positions will be eliminated.

D. Executive Session:

Regent Andr Ward seconded Regent Richard Boehne’s motion to enter into executive session pursuant to KRS 61.810(1) (C). **(Motion carried)**

No other matters were discussed. No final action was taken.

At 3:16 p.m., Regent Normand Desmarais seconded Regent Richard Boyce motion to adjourn.
(Motion carried)

Signature On File

Wendy J. Peek
Senior Administrative Assistant
Office of the President

I, Virginia Fox, 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 October 24, 2016, and that such matters are still in force and effect.

Signature On File

Virginia G. Fox
Secretary of the Board of Regents

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
November 2, 2016**

Regent Richard Boehne, Chair, called the regular meeting of the Board of Regents to order at 1:00 pm, Wednesday, November 2, 2016.

Roll Call: Richard Boehne, Richard L. Boyce, Normand Desmarais, Virginia G. Fox, Terry Mann, Dennis Repenning, W. Lee Scheben, Gregory Shumate, Arnie D. Slaughter, John William Weber, Andr Ward.

Other Attendees: Geoffrey S. Mearns, Wendy Peek, Sue Ott Rowlands, Eric Gentry, Joan Gates, Dan Nadler, Ken Bothof, Kim Scranage, Mike Hales, Kevin Kirby, Diana McGill, Rebecca Porterfield, Cynthia Reed, Dale Scalise-Smith, Jeff Standen, Tracy Insko, Chris Bowling, Bill Farrow, Mary Brackman, Kathy Stewart, Sara Kelley, Idna Corbett, Leah Stewart, Larry Meyer, Melissa Gorbandt, Samantha Langley, Amanda Nageleisen, Russ Kerdolff, Allen Cole, Christian Gamm, Syed Zaidi, Vickie Natale, Matt Sexton, Ryan Padgett, Janel Bloch,

Regent Richard Boyce seconded Regent John William Weber’s motion to approve the minutes of the September 8, 2016 Board of Regents meeting. **(Motion carried)**

Presidential Comments:

Thank you, Mr. Boehne. Good afternoon, everyone.

It has been a busy and productive semester. But before I share just a few highlights, I want to share one more piece of information about our enrollment efforts, in addition to all of the information that you received this morning.

As you recall, we hosted the Governor’s Scholars Program this past summer. More than 350 GSP students were on our campus. By all accounts, it was a great experience.

To capitalize on our investment, our admissions staff implemented enhanced strategies to encourage GSP students to apply and enroll at NKU. In addition to letters and telephone calls, we used advertising on social media. And I recorded two videos – one for GSP students who were on our campus and one for all of the other GSP students – and we emailed those videos to the students.

These efforts are already paying dividends. The number of GSP students who have already been admitted to NKU for Fall 2017, compared to this time last year, has increased more than 50% - from 54 admitted applicants last year to 82 this year.

That’s a good return on our investment.

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Speaking of good investments with outstanding returns, two weeks ago, we hosted a regional and statewide conference on Inclusive Excellence.

The program consisted of several prominent speakers, including Dr. Damon Williams, one of the country's leading authorities on inclusive excellence in higher education, and Chris Brassell, the director of inclusion and talent management for Price Waterhouse Cooper. There were also panel discussions and faculty workshops.

We received organizational and financial support from the University of Kentucky and the Council on Postsecondary Education. But most of the heavy lifting was done by Kathleen Roberts and Regent Ward. Kathleen and André, thank you. Well done.

Some good news from Academic Affairs.

On Monday, the American Association of Collegiate Nursing presented its Academic Practice Partnership Award to Kim McErlane and Tina Volz. Kim is a faculty member in Advanced Nursing Studies and Tina is the Director of Nursing Research at St. Elizabeth Healthcare. The award is in recognition for their leadership of the Northern Kentucky Nurse Interprofessional Research Collaborative. Through their efforts, we have seen significant improvement in interdisciplinary research among faculty, practitioners, and students in our region. Congratulations, Kim and Tina.

Professor Joan Ferrante is also continuing to have a lasting impact on our community. Joan is the program evaluator for a federal literacy grant that was recently awarded to the Newport Independent School District. Newport's grant is for more than \$1.9 million – which is approximately \$500,000 more than the grant awarded to any other school district in the country. And our students will be able to work with Joan on this project.

October was an especially busy and productive month in student affairs. Our outstanding staff and dedicated students organized many programs and events to celebrate Hispanic Heritage Month, Disability Awareness Month, LGBTQ History Month, Domestic Violence and Sexual Assault Prevention Month, and Health and Wellness Awareness Month. That's right – all in just one month.

Since the beginning of the academic year, we have welcomed two new Greek organizations to NKU: Phi Mu Sorority and Phi Gamma Delta Fraternity. The continued and increasing interest by national organizations to affiliate with NKU is a testament to the outstanding contributions of our students and our staff.

October was also a very good month for our student athletes. On October 8, the members of our Go Norse Fund hosted an event to celebrate our successful transition to NCAA Division One. The event sold out – more than 325 people were in attendance. There were more than 100 silent auction items and several outstanding live auction items, including a trip to the Super Bowl, and to the Final Four, as well as a one-week stay at a beachfront house in the Bahamas. I

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reminded the winners of those auction items that I am a very good traveling companion, but I haven't heard from anyone...yet.

The event revenue exceeded \$100,000. And it successfully introduced many new supporters to our University and to our athletics program. Ken, to you and your staff, well done.

Our teams and student athletes are having an excellent season.

Our women's soccer team earned the number three seed in the Horizon League tournament, and on Monday night, our women defeated Wright State in the first round. We play Detroit Mercy in the semi-finals on Thursday. For the second consecutive year, Macy Hamblin was named Player of the Year and Offensive Player of the Year.

After winning seven consecutive matches without losing a game, our volleyball team is currently fourth in the Horizon League.

Our men's cross country team finished third in the championship race, while our women's team finished fifth.

It's been a very good year so far. And our basketball teams begin their seasons very soon.

Finally, while speaking of great performances by our students, I hope some of you had the opportunity to see our production of "Ma Rainey's Black Bottom." Jennifer and I saw the final show on Sunday.

They play was written by August Wilson, who is often referred to as "America's Shakespeare." The play is part of a ten-play series, each play chronicling a decade in the African-American experience.

Our production was directed by Professor Daryl Harris, with assistance from Professor Brian Hogg, who coordinated the music.

Simply put, the performances by our students were remarkable. And the majority of them are freshmen or sophomores.

It was another impressive achievement by our School of the Arts.

B. Presidential Reports:

1. Facilities Management Report (Senior Vice President Sue Hodges Moore)

- a. Health Innovation Center/Founders Hall Renovation
- b. Replace Campus Light Poles – Phase I & II
- c. Regents Hall Repairs
- d. High Voltage Loop Switch
- e. Education at Work

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- f. Parking Lot Restoration
- g. UC Ballroom Roof Replacement
- h. Lucas Administrative Center Roof Replacement
- i. Sustainability
- j. North Connector Road

2. Research, Grants, and Contracts Report (August 1, 2016 – September 30, 2016) (Provost and Executive Vice President Sue Ott Rowlands)

During the August 1, 2016 through September 30, 2016 time period, 19 grants were awarded. The total amount of money awarded was \$2,546,524. For Fiscal Year 2016-17, the cumulative total number of grants awarded is 35 totaling \$3,601,169.

3. Fundraising Report (July 1, 2016 through September 30, 2016) (Vice President Eric Gentry)

The Fundraising Report summarized fundraising resources committed from July 1, 2016 through September 30, 2016 totaling \$761,208 in support of the university.

4. Annual Financial Report (Senior Vice President Sue Hodges Moore)

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

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Virginia Fox and seconded by Regent Terry Mann to approve the following Presidential Recommendations as listed; C-1 through C-7. **(Motion carried)**

With respect to Presidential Recommendation C-7, Regent John William Weber asked that additional parking be accessible to students.

1. Academic Affairs Personnel Actions:

a. Administrative Appointments:

Ms. Trina Koscielicki, associate professor (with tenure) in the Department of Allied Health and associate chair of the Department of Allied Health in the College of Health Professions, effective September 9, 2016; **Dr. David Tataw**, associate professor (with tenure) in the Department of Allied Health, associate dean of the College of Health Professions and interim chair of the Department of Allied Health in the College of Health Professions, effective September 9, 2016.

b. Faculty Appointments:

Dr. John Holley, assistant professor of practice (non-tenure-track) in the Department of

Biological Sciences in the College of Arts and Sciences, effective August 15, 2016; **Dr. Arelys Madero-Hernandez**, assistant professor in the Department of Political Science, Criminal Justice and Organizational Leadership in the College of Arts and Sciences, effective August 15, 2016.

c. **Transitions:**

Dr. Stephen Newman, from full-time professor (with tenure) in the Department of Mathematics and Statistics to part-time professor (with tenure) in the Department of Mathematics and Statistics in the College of Arts and Sciences, effective January 1, 2017.

d. **Retirements:**

Dr. Samuel Boateng, associate professor in the Department of Physics, Geology and Engineering Technology in the College of Arts and Sciences, effective January 1, 2017; **Dr. Willie Elliott**, associate professor in the Department of Counseling, Social Work and Leadership in the College of Education and Human Services, effective August 12, 2016; **Dr. Nancy Hancock**, associate professor in the Department of Sociology, Anthropology and Philosophy in the College of Arts and Sciences, effective August 11, 2016; **Dr. Miriam Kannan**, professor in the Department of Biological Sciences in the College of Arts and Sciences, effective December 31, 2016.

e. **Departures:**

Dr. Kristi Haik, chair and professor in the Department of Biological Sciences in the College of Arts and Sciences, effective June 30, 2016; **Dr. Gary Mattson**, professor in the Department of Political Science, Criminal Justice and Organizational Leadership in the College of Arts and Sciences, effective August 5, 2016; **Dr. Celeste Morris**, assistant professor in the Department of Chemistry in the College of Arts and Sciences, effective August 26, 2016; **Dr. Frank Restesan**, professor of music education in the Music Program in the School of the Arts, effective July 31, 2016; **Dr. Raquel Rodriguez**, professor of music education in the Music Program in the School of the Arts, effective June 30, 2016.

f. **Temporary Faculty Appointments:**

Dr. Kris Spaeth, Department of Biological Sciences, 2016-2017 Academic Year; **Dr. Kathryn Higginbotham**, Department of Biological Sciences, 2016-2017 Fiscal Year; **Dr. Chad Ruschman**, Department of Chemistry, 2016-2017 Academic Year; **Dr. Celeste Morris**, Department of Chemistry, 2016-2017 Academic Year; *Non-paid research faculty for 2016-17*. **Ms. Lindsey Caldwell-Thomas**, Department of English, 2016-2017 Academic Year; **Mr. George Carpten, IV**, Department of Music, 2016-2017 Academic Year; **Mr. Thomas Neal**, Department of Physics, Geology & Engineering Technology, 2016-2017 Academic Year; **Ms. Kristen Lovett**, Department of Political Science, Criminal Justice & Organizational Leadership, 2016-2017 Academic Year; **Dr. Robert Brice**, Department of Sociology, Anthropology & Philosophy, 2016-2017 Academic Year; **Ms. Lynissa Hillman**, Department of Sociology, Anthropology & Philosophy, 2016 Fall

Semester; **Dr. Nicole Roth**, Department of Sociology, Anthropology & Philosophy, 2016-2017 Academic Year; **Mr. Joseph Hacker**, Department of Kinesiology & Health, 2016-2017 Academic Year; **Mr. James Taylor**, Department of Counseling, Social Work & Leadership, 2016-2017 Academic Year; **Mr. Jonathan Trauth**, Department of Counseling, Social Work & Leadership, 2016-2017 Academic Year; **Ms. Deborah Browning**, Department of Accounting & Business Law, 2016-2017 Academic Year; **Mr. James Kirtley**, Department of Accounting & Business Law, 2016-2017 Academic Year; **Ms. Lorraine Ruh** Department of Accounting & Business Law, 2016-2017 Academic Year; **Ms. Marcia Vorholt**, Department of Accounting & Business Law, 2016-2017 Academic Year; **Mr. Louis Manchise**, Department of Management, 2016-2017 Academic Year; **Dr. Stephen Roush**, Department of Management, 2016-2017 Academic Year; **Mr. Majed Dabdoub**, Department of Marketing, Sports Business & Construction Management, 2016-2017 Academic Year; **Mr. C. Edward Heath**, Department of Marketing, Sports Business & Construction Management, 2016-2017 Academic Year; **Ms. Kristin Hornsby**, Honors Program, 2016-2017 Academic Year; **Dr. Rachel Zlatkin**, Honors Program, 2016-2017 Academic Year; **Ms. Natalie Williams**, Plus Learning Center, 2016-2017 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between August 10, 2016 and October 4, 2016 received approval by the Board of Regents:

Activations/Rehires; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary to Regular & Regular to Contract; Departures; Retirees; Administrative/Executive.

3. Major Gifts Acceptance:

The Board of Regents officially accepted contributions totaling \$414,459.00 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period April 01, 2016 through June 30, 2016.

4. Naming Recommendations (Trice, Brown, Thomas, Garrigan):

The Board of Regents approved the following naming actions:

(1) The naming of an endowed scholarship in support of students who are pursuing fields of study in the biological sciences or are pre-med track eligible with preference given to females and students who qualify as post-traditional “ The Laura Trice MD Pre-Medical Scholarship”.

(2) The naming of an endowed scholarship in support of students who have declared a minor in NKU’s Women and Gender Studies Program with a preference given to female students “The Sadie Brown Endowed Scholarship”.

(3) The naming of an endowed scholarship in support of students with a declared major in the College of Informatics who demonstrate financial need “The Christian Michael Thomas Memorial Scholarship”.

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(4) The naming of an endowed scholarship in support of students who are admitted to NKU through the Supported Higher Education Project (SHEP) “The Jane, Terry, and Doug “Sandy” Garrigan Scholarship”.

5. Faculty Emeritus Status Appointment (Kannan, Kurk):

The Board of Regents approved the Emeritus status for the following individuals.

Dr. Miriam Kannan, professor in the Department of Biological Sciences, effective December 31, 2016; **Dr. Katherine Kurk**, professor in the Department of World Languages, effective December 31, 2016.

6. Terminal Degrees:

The Board of Regents approved the list of terminal degrees for each of the degree programs offered at NKU, which department chairs and college deans will use for determining faculty credentials to comply with Comprehensive Standard 3.7.1.

7. Modification to Campus Master Plan:

The Board of Regents approved the use of the land currently occupied by Parking Lot F as a site for a new residence hall.

D. Executive Session:

Regent Richard Boyce seconded Regent Richard Boehne’s motion to enter into executive session pursuant to KRS 61.810(1) (C) and KRS 61.810(1) (F). (**Motion carried**)

No other matters were discussed. No final action was taken.

At 3:00 p.m., Regent John William Weber seconded Regent Terry Mann’s motion to adjourn. (**Motion carried**)

Signature On File
Wendy J. Peek
Senior Administrative Assistant
Office of the President

I, Virginia Fox, 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 2, 2016, and that such matters are still in force and effect.

Signature On File
Virginia G. Fox
Secretary of the Board of Regents

FACILITIES MANAGEMENT REPORT

1. Health Innovation Center/Founders Hall Renovation

The 2014 General Assembly provided \$97 million in state bond funding for design and construction of the Health Innovation Center project which includes the full renovation of Founders Hall. A gift of \$8 million from St. Elizabeth Healthcare has increased available project funds to \$105,000,000.

The Health Innovation Center will be a comprehensive health science education and applied research facility located in the core of NKU's campus. The project will position the university to be a leader in this field, to enroll and graduate professionals trained for the changing face of health education and wellness. To meet these goals, the university's approach is collaborative and interdisciplinary, involving numerous academic disciplines, including those in health, social science, information science, and the physical and life sciences.

Upon completion, the building will be light-filled, open and inviting. It will feature active learning classrooms as well as spaces designed to advance nursing and health science education, including a clinical suite; medical simulation suite; nursing, radiology and respiratory skills labs; a biopsychology and a neuroscience lab; advanced kinesiology lab; movement studio; innovation studios; offices; and a café and spaces designed to build community. The building features a dramatic split-level public space which connects the Central Plaza with the West Quad. The new building has been planned as a pair of wings or lofts oriented along the east-west direction to optimize solar orientation. The lofts are positioned directly adjacent to Founders Hall, creating multiple collaborative common areas. They are connected via bridges to Founders Hall across a narrow four story atrium space, joining the new construction with the existing building. A large skylight at the roof level will allow natural daylight to spill down through the atrium space.

Construction Progress: The Health Innovation Center's foundation, steel superstructure, concrete work and rough grading of the site are complete. Work continues on the new building's exterior envelop, temporary roof and geothermal wells.

Founders Hall: Interior demolition of Founders Hall is complete. New windows are being installed. Workers began framing walls on the fifth floor and moved to the fourth. Work has begun on installation of the mechanical, electrical and plumbing systems.

Bidding is complete. Turner is in the process of preparing the Guaranteed Maximum Price contract for signing. The project is currently on schedule and within budget.

Health Innovation Center/Founders Hall Renovation – Continued

Architects: CO Architects/GBBN

Engineers: CMTA, THP, Kleingers & Associates

Special Consultants: Sextant Group, Capital Projects Group, Vivian Llambi, SM&W

Construction Manager: Turner Construction

Scope: \$105,000,000

Anticipated Completion: Spring 2018



Webcam Photo of Construction Site



Aerial Photo of Construction Site

2. Replace Campus Light Poles

Twenty five light poles along Nunn Drive between US 27 and the roundabout intersection with University Drive were replaced in Phase I of an estimated three year project to replace 125 roadway light poles.

Replace Campus Light Poles – Continued

Phase II work to replace 15 poles along Nunn Drive from the roundabout to Steely Library began in October and, weather permitting, should be operational by the end of December.

Structural Engineer: THP Limited

Contractor: Atkins & Stang

Scope: \$100,000

Anticipated Completion: December 2016

3. Regents Hall Repairs

The following repairs were made to Regents Hall:

- A. The north side of the Albright Health Center between the new Campus Recreation Center and Regents Hall was cleaned, caulked, and sealed.
- B. The stress crack extending from the floor to the roof in the south, exterior wall of Regents Hall was repaired.
- C. Structural repairs were made to the bridge connecting Regents Hall and the Student Union.

The project was finished in November 2016.

Structural Engineer: THP Limited

Contractor: ZSR Contracting & Restoration

Scope: \$152,600

4. High Voltage Loop Switch

The electrical service to the main campus is delivered through two independent ‘feeds’ that power two campus service ‘loops’. This feature, combined with a series of switches across campus, enables individual or multiple buildings to be taken off-line and also allows for power to be transferred from one loop to the other. This intentional system redundancy significantly reduces the risk of prolonged power disruption. Periodically, the equipment servicing each loop needs to be inspected and maintained.

As part of a five year plan to inspect sections of the loops, the first inspection was completed in December 2015. The inspection found that a high voltage ‘pad mount’ loop switch in the north turf area of the Science Center, approximately 40 years old, had reached the end of its life. This switch provides power to part of our exterior lighting and provides the flexibility to cut power to half the main campus buildings. Moisture was getting into the switch, corroding the contacts and causing electrical arcs, significantly increasing the risk of a power outage.

The switch was successfully replaced as scheduled during Fall Break 2016.

High Voltage Loop Switch – Continued

Electrical Engineer: KZF Design

Contractor: Banta Electrical Contractors

Scope: \$60,000

5. Education at Work

The University entered into a lease agreement with Education at Work (EAW) to provide workforce development opportunities to eligible University students through the Education at Work campus partnership program. Training and work opportunities are provided for students, and employed students have the opportunity to earn tuition dollars. EAW is located in an area of about 4,400 square feet in Incubator Building #1, located behind Campbell Hall. Operations & Maintenance converted the space to a work space/call center and EAW installed equipment and finished the setup. The space conversion was completed in November 2016 and the call center is now operational.

Contractor: NKU Operations & Maintenance, EAW, and limited contractor support

Scope: \$150,000

6. University Center Ballroom Roof Replacement

The University Center Ballroom Terrace roof is leaking into the new IT Genius Bar area, which is located below the roof. The walkable patio roof will be replaced with a standard roof because the walkout terrace feature would have nearly tripled the cost. The adjoining walls will be caulked to seal the cracks that are also allowing moisture penetration. The access door will be secured so the former terrace can only be accessed for maintenance.

Work to replace the roof started in late October and, weather permitting, will be finished late November 2016.

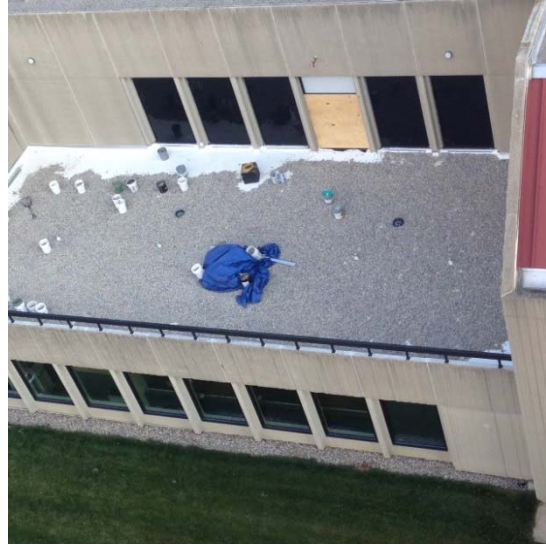
Contractor: Weatherproofing Technologies

Scope: \$75,000

Anticipated Completion: November 2016



Previous Condition of the Roof



Roof Repair Work in Process

7. Lucas Administrative Center Roof Replacement

The Lucas Administrative Center roof, original to the building (1981), was estimated to last 20 years. The roof is in poor condition, occasionally leaks, and has sections of wet insulation. This project will replace the roof, insulation, and install a permanent ladder on the penthouse section to allow easy access from the main roof for maintenance. The new roof will have a 20 year warranty.

Work to replace the roof and install the ladder started at the end of October. Weather permitting, it will be finished in early January 2017.

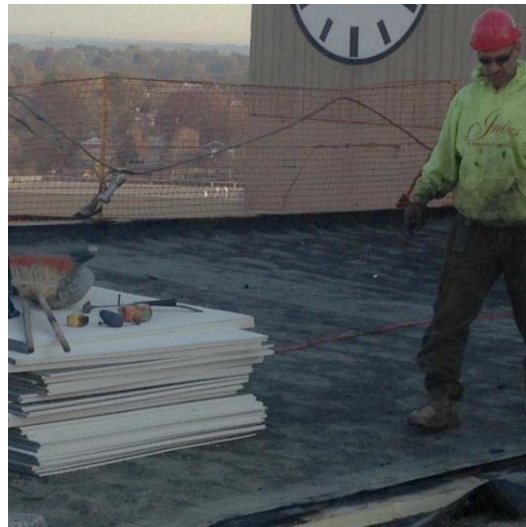
Contractor: Weatherproofing Technologies

Scope: \$350,000

Anticipated Completion: January 2017



Roof Repair Work in Process



8. Herrmann Science Center HVAC Recommissioning

ZH Commissioning, a professional commissioning firm, will retro-commission the HVAC system, fume hoods and related controls in the Science Center to improve system operating efficiency and door operation. Currently, negative air pressure in the building makes exterior doors difficult to open during certain operating conditions. Retro-commissioning will identify operational and system improvements that will increase occupant comfort and save energy. This funding is for the commissioning study only, recommended projects will be undertaken in a future implementation phase.

Commissioning Agent: ZH Commissioning

Scope: \$70,000

Anticipated Completion: February 2017

9. Greenhouse

Operations & Maintenance's greenhouse, formerly located at the Maintenance Building on Campbell Drive, was demolished last spring to make way for the Connector Road project. After evaluation of various options, the former Highland Heights Maintenance Garage at 203 Johns Hill Road is being converted to a greenhouse. Right-of-way funds from the Connector Road are the source of funds for this work.

Necessary demolition on the building is complete and the new framing is in place. Ongoing work includes painting the steel and installing plastic sheeting over the frame, to be followed by doors, plumbing, electric, HVAC, fencing, landscaping, and interior components. Work is primarily being done by Operations & Maintenance staff.

Structural Engineer: Advantage Group Engineers

Scope: \$75,000

Anticipated Completion: March 2017



Maintenance Garage Before and During Construction

10. Commonwealth Hall Water Heater Replacement

Commonwealth Hall, a residence hall constructed in 1982, has two 300 gallon electric water heaters to provide domestic hot water. One of those units recently failed, placing a heavy burden on the remaining unit which is just as old and well past the 15 year life expectancy. Funding will replace both heaters with 300 gallon natural gas units to ensure uninterrupted service and lower utility expense.

CMTA created the bid documents and the project is currently out to bid.

Engineer: CMTA

Contractor: TBD

Scope: \$95,000

Anticipated Completion: January 2017

11. Sustainability

NKU Sustainability is in the process of drafting the University's first Sustainability Strategy. This comprehensive plan will address sustainability from four perspectives: academics, engagement, operations, and planning and administration. Public and stakeholder input is a valuable element in the drafting process; high-level input was generated at a public forum in September and specific feedback was gathered from small work group meetings held throughout October and November.

Innovative meeting software was used during work group meetings to foster increased stakeholder participation. For example, when casting a vision for our academic work group meeting, participants were asked "what qualities make a university a leader in sustainability?" Participants generated the following word cloud:



The Sustainability Strategy is scheduled to be released in April 2017.

12. North Connector Road

Bray Construction is the contractor for this long-awaited federally funded project. The \$10.6 million project is well underway. Earth work is continuing, and the road alignment and elevation are becoming apparent. As part of the project, about 75,000 cubic yards of fill has been placed in a deep valley west of Parking Lot M, creating a land bridge for the road. Construction is expected to be complete in fall 2017.

The one-mile long North Connector Road begins at a roundabout intersection at Three Mile Road, climbs the hill and crosses between the Maintenance Building and Campbell Hall as it runs along the west side of the new intramural fields, west of Woodcrest and through the western gravel section of parking lots L, K, A and G; ending at a new roundabout at Johns Hill Road. The road includes an 8 foot wide combination sidewalk/bike lane on the campus side of the road. Johns Hill Road will include bike lanes and sidewalks extending to the I-275 overpass.

A second section of the Connector Road, the south section, will be bid later and will extend over a mile south of Johns Hill Road, connecting with Pooles Creek Road near its intersection with AA Highway. The Connector Road was a high priority of both the 2000 and 2009 Master Plans and upon completion, will resolve traffic congestion in the core area of campus.

The University has a project in the early planning stages to redesign the parking lots along the west side of campus, between the new Connector Road and Kenton Drive. The project will include lighting and landscaping.



March & November 2016 (before and after) – View Toward I-275 of Large Fill Area West of Parking Lot M

North Connector Road - Continued



North Connector Road Photo, Nov. 2016



North Connector Road Satellite Image

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 October 1, 2016 through November 30, 2016, Fiscal Year 2016-17:

- During the October 1, 2016 through November 30, 2016 time period, **41** grants were awarded. The total amount of money awarded was **\$3,786,614**.

NKU Office of Research, Grants and Contracts
Grants Awarded Funding - October 1, 2016 thru November 30, 2016
FY 2016-17

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Academic Affairs</i>					
Student Services	Continuation	Steely Library	Student Technology Leadership Program	Kentucky Department of Education	\$3,000
<i>Chase Student Affairs</i>					
Public Service	Continuation	Chase - Career Development	Legal Services to the Poor and Administration of Justice FY 16-17	The Kentucky Interest on Lawyers' Trust Accounts (IOLTA)	\$10,000
<i>College of Arts and Sciences</i>					
Research	New-Competitive	Physics, Geology & Engineering Technology	Cosmic Ray Energies and Mass (CREAM) Launch and Operation, NKU Co-I	National Aeronautics and Space Administration (NASA)	\$119,957
<i>College of Education and Human Services</i>					
Instruction	New-Competitive	Teacher Education	University Writing Project	Kentucky Department of Education	\$40,488
<i>Office of Vice Provost for Graduate Education, Research & Outreach</i>					
Public Service	New	Center for Civic Engagement	Mayerson Student Philanthropy Project	Artswave	\$10,000
Public Service	New	Center for Civic Engagement	Scripps Internship	Scripps Howard Foundation	\$2,000
Total Number of Awards		<u>6</u>		Total Funds Awarded	<u>\$185,445</u>
Total Number of Awards FY 2016-17		<u>41</u>		Total Funds Awarded FY 2016-17	<u>\$3,786,614</u>

FUNDRAISING REPORT

The attached Fundraising Report summarizes fundraising resources committed from July 1, 2016 through October 31, 2016 totaling \$1,283,292 in support of the university.

The report includes:

1. Resources in support of the colleges, Health Innovation Center, Steely Library, Go Norse Fund, NKU Fund For Excellence, Academic Affairs & University Designated Initiatives, Student Affairs, University Wide Student Aid, and WNKU.
2. Resources for Fiscal Year 2017.

**Fundraising Resources FY 17 to Date by Designation
For the Period 7/01/16 - 10/31/16**

Designation		FY17
College of Arts and Sciences	\$	333,928
College of Business	\$	7,215
College of Education & Human Services	\$	28,468
College of Health Professions	\$	3,111
Health Innovation Center	\$	0
College of Informatics	\$	113,530
Chase College of Law	\$	100,567
Go Norse Fund	\$	188,696
Steely Library	\$	4,152
NKU Fund for Excellence	\$	69,037
Academic Affairs & University Designated Initiatives	\$	22,698
Student Affairs	\$	1,899
University Wide Student Aid	\$	34,820
WNKU (membership & underwriting)	\$	375,173
Total	\$	1,283,292

NORTHERN KENTUCKY UNIVERSITY

QUARTERLY FINANCIAL REPORT

FOR THE PERIOD JULY 1, 2016 THROUGH SEPTEMBER 30, 2016

Northern Kentucky University
Quarterly Financial Report

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Northern Kentucky University and Affiliate
A Component Unit of the Commonwealth of Kentucky
Statements of Net Position
September 30, 2016 and 2015
(in thousands)

	9/30/2016	9/30/2015
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 108,645	\$ 116,300
Notes, loans and accounts receivable, net	15,107	14,177
Other current assets	607	580
Total current assets	124,359	131,057
Noncurrent Assets		
Cash and cash equivalents	17,174	20,834
Investments	12,062	11,979
Notes, loans and accounts receivable, net	1,369	1,421
Capital assets, net	345,627	336,603
Other noncurrent assets	151	122
Total noncurrent assets	376,383	370,959
Total assets	500,742	502,016
DEFERRED OUTFLOWS OF RESOURCES		
	29,360	13,424
LIABILITIES		
Current Liabilities		
Accounts payable, accrued liabilities and deposits	12,798	12,590
Unearned revenue	1,478	1,459
Long-term liabilities-current portion	1,606	1,408
Total current liabilities	15,882	15,457
Noncurrent Liabilities		
Deposits	13,164	12,565
Unearned revenue	128	283
Long-term liabilities	122,286	127,438
Net pension liability	247,081	224,377
Total noncurrent liabilities	382,659	364,663
Total liabilities	398,541	380,120
DEFERRED INFLOWS OF RESOURCES		
	4,518	5,507
NET POSITION		
Invested in capital assets, net of related debt	228,209	215,040
Restricted		
Nonexpendable	7,616	7,616
Expendable	3,330	6,400
Unrestricted	(112,112)	(99,243)
Total net position	\$ 127,043	\$ 129,813

Northern Kentucky University and Affiliate
A Component Unit of the Commonwealth of Kentucky
Statements of Revenues, Expenses and Changes in Net Position
For the Quarter Ended September 30, 2016 and 2015
(in thousands)

	9/30/2016	9/30/2015
OPERATING REVENUES		
Student tuition and fees (net of scholarship allowances of \$19,774, in 2017 and \$19,248 in 2016)	\$ 53,840	\$ 53,459
Federal grants and contracts	815	902
State and local grants and contracts	269	440
Nongovernmental grants and contracts	609	662
Sales and services of educational departments	951	821
Auxiliary enterprises		
Housing and food service (net of scholarship allowances of \$863 in 2017 and \$840 in 2016)	4,462	4,507
Other auxiliaries	2,145	2,322
Other operating revenues	2,212	4,082
Total operating revenues	65,303	67,195
OPERATING EXPENSES		
Educational and general		
Instruction	15,776	16,918
Research	423	516
Public service	2,572	2,748
Libraries	2,086	2,150
Academic support	4,383	4,703
Student services	6,054	6,205
Institutional support	7,523	6,924
Operation and maintenance of plant	4,073	4,038
Depreciation	4,369	4,038
Student aid	8,009	7,801
Auxiliary enterprises		
Housing and food service	1,063	699
Other auxiliaries	842	412
Auxiliary depreciation	752	709
Other expenses	36	36
Total operating expenses	57,961	57,897
Net income (loss) from operations	7,342	9,298
NONOPERATING REVENUES (EXPENSES)		
State appropriations	13,906	14,561
Federal grants and contracts	8,868	9,435
State and local grants and contracts	5,242	4,865
Private gifts and grants	12	5
Investment income (loss)	411	(475)
Interest on capital asset-related debt	(1,138)	(1,264)
Other nonoperating revenues (expenses)	(222)	3
Net nonoperating revenues	27,079	27,130
Income before other revenues, expenses, gains or losses	34,421	36,428
Capital appropriations	2,397	565
Capital grants and gifts	(89)	37
Total other revenues	2,308	602
Increase (decrease) in net position	36,729	37,030
NET POSITION		
Net position-beginning of year	90,314	92,783
Net position-end of year	\$ 127,043	\$ 129,813

Condensed Statement of Net Position
Management Use Only
Excludes required GASB Pension Reporting

	9/30/2016	9/30/2015
ASSETS		
Current assets	\$ 124,359	\$ 131,057
Capital assets, net	345,627	336,603
Noncurrent assets	30,756	34,356
Total assets	<u>500,742</u>	<u>502,016</u>
DEFERRED OUTFLOWS OF RESOURCES	<u>3,920</u>	<u>968</u>
LIABILITIES		
Current liabilities	15,882	15,457
Noncurrent liabilities	135,578	140,286
Total liabilities	<u>151,460</u>	<u>155,743</u>
DEFERRED INFLOWS OF RESOURCES	<u>1,916</u>	<u>2,497</u>
NET POSITION		
Invested in capital assets, net of related debt	228,209	215,040
Restricted		
Nonexpendable	7,616	7,616
Expendable	3,330	6,400
Unrestricted	112,131	115,688
Total net position	<u>\$ 351,286</u>	<u>\$ 344,744</u>

Condensed Statement of Revenues, Expenses and Changes in Net Position

	9/30/2016	9/30/2015
OPERATING REVENUES		
Student tuition and fees, net	\$ 53,840	\$ 53,459
Grants and contracts	1,693	2,004
Sales and services of educational departments	951	821
Auxiliary enterprises	6,607	6,829
Other operating revenues	2,212	4,082
Total operating revenues	<u>65,303</u>	<u>67,195</u>
OPERATING EXPENSES		
Educational and general	50,899	52,003
Depreciation	4,369	4,038
Auxiliary enterprises (including depreciation)	2,657	1,820
Other expenses	36	36
Total operating expenses	<u>57,961</u>	<u>57,897</u>
Net loss from operations	<u>7,342</u>	<u>9,298</u>
NONOPERATING REVENUES (EXPENSES)		
State appropriations	13,906	14,561
Gifts, grants and contracts	14,122	14,305
Investment income	411	(475)
Interest on capital asset-related debt	(1,138)	(1,264)
Other nonoperating revenues (expenses)	(222)	3
Net nonoperating revenues	<u>27,079</u>	<u>27,130</u>
Income (loss) before other revenues, expenses, gains or losses	<u>34,421</u>	<u>36,428</u>
Capital appropriations	2,397	565
Capital grants and gifts	(89)	37
Total other revenues	<u>2,308</u>	<u>602</u>
Increase (decrease) in net position	<u>36,729</u>	<u>37,030</u>
Net position-beginning of year as previously reported	90,314	92,783
Add back effect of Pension	224,243	214,931
Net position-end of period	<u>\$ 351,286</u>	<u>\$ 344,744</u>

NORTHERN KENTUCKY UNIVERSITY

Current Unrestricted Fund

Schedule of Revenue, Budgeted and Actual

For the Period from July 1, 2016 to September 30, 2016

With Comparative Prior Year Data

	Fiscal Year 2016/17			Fiscal Year 2015/16		
	Revised Budget	Actual Revenue	% of Bgt	Revised Budget	Actual Revenue	% of Bgt
STUDENT TUITION AND FEES						
Tuition - Summer	\$ 9,782,453	\$ 4,271,173	44 %	\$ 9,574,600	\$ 3,869,671	40 %
Tuition - Fall	64,667,815	65,410,672	101	65,680,599	64,792,160	99
Tuition - Spring (Including Winter)	59,994,845	(61,771)	0	60,417,119	(22,268)	0
Mandatory Fees	4,627,956	2,361,977	51	4,654,000	2,394,721	51
Class Fees	3,161,631	1,624,127	51	3,202,075	1,672,912	52
TOTAL STUDENT TUITION AND FEES	\$ 142,234,700	\$ 73,606,178	52 %	\$ 143,528,393	\$ 72,707,196	51 %
STATE APPROPRIATIONS GENERAL	\$ 46,353,400	\$ 13,906,000	30 %	\$ 48,537,600	\$ 14,561,300	30 %
SALES AND SERVICES OF EDUCATIONAL ACTIVITIES	\$ 5,566,961	\$ 950,558	17 %	\$ 5,336,877	\$ 820,754	15 %
SALES AND SERVICES OF AUXILIARY ACTIVITIES	\$ 16,241,609	\$ 7,470,275	46 %	\$ 15,947,582	\$ 7,669,707	48 %
OTHER SOURCES						
Service Fees	\$ 2,245,516	\$ 770,575	34 %	\$ 2,330,438	\$ 723,399	31 %
Rentals	1,286,776	434,310	34	1,544,857	251,199	16
Investment Earnings	397,025	82,898	21	400,825	50,297	13
Other	2,611,213	878,078	34	2,922,897	2,976,471	102
TOTAL OTHER SOURCES	\$ 6,540,530	\$ 2,165,861	33 %	\$ 7,199,017	\$ 4,001,366	56 %
TOTAL CURRENT UNRESTRICTED FUND REVENUE	\$ 216,937,200	\$ 98,098,872	45 %	\$ 220,549,469	\$ 99,760,323	45 %

NORTHERN KENTUCKY UNIVERSITY
 Current Unrestricted Fund
 Schedule of Expenditures by Function and Account Category
 Budgeted and Actual
 For the period July 1, 2016 through September 30, 2016
 With Comparative Prior Year Data

	Fiscal Year 2016/17			Fiscal Year 2015/16		
	Revised Budget	Actual Expenditures	% of Bgt	Revised Budget	Actual Expenditures	% of Bgt
EDUCATIONAL AND GENERAL						
INSTRUCTION						
Personnel Expenses	\$ 59,909,386	\$ 14,251,200	24 %	\$ 64,667,755	\$ 14,899,083	23 %
Operating Expenses/Capital Outlay	<u>3,952,767</u>	<u>748,442</u>	19	<u>8,245,612</u>	<u>1,446,221</u>	18
TOTAL INSTRUCTION	\$ 63,862,153	\$ 14,999,642	23 %	\$ 72,913,367	\$ 16,345,304	22 %
RESEARCH						
Personnel Expenses	\$ 278,414	\$ 57,965	21 %	\$ 431,637	\$ 131,271	30 %
Operating Expenses/Capital Outlay	<u>276,478</u>	<u>7,043</u>	3	<u>260,976</u>	<u>31,494</u>	12
TOTAL RESEARCH	\$ 554,892	\$ 65,008	12 %	\$ 692,613	\$ 162,765	24 %
PUBLIC SERVICE						
Personnel Expenses	\$ 2,569,203	\$ 1,067,839	42 %	\$ 2,734,367	\$ 1,083,409	40 %
Operating Expenses/Capital Outlay	<u>7,470,253</u>	<u>838,480</u>	11	<u>6,806,422</u>	<u>782,332</u>	11
TOTAL PUBLIC SERVICE	\$ 10,039,456	\$ 1,906,319	19 %	\$ 9,540,789	\$ 1,865,741	20 %
LIBRARIES						
Personnel Expenses	\$ 4,004,778	\$ 923,499	23 %	\$ 4,341,628	\$ 914,077	21 %
Operating Expenses/Capital Outlay	<u>2,064,905</u>	<u>1,143,275</u>	55	<u>1,776,068</u>	<u>1,212,159</u>	68
TOTAL LIBRARIES	\$ 6,069,683	\$ 2,066,774	34 %	\$ 6,117,696	\$ 2,126,236	35 %
ACADEMIC SUPPORT						
Personnel Expenses	\$ 17,699,580	\$ 3,430,192	19 %	\$ 14,739,017	\$ 3,590,160	24 %
Operating Expenses/Capital Outlay	<u>5,781,891</u>	<u>819,236</u>	14	<u>4,903,999</u>	<u>972,714</u>	20
TOTAL ACADEMIC SUPPORT	\$ 23,481,471	\$ 4,249,428	18 %	\$ 19,643,016	\$ 4,562,874	23 %
STUDENT SERVICES						
Personnel Expenses	\$ 16,674,216	\$ 3,873,494	23 %	\$ 16,421,010	\$ 3,641,182	22 %
Operating Expenses/Capital Outlay	<u>6,464,432</u>	<u>1,939,033</u>	30	<u>6,785,266</u>	<u>2,009,937</u>	30
TOTAL STUDENT SERVICES	\$ 23,138,648	\$ 5,812,527	25 %	\$ 23,206,276	\$ 5,651,119	24 %

NORTHERN KENTUCKY UNIVERSITY

Current Unrestricted Fund

Schedule of Expenditures by Function and Account Category

Budgeted and Actual

For the period July 1, 2016 through September 30, 2016

With Comparative Prior Year Data

	Fiscal Year 2016/17			Fiscal Year 2015/16		
	<u>Revised Budget</u>	<u>Actual Expenditures</u>	<u>% of Bgt</u>	<u>Revised Budget</u>	<u>Actual Expenditures</u>	<u>% of Bgt</u>
INSTITUTIONAL SUPPORT						
Personnel Expenses	\$ 23,371,885	\$ 5,689,630	24 %	\$ 23,336,244	\$ 5,299,272	23 %
Operating Expenses/Capital Outlay	<u>6,332,861</u>	<u>1,661,965</u>	26	<u>7,140,510</u>	<u>1,390,992</u>	19
TOTAL INSTITUTIONAL SUPPORT	\$ 29,704,746	\$ 7,351,595	25 %	\$ 30,476,754	\$ 6,690,264	22 %
OPERATION & MAINTENANCE OF PLANT						
Personnel Expenses	\$ 11,558,617	\$ 2,240,718	19 %	\$ 11,754,195	\$ 2,103,145	18 %
Operating Expenses/Capital Outlay	3,865,435	1,270,049	33	4,574,682	1,214,730	27
Utilities	<u>4,152,800</u>	<u>491,243</u>	12	<u>5,019,020</u>	<u>651,072</u>	13
TOTAL OPERATION & MAINTENANCE OF PLANT	\$ 19,576,852	\$ 4,002,010	20 %	\$ 21,347,897	\$ 3,968,947	19 %
STUDENT FINANCIAL AID						
Grants, Loans, Benefits	<u>24,768,127</u>	<u>13,477,784</u>	54	<u>22,279,226</u>	<u>12,443,588</u>	56
TOTAL STUDENT FINANCIAL AID	\$ 24,768,127	\$ 13,477,784	54 %	\$ 22,279,226	\$ 12,443,588	56 %
TRANSFERS						
Mandatory:						
Debt Service Principal/Interest	\$ 6,034,460	\$ 4,634,144	77 %	\$ 6,210,767	\$ 4,700,737	76 %
Nonmandatory	<u>912,430</u>	<u>909,042</u>	100	<u>3,476,773</u>	<u>337,885</u>	10
TOTAL TRANSFERS	\$ 6,946,890	\$ 5,543,186	80 %	\$ 9,687,540	\$ 5,038,622	52 %
TOTAL EDUCATIONAL AND GENERAL EXPENDITURES						
Personnel Expenses	\$ 136,066,079	\$ 31,534,537	23 %	\$ 138,425,853	\$ 31,661,599	23 %
Operating Expenses/Capital Outlay	40,361,822	8,918,766	22	45,512,555	9,711,651	21
Transfers	6,946,890	5,543,186	80	9,687,540	5,038,622	52
Financial Aid	<u>24,768,127</u>	<u>13,477,784</u>	54	<u>22,279,226</u>	<u>12,443,588</u>	56
TOTAL EDUCATIONAL AND GENERAL EXPENDITURES	\$ 208,142,918	\$ 59,474,273	29 %	\$ 215,905,174	\$ 58,855,460	27 %

NORTHERN KENTUCKY UNIVERSITY

Current Unrestricted Fund

Schedule of Expenditures by Function and Account Category

Budgeted and Actual

For the period July 1, 2016 through September 30, 2016

With Comparative Prior Year Data

	Fiscal Year 2016/17			Fiscal Year 2015/16		
	Revised Budget	Actual Expenditures	% of Bgt	Revised Budget	Actual Expenditures	% of Bgt
AUXILIARY ENTERPRISES						
STUDENT SERVICES						
Personnel Expenses	\$ 2,480,039	\$ 566,089	23 %	\$ 2,507,711	\$ 537,608	21 %
Operating Expenses/Capital Outlay	8,533,013	1,483,930	17	7,445,779	1,185,912	16
Financial Aid	423,059	264,670	63	403,997	204,235	51
	<u> </u>	<u> </u>		<u> </u>	<u> </u>	
TOTAL STUDENT SERVICES	\$ 11,436,111	\$ 2,314,689	20 %	\$ 10,357,487	\$ 1,927,755	19 %
TRANSFERS						
Mandatory:						
Debt Service Principal & Interest	\$ 5,072,215	\$ 3,949,059	78 %	\$ 5,164,196	\$ 3,969,633	77 %
Nonmandatory	484,230	204,283	42	2,420,098	2,387,112	99
	<u> </u>	<u> </u>		<u> </u>	<u> </u>	
TOTAL TRANSFERS	\$ 5,556,445	\$ 4,153,342	75 %	\$ 7,584,294	\$ 6,356,745	84 %
TOTAL AUXILIARY ENTERPRISES						
Personnel Expenses	\$ 2,480,039	\$ 566,089	23 %	\$ 2,507,711	\$ 537,608	21 %
Operating Expenses/Capital Outlay	8,533,013	1,483,930	17	7,445,779	1,185,912	16
Financial Aid	423,059	264,670	63	403,997	204,235	51
Transfers	5,556,445	4,153,342	75	7,584,294	6,356,745	84
	<u> </u>	<u> </u>		<u> </u>	<u> </u>	
TOTAL AUXILIARY ENTERPRISES	\$ 16,992,556	\$ 6,468,031	38 %	\$ 17,941,781	\$ 8,284,500	46 %
TOTAL EXPENDITURES AND TRANSFERS						
Personnel Expenses	\$ 138,546,118	\$ 32,100,626	23 %	\$ 140,933,564	\$ 32,199,207	23 %
Operating Expenses/Capital Outlay	48,894,835	10,402,696	21	52,958,334	10,897,563	21
Transfers	12,503,335	9,696,528	78	17,271,834	11,395,367	66
Financial Aid	25,191,186	13,742,454	55	22,683,223	12,647,823	56
	<u> </u>	<u> </u>		<u> </u>	<u> </u>	
TOTAL EXPENDITURES AND TRANSFERS	<u>\$ 225,135,474</u>	<u>\$ 65,942,304</u>	29 %	<u>\$ 233,846,955</u>	<u>\$ 67,139,960</u>	29 %

NORTHERN KENTUCKY UNIVERSITY
 Current Restricted Fund
 Schedule of Actual Revenues and Expenditures
 For the Period from July 1, 2016 to September 30, 2016
 With Comparative Prior Year Data

	Fiscal Year To Date 9/30/16	Fiscal Year To Date 9/30/15	Difference	Percentage Change	Fiscal Year 2016 Final
Revenues by Source					
Federal Grants & Contracts	\$ 440,972	\$ 612,930	\$ (171,958)	-28%	\$ 3,263,893
State and Local Grants & Contracts	350,798	541,686	(190,888)	-35%	3,799,193
Nongovernmental Grants & Contracts	78,412	85,706	(7,294)	-9%	457,456
Federal Financial Aid Programs	9,075,523	9,723,982	(648,459)	-7%	19,648,107
State Financial Aid Programs	5,160,360	4,763,808	396,552	8%	9,813,904
NKU Foundation Subgrants	500,755	557,048	(56,293)	-10%	2,126,227
Agency Subgrants	41,509	23,965	17,544	73%	170,930
Other	-	-	-		914
Total Revenues	\$ 15,648,329	\$ 16,309,125	\$ (660,796)	-4%	\$ 39,280,624

Expenditures by Function

Instruction	\$ 632,708	\$ 473,872	\$ 158,836	34%	\$ 2,921,068
Research	357,976	352,966	5,010	1%	1,237,481
Public Service	665,386	846,148	(180,762)	-21%	3,702,332
Libraries	19,593	22,989	(3,396)	-15%	51,689
Academic Support	69,177	110,640	(41,463)	-37%	440,658
Student Services	181,472	193,903	(12,431)	-6%	776,443
Institutional Support	203,567	215,651	(12,084)	-6%	826,673
Operation & Maintenance of Plant	5,550	7,089	(1,538)	-22%	3,177
Student Financial Aid	14,254,221	14,510,521	(256,301)	-2%	29,402,541
Total Expenditures	\$ 16,389,650	\$ 16,733,779	\$ (344,130)	-2%	\$ 39,362,062

NORTHERN KENTUCKY UNIVERSITY

Schedule of Bonds and Leases Payable Through the Period Ended September 30, 2016

	Date Issued	Maturity Date	Original Indebtedness	Outstanding Indebtedness	Principal Due This Fiscal Year	Interest Due This Fiscal Year
HOUSING AND DINING						
SYSTEM REVENUE BONDS						
Series B	11/01/1980	11/01/2020	\$ 4,768,000	\$ 965,000	\$ 180,000	\$ 26,250
GENERAL RECEIPTS BONDS*						
Series A 2007	06/07/2007	09/01/2018	48,660,000	4,695,000	2,210,000	232,000
Series A 2008	06/18/2008	09/01/2018	19,465,000	1,480,000	470,000	67,425
Series A 2010	06/29/2010	09/01/2020	6,785,000	1,370,000	415,000	47,050
Series B 2010	10/21/2010	09/01/2027	12,265,000	9,045,000	675,000	311,788
Series A 2011	08/04/2011	09/01/2030	9,290,000	7,635,000	425,000	277,338
Series A 2013	02/26/2013	09/01/2022	4,995,000	3,115,000	485,000	67,150
Series A 2014	01/07/2014	09/01/2033	47,375,000	42,780,000	1,575,000	2,098,050
Series A 2016	05/17/2016	09/01/2027	25,765,000	25,640,000	125,000	762,158
Series B 2016	08/25/2016	09/01/2028	15,225,000	15,225,000	-	262,877
TOTAL BONDS			<u>194,593,000</u>	<u>111,950,000</u>	<u>6,560,000</u>	<u>4,152,085</u>
LEASE OBLIGATIONS						
Local Leasing Obligations	N/A	N/A	5,444,697	803,929	1,088,793	9,087
TOTAL LEASE OBLIGATIONS			<u>5,444,697</u>	<u>803,929</u>	<u>1,088,793</u>	<u>9,087</u>
TOTAL BONDS AND CAPITAL LEASES			<u>\$ 200,037,697</u>	<u>\$ 112,753,929</u>	<u>\$ 7,648,793</u>	<u>\$ 4,161,171</u>

NORTHERN KENTUCKY UNIVERSITY

Schedule of Current Investments

As of September 30, 2016

	Average Balance	YTD Yield	Maturity Date
STATE INVESTMENTS*			
State Investment Short Term Pool - General Receipts	\$ 61,970,599	0.46%	N/A
State Investment Intermediate Term Pool - General Receipts	11,871,136	-0.02%	N/A
State Investment Short Term Pool - Housing	746,019	0.44%	N/A
State Investment Intermediate Term Pool - Housing	180,788	0.30%	N/A
TOTAL STATE INVESTMENTS	\$ 74,768,541		

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

RESERVE FOR RETIREMENT OF INDEBTEDNESS

Huntington Trust Public Funds Deposit Account	\$ 210,182	0.10%	N/A
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TOTAL RESERVE FOR RETIREMENT OF INDEBTEDNESS	\$ 210,182		
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FUND FOR RENEWALS AND REPLACEMENTS

Huntington Trust Public Funds Deposit Account	\$ 397,607	0.10%	N/A
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TOTAL FUND FOR RENEWALS AND REPLACEMENTS	\$ 397,607		
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**2017-2018 FACULTY DEVELOPMENT AWARDS:
PROJECT GRANTS**

Faculty Project Grants are awarded to encourage professional growth through financial support for independent research. The University recognizes the role of research as an integral part of professional activity of the faculty. Faculty Project Grants are intended to provide funds for research equipment and activities that are not available through program budgets. The following grants have been awarded for 2017-2018:

2017-2018 PROJECT GRANTS

Name	Department	Title
Dr. Janet Bertog	Physics, Geology and Engineering Technology	Relationship analysis of the large sauropod dinosaur (Jurassic) Barosaurus from central Utah based on new skull and jaw material from the Aaron Scott Quarry
Dr. Thaddeus G. Bissett	Sociology, Anthropology, and Philosophy	Archaeological Testing
Ms. Corrie Danieley	SOTA/Theater and Dance	Vocal Freedom for Class and Community
Dr. Richard D. Durtsche	Biological Science	Nordic Research on Physiological Aspects of Drift-feeding
Dr. Augustine Y. Frimpong-Mansoh	Sociology, Anthropology and Philosophy	Seminar on African Bioethics
Dr. Andrea Gazzaniga	English	Michael Field Manuscript Transcription for an Open-Access Scholarly Edition
Dr. Yasue Kuwahara	Communication	Chindonya: Vanishing Traditional Performing Art of Japan
Mr. Marc Leone	SOTA/Visual Arts	The Drawing Database
Mr. Kevin Munte	SOTA/Visual Arts	Realist Portrait/Figure Painting Workshop
Dr. Gabriel J. Sanders	Kinesiology and Health	Enhancing athletic performance with wearable microsensor technology and sport analytics
Dr. Gang Sun	Physics, Geology, Engineering Technology	Development of a Novel Convertible Modular Intelligence Layer
Dr. Lindsey Walters	Biological Science	Selecting the best place to raise a family
Dr. Justin R. Yates	Psychological Science	Effects of Group I metabotropic glutamate receptors in risky decision making in rats

**2017-2018 FACULTY DEVELOPMENT AWARDS:
SUMMER FELLOWSHIPS**

The Summer Fellowship program is designed to encourage faculty to engage in individual research, scholarly writing, and creative and artistic projects, and to share the results of their efforts with the broader University community. The following fellowships have been awarded for summer 2017:

2017-2018 SUMMER FELLOWSHIP

Name	Department	Title
Dr. Chad Anderson	Business Informatics	Clinical Care Process Improvement:
Dr. Thaddeus Bissett	Sociology, Anthropology, and Philosophy	Archaeological Testing and Assessment of Research Potential of Prehistoric Sites at Big Bone Lick State Park, Boone County, Kentucky
Dr. Ada Tuna Cencki	Political Science, Criminal Justice and Organizational Leadership	The Effect of Inclusive Leadership on Employee Engagement:
Dr. Jessica Chiccehitto Hindman	English	NonfictionNow Conference and Lyric Essay Writing in Iceland
Dr. Sookyung Cho	Communication	Design tool-kit for participatory design and accessible technology
Dr. Joe Cobbs	Marketing, Sports Business, and Construction Management	The Interpersonal Influence of Rivalry
Dr. Monica Gallegos	Communication	Examining the impact of faith based parenting
Dr. Melissa M. Jones	Teacher Education	Adolescence, Identity and Disability: Teaching Students in Secondary Special Education Programs
Dr. Francoise Knox-Kazimierczuk	Allied Health	Cardiometabolic Risk Factors and Health Disparities Among African American and Urban Appalachian Populations
Dr. Jae-Seung Lee	Political Science, Criminal Justice and Organizational Leadership	Community Policing and Future:
Dr. Stacie Meihaus Jankowski	Communication	Understanding Society's Role: An Examination of News Framing's Impact on Attribution of Responsibility for Depression, Obesity, and Drug Abuse
Dr. Tamara F. O'Callaghan	English	Introducing English Studies: A Textbook for English Majors
Dr. Gang Sun	Physics, Geology, and Engineering Technology	Computational intelligence and transient thermal analysis methods
Dr. Monica Wakefield	Sociology, Anthropology and Philosophy	Genetic census and habituation of bonobos at Iyema

**Northern Kentucky University
Department of Intercollegiate Athletics
Report to the Board of Regents**

December 2016



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Strategic Plan

Athletics Mission Statement

The mission of NKU Athletics is to advance the university's vision while focusing on the well-being of our student-athletes as we prepare and empower each of them for academic and competitive success at NKU and beyond. We are committed to serving and engaging the university and local community while preserving and establishing meaningful and enduring relationships with alumni, friends, and fans. We will do so with uncompromising integrity and sportsmanship exceeding the guidance provided by the National Collegiate Athletics Association and Horizon League.

Athletics Core Values

- Integrity
- Student-Athlete Well-Being
- Excellence
- Inclusiveness
- University Engagement
- Community Interaction

Strategic Priorities

- Integrity, Accountability and Compliance
- Academic Achievement
- Student-Athlete Well-Being
- Competitive Excellence
- Facility Enhancement
- Campus and Community Engagement
- Resource Development and Fiscal Management
- Brand Awareness and Institutional Reputation

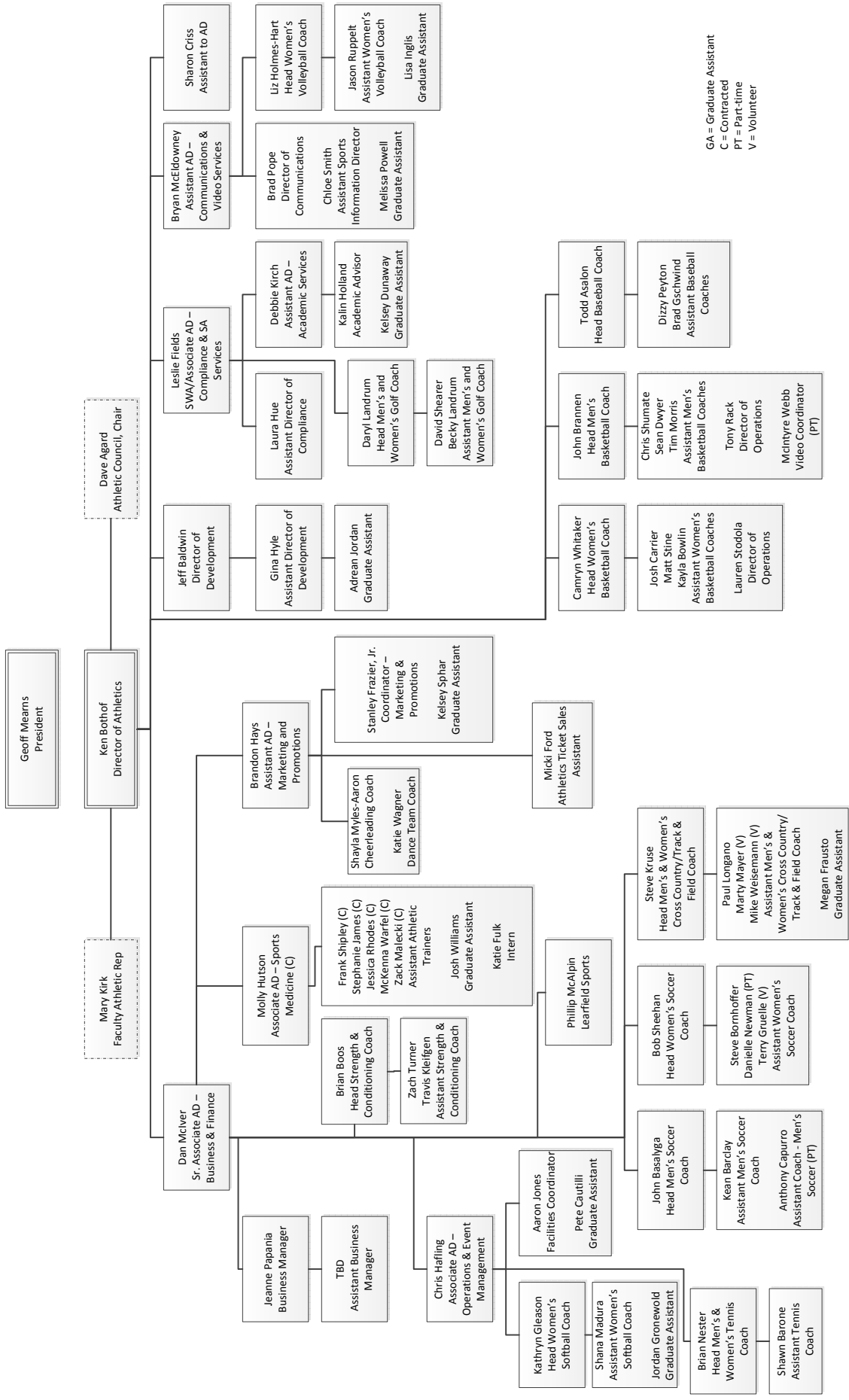
Sports Sponsored

Men's Sports

Baseball
Basketball
Cross Country
Golf
Soccer
Tennis
Track and Field (Indoor)
Track and Field (Outdoor)

Women's Sports

Basketball
Cross Country
Golf
Soccer
Softball
Tennis
Track and Field (Indoor)
Track and Field (Outdoor)
Volleyball



GA = Graduate Assistant
 C = Contracted
 PT = Part-time
 V = Volunteer

NKU Athletics 2016-17 Organizational Chart

Athletic Success

NKU had a long history of athletic success and stability at the Division II level. The university was a member of the Great Lakes Valley Conference from 1985 through 2012. NKU won three NCAA Division II national championships, including two women's basketball titles (2000 and 2008) and a men's soccer title in 2010. The Norse earned 21 regional titles, 68 GLVC regular-season or tournament titles, seven GLVC All-Sports Trophies and eight of the past 10 GLVC Commissioner's Cups. During the past decade, the program finished in the top 25 in the Learfield Sports Director's Cup standing five times, highlighted by a 10th place finish in 2003-04 and a 16th place finish in 2011-12.

In December 2011, NKU was accepted as a full member of the Atlantic Sun Conference. Then, in May 2015, Northern Kentucky accepted an invitation to join the Horizon League. All sports programs filled their 2015-16 schedules with primarily Division I contests. Since the reclassification process began, Northern Kentucky has held to all NCAA Division I, Atlantic Sun and now Horizon League scheduling requirements in each sport. NKU was classified as a Division I opponent for all sports that have an RPI. Overall, 96.2 percent of all opponents and meet hosts were Division I institutions in 2015-16.

After transitioning to the Horizon League for the 2015-16 campaign, Northern Kentucky continued its ascent into Division I. Sophomore women's soccer student-athlete Macy Hamblin was named the Horizon League Player of the Year and was a finalist for the Soccer News Net College Boot national player of the year honor while leading the Norse to a third-place regular-season finish and appearance in the semifinals of the league championship. Women's soccer was again presented with the Team Ethics and Sportsmanship Award – one of just eight Division I programs so honored.

Volleyball, women's basketball and men's tennis also reached the semifinals of the league championship. And, women's basketball posted a winning record for the 33rd-consecutive season, while making a trip to the Women's Basketball Invitational postseason tournament for the fourth-straight year. The women's golf program nearly won the Horizon League championship in its inaugural season, falling three strokes shy as both Ryleigh Waltz and Macy Wright were named to the all-championship team for finishing in the top-five.

Academic Success

NKU student-athletes consistently achieve a 3.00 or better overall GPA and are often some of the University's best students, as evidenced by NKU's 3.24 fall (program record) and 3.24 spring cumulative GPAs from its student-athletes. Our 2015-16 retention rate was just over 90 percent compared to 70 percent for all other students. And, the athletics department also boasts 98.7 percent eligibility.

There are no special admissions policies that apply to admissions decisions for student-athletes. Student-athletes are held to the same admission standards as any other student wishing to attend NKU.

Students must meet Northern Kentucky University's standard or normal entrance requirements to be considered for admission. The Office of Admissions or the Office of Transfer Services makes all decisions on admissions for the general student body, which also includes student-athletes. There is no second-level or a subsequent review processes or appeals procedure that may be used when students are not automatically admitted because they do not meet the institution's published entrance requirements.

The following list used in 2015-16 outlines NKU's "specific academic support programs...to ensure acclimation, academic success and retention of first-year student-athletes with special academic needs," which NKU defines as talent-based, bachelor's degree-seeking students with two or more academic deficiencies.

Student-athletes have access to the following targeted academic support programs.

Athletics Academic Advising

- Currently, there is one Assistant Athletic Director for Academics who reports to the Associate Athletic Director for Compliance and Athletic Administration. One Athletics Academic Advisor, a Graduate Assistant (GA), and two part-time learning specialists, each of whom work approximately 12 hours a week with 10 to 12 student-athletes report to the Assistant AD for Academics.
- The role of the Athletics Academic Advisors (with assistance from a GA) is to provide academic advising, primarily for undeclared student-athletes; encourage declared student-athletes to meet with their advisor in their college; approve schedules, including examining all schedules to ensure student-athletes have not made any changes to major; confirm registration for full-time enrollment; oversee class absences, making sure absences align with team practices and travel; monitor eligibility; monitor academic performance; identify potential academic at-risk student-athletes and develop a plan for success; locate additional academic support for student-athletes, as needed; serve as a liaison for campus resources (including but not limited to Learning Assistance Programs, Career Services, etc.); and, monitor study tables.
- Athletics Academic Advisors are available to centrally advise all student-athletes within any major; however, student-athletes are encouraged to meet with their college advisors. Athletics Academic Advisors work closely with undeclared student-athletes, and/or first-year students and sophomores enrolled in general education courses. In other words, Athletics Academic Advisors are able to provide emergency or general advising to all student-athletes across disciplines, but the scope of knowledge within the disciplines is better served by advising within the Colleges. In addition, Athletics Academic Advisors are able to approve change of major.

Early Identification

- The Athletics Academic Advisors, coordinating with NKU's Athletics Compliance office, identify academically at-risk incoming first-year student-athletes by evaluating high school academic performance and standardized test scores. The Athletics Academic Advisors meet with academically at-risk entering student-athletes early in the fall semester to determine a plan of action.

Monitoring

- At-risk, first-year student-athletes are assigned to one of two part-time learning specialists who meet with that student-athlete once a week for 45 to 60 minutes. The learning specialists assist student-athletes with study skills, reading skills, time management, note-taking, and test-taking skills. In general, learning specialists help the student-athletes become successful in their transition into and through college. The Athletics Academic Advisors also meet individually with student-athletes on a regular basis, either in addition to the learning specialists or based on scheduling conflicts. One purpose of the individual meetings is to monitor academic performance and allow at-risk student-athletes to receive immediate help, when needed.

Tutoring

- The Athletic Department coordinates with the tutoring center on campus to support at-risk student-athletes.

Study Tables

- Monitored, quiet study tables are available four nights a week. All freshman and any student-athlete whose GPA is below a 2.5 are required to attend mandatory study tables facilitated by the Athletics Academic staff.

Academic Labs

- Student-athletes have access to academic labs in both buildings that house student-athletes (BB&T and Regents Hall). These labs provide an area where student-athletes can study around practice times. The labs include computers and printers.

Performance Checks

- Grade and attendance checks are performed throughout the semester for all student-athletes in an effort to monitor academic performance. The Athletics department sends out an early semester performance check, followed by a University mandatory midterm performance check, followed by another performance check before the end of the semester. These performance checks provide for proactive intervention for at-risk student-athletes in an effort to provide immediate academic support via tutoring.

In addition, NKU has 22 different academic support programs for all students, including student-athletes.

Once student-athletes are identified as having special academic needs (based on test scores and high school academic performance), they are monitored more closely than other student-athletes. In addition to the performance checks and regular advising meetings that all student-athletes receive, student-athletes with special academic needs are scheduled to meet weekly with a learning specialist. The learning specialists help these student-athletes with reading skills, time management skills, and how to effectively transition from high school to college academics. The athletic advisors also meet with the academically at-risk student-athletes on a regular basis and check their grades more frequently.

NKU has written policies and procedures for certifying student-athlete initial, transfer and continuing eligibility. Individuals ultimately responsible for determining eligibility are Leslie Fields, Associate Athletic Director for Compliance/Senior Woman Administrator, and Laura Hue, Assistant Director of Compliance. Individuals ultimately responsible for determining transfer eligibility are Emily Jasinski (Assistant Registrar for Athletic Certification), Leslie Fields and Laura Hue. Emily Jasinski is also ultimately responsible for determining continuing eligibility.

Class Attendance Policy

Class attendance and participation are essential to NKU's educational process. For student-athletes, class attendance is even more critical because of days that might be missed due to athletic competition; therefore, student-athletes will attend all classes, exhibit appropriate behavior, and complete all assignments on time. Coaches must create competition schedules that provide ample opportunities for student-athletes to compete, while minimizing the amount of class days the student-athletes will miss.

At the beginning of each semester, student-athletes are responsible for notifying their instructors of their competition schedule and the classes they will miss. Athletics academic advisors will provide student-athletes with a letter that includes potential missed class dates. Student-athletes must give the letter to each instructor and work with the instructor to make up any missed assignments or exams. Please be aware that professors may modify grades if students miss more than a specified number of classes, including those missed for competition. It is the responsibility of student-athletes to read the syllabus and to know whether a class attendance policy exists.

However, the University permits an academic department or faculty member to establish attendance policies for individual courses, provided the policies are included in the class syllabi distributed at the start of the semester. The NKU syllabus template prescribed by the University requires faculty to "clearly spell out attendance policies for the course."

Academic Support

There are many programs in place to assist in the academic success of NKU student-athletes. Grade checks with faculty members are conducted three times each semester. Team and individual study tables are conducted in the Thomas J. Kearns Student-Athlete Academic Center. Tutors are available in a variety of subjects in the academ-

ic center. Every student-athlete is also assigned an athletic academic advisor who meets with the student-athlete regularly to assist with any academic concerns and for course registration to ensure the student is making progress toward graduation. Student-athletes who are identified as “at-risk” meet weekly with advisors and are given Time Management Sheets, which assist these students with carving out study time within their busy academic and athletic schedules. In spring 2014, two learning specialists were added to the academic advising staff and students have responded very well to their expertise.

For the 2015-16 academic year, department-wide mandatory study tables were installed for all freshman and any student-athlete whose cumulative GPA is below 2.5.

Semester GPA Data													
Sport/Year	SP 16	FA 15	SP 15	FA 14	SP 14	FA 13	SP 13	FA 12	SP 12	FA 11	SP 11	FA 10	6-Year Avg.
M Baseball	3.04	3.12	3.05	3.16	2.87	2.92	2.74	2.82	2.81	2.98	2.76	2.93	2.93
M Basketball	2.58	2.68	2.75	2.53	2.40	2.58	2.76	2.76	2.45	2.74	2.45	2.82	2.63
W Basketball	3.40	3.36	3.33	3.34	3.44	3.53	3.47	3.36	3.08	3.07	2.99	3.04	3.28
M CC	3.28	3.06	3.29	3.20	3.23	3.02	2.92	2.84	3.15	3.23	3.07	3.27	3.13
W CC	3.31	3.53	3.56	3.61	3.18	3.19	3.36	3.47	3.62	3.40	3.87	3.60	3.48
M Golf	3.04	2.77	2.62	3.12	2.78	2.67	2.77	3.03	2.85	2.79	2.59	2.83	2.82
W Golf	3.46	3.45	3.21	3.36	3.30	3.43	3.02	3.20	3.37	2.97	2.85	2.27	3.16
M Soccer	3.27	3.26	3.31	3.09	2.92	2.91	2.93	2.97	2.74	2.95	2.72	2.45	2.96
W Soccer	3.43	3.41	3.37	3.50	3.16	3.28	3.30	3.25	3.38	3.31	3.19	3.03	3.30
W Softball	2.90	2.81	2.90	3.07	3.16	3.18	3.15	3.32	3.08	2.92	3.01	3.36	3.07
M Tennis	3.80	3.60	3.66	3.71	3.62	3.68	3.54	3.40	3.35	3.28	2.82	3.08	3.46
W Tennis	3.38	3.62	3.14	3.51	3.76	3.54	3.06	3.20	3.38	3.40	3.38	3.34	3.39
M T&F	3.27	3.19	3.29	3.08	3.06	2.98	2.44	2.15					2.93
W T&F	3.37	3.37	3.32	3.23	2.87	2.74	2.74	2.70	2.79	3.00	3.84		3.09
W Volleyball	3.46	3.69	3.67	3.63	3.54	3.44	3.71	3.66	3.46	3.55	3.22	3.21	3.52
All M S-A	3.14	3.10	3.14	3.13	2.91	2.93	2.84	2.86	2.84	2.99	2.75	2.87	2.96
All F S-A	3.34	3.38	3.31	3.41	3.21	3.23	3.24	3.26	3.31	3.23	3.17	3.15	3.27
All S-A	3.24	3.24	3.20	3.22	3.05	3.08	3.03	3.05	3.04	3.09	2.95	3.00	3.10

Academic Performance Program

In 2014-15, NKU enhanced efforts to educate coaches about the Academic Performance Program. The compliance office met with each coaching staff individually to review their team’s reported scores, how the APR is calculated, exceptions, delayed graduation points, penalty structure, and the Head Coach APR Portfolio. The compliance office also provided APR score projections to sport administrators after each semester. Sport administrators and coaches are putting more weight on APR when recruiting, making roster personnel changes and athletic aid decisions.

Academic Progress Rate Data							
Sport/Year	2014-15	2013-14	2012-13	2011-12*	2010-11*	2009-10*	2008-09*
M Baseball	1000	927	946	979	893	976	955
M Basketball	980	980	940	944	792	935	904
W Basketball	1000	1000	1000	1000	955	938	1000
M Cross Country	974	960	925	981	1000	769	864
W Cross Country	967	966	1000	972	1000	933	964

Academic Progress Rate Data							
Sport/Year	2014-15	2013-14	2012-13	2011-12*	2010-11*	2009-10*	2008-09*
M Golf	957	972	1000	944	921	909	952
W Golf	983	1000	1000	958	857	929	958
M Soccer	977	967	974	941	865	953	932
M Track & Field (I/O)	976/976	962/962	925/925	-	-	-	-
W Soccer	984	985	1000	970	966	1000	959
W Softball	952	962	976	955	988	955	919
M Tennis	988	981	923	1000	1000	853	846
W Tennis	987	980	955	1000	1000	1000	923
W Track & Field (I/O)	939	921/930	979/1000				1000
W Volleyball	985	977	1000	979	938	957	974
All Student Athletes	981	948	971	971	932	946	941

*These numbers are calculated by Northern Kentucky, as NKU was not required to submit these numbers as a Division II program.

Student-Athlete Well-Being

Gender Issues

Northern Kentucky University organizes its efforts related to gender-issues for Athletics staff and coaches through the office of Human Resources. Athletics staff members and coaches are directed to report any perceived incident of gender-based discrimination (sexual misconduct, sexual harassment, dating violence, domestic violence or stalking) with the deputy Title IX coordinator in the office of Human Resources.

NKU organizes its efforts related to gender issues for student-athletes through the office of the Dean of Students. Student-athletes are guided to report any perceived incident of gender-based discrimination (sexual misconduct, dating violence, domestic violence or stalking) with the University's Title IX Coordinator in the Dean of Students office. Student-athletes are made aware of that information through an online course during the fall semester that educates students on sexual misconduct prevention and response. Once a student reports an incident, the Dean of Students office conducts an investigation to determine whether or not a hearing will take place. The Dean of Students office is also responsible for any interim action (e.g., no contact orders, class changes, residence hall assignment changes, etc.) that may be taken to stop the harassment while the investigative process is ongoing.

All students, faculty, and staff at Northern Kentucky University have the opportunity to participate in the online educational module on the prevention and response of gender-based discrimination. All student-athletes are required to take the module, and Athletics staff and coaches are asked to participate, as well. Student-athletes also have access to support services in the Norse Violence Prevention Center on campus, where they can talk with someone about any experiences they have had with power-based personal violence and participate in advocacy and education programs for students. Resources concerning gender equity for faculty and staff in the Athletic department are available from the deputy Title IX coordinators in Human Resources and also in the department of Athletics.

In 2015-16 all student-athletes were required to complete the online Haven module, which covers such topics as sexual violence prevention and response, healthy relationship development, how to report incidents on campus, and how to get support. All student-athletes participated in a Healthy Masculinity training session, which cov-

ered real world sexual misconduct situations and provided steps to prevent such situations and what to do when misconduct occurs.

Gender Equity

During the 2014-15 academic year, the gender subcommittee of the Institutional Performance Program conducted a thorough gender equity and EADA analysis. The subcommittee reviewed all 17-program areas, reported findings, and developed a Gender Issues Plan to maintain areas of equity and to correct areas where improvement is needed.

NKU found that athletics participation rates (50.2% female and 49.8% male) were not in proportion with student body enrollment rates (54.8% female and 45.2% male). Similarly, athletic scholarships were provided at a higher rate to female student-athletes (54%) than their athletic participation rate.

Beginning in fall 2015, NKU implemented roster size standards to ensure athletic participation by gender is in proportion to student body enrollment. Roster management will also lead to proportionate distribution of scholarship dollars.

In 2015-16, student-athlete participation included 121 males (50%) and 121 females (50%). Scholarship distribution was \$1,254,858 for males (37.3%) and \$2,111,119 for females (62.7%). Total operating expense distribution was \$801,027 for males (50.2%) and \$793,960 (48.8%) for females. For the current academic year (2016-17), our participation numbers are now in line with University enrollment, demonstrating our efforts were successful in bringing about gender equity. There are 131 females (53.91 percent) and 112 males (46.09%) participating in intercollegiate athletics this year.

See Attachment B: Gender Equity Plan

Diversity

NKU Department of Intercollegiate Athletics Diversity Statement

Northern Kentucky University’s Intercollegiate Athletics Department shares the University’s commitment to “a culture of openness and inclusion that values diversity in people and ideas.” The department is especially committed to cultivating an environment that fosters respect, promotes fairness, highlights integrity and provides equal opportunities for all student-athletes and department personnel. Through our recruiting, hiring, development and promotion practices, the department seeks to build, support and sustain a diverse community of individuals who share and benefit from multiple perspectives and the free exchange of ideas.

Promoting an inclusive environment is one of Northern Kentucky’s core values. NKU’s strategic plan “Uprising” outlines this position. The athletics department has made the core values and strategic priorities visible throughout the athletic department with posters in key areas, including locker rooms and other highly visible spaces.

All student-athletes and athletic department employees received diversity-related training and professional development, respectively.

Athletic Department Population Diversity						
	Student-Athletes			Staff		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
American Indian/Alaska Native	1	1	0	0	0	0
Black African-American	19	22	22	0	4	6
Hispanic/Latino	7	5	5	0	0	0

Athletic Department Population Diversity						
	Student-Athletes			Staff		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Non-Resident Alien	23	24	22	1	1	0
Unknown	4	1	0	0	0	0
Two (2) or More	6	6	5	0	0	0
White/Non-Hispanic	190	192	186	61	72	91

See Attachment C: Diversity Issues Plan

LGBTQ Services

Northern Kentucky University’s Department of Athletics is committed to inclusive excellence, as demonstrated through its strategic plan *Uprising*. Inclusiveness is one of the department’s six core values. As stated in the strategic plan, “We value diversity and embrace the perspectives and contributions of each individual.”

Accordingly, we have taken steps that ensure we promote an inclusive environment.

In March 2016, our communications department produced and released a video for the “You Can Play” organization. The video, which included representation from each of NKU’s sports programs, debuted immediately following the University’s LGBTQ Norse Pride March in which several members of the athletics staff marched. “You Can Play” is an organization that promotes the respect for all student-athletes. Their mission is “dedicated to ensuring equality, respect and safety for all student-athletes, without regard to sexual orientation. “You Can Play” works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, only for what they contribute to the sport or their team’s success. “You Can Play” seeks to challenge the culture of locker rooms and spectator areas by focusing only on an athlete’s skills, work ethic and competitive spirit.” (www.youcanplayproject.org)

An institution policy that ensures the provision of a safe environment for all students, including student-athletes with diverse sexual orientations, can be found in Section III of the Code of Student Rights and Responsibilities. This policy states “All students shall be free from discrimination based on race, color, ethnic origin, national origin, color, creed, religion, age, gender, marital status, sexual orientation, uniform service or veteran status, physical or mental disability, or political belief.”

Well-Being

The well-being of Northern Kentucky University (NKU) student-athletes is always on the forefront of all aspects of the Department of Athletics. Focus on student-athlete well-being is placed within the athletic mission, vision and values. Additionally, NKU Athletics has adopted the following principles from the NCAA:

- Maintaining an environment in which a student-athlete’s activities are managed as an integral part of the student-athlete’s educational experience
- Maintaining an environment that values cultural diversity and gender equity among its student-athletes and department staff
- Providing a safe environment for each student-athlete
- Striving to establish and maintain an environment that fosters a positive relationship between the coach and student-athlete
- Involving student-athletes in matters that impact their lives
- Striving for open and honest communication in our relationships with student-athletes
- Ensuring that the athletics programs promote and require the highest standards of sportsmanship and ethical behavior

Student-athletes are integrated into the general student body in a variety of ways. Athletics was invited to participate in Student Government Association meetings to provide a student-athlete voice; a men's tennis student-athlete served in this role. Student-athletes are housed in general student housing areas. They are also made aware of campus services and events, particularly including career services, the Norse Leadership Society, Presidential ambassadors, and orientation leaders, and are provided opportunities to participate in those events. NKU was awarded an NCAA CHOICES grant, and the student-athlete peer mentors will work with non-athletes to conduct on-campus training and mentoring of all students related to responsible alcohol use.

During the 2015-16 academic year, Northern Kentucky's 250 student-athletes from its 17 sport programs recorded a total of 2,770 community service hours, a near 400-hour increase from the previous year. NKU student-athletes take part in numerous local and national community service projects and activities.

The Norse posted 351 total hours of community service during the National Down Syndrome Society's Buddy Walk in Cincinnati, which promoted acceptance and inclusion of people with Down syndrome. Northern Kentucky's student-athletes also gave their time to Habitat for Humanity (307.5 hours) to build two houses, helped run the PaneraThon race (168 hours), and also helped organizations such as Team Impact (146 hours), the Ronald McDonald House (110 hours), Highland Heights Community Garden (95 hours), Campbell County Schools (93.5 hours), Matthew 25 Ministries (78 hours), the Children's Hospital (77.5 hours), Master Provisions (54 hours) and the Children's Home of NKY (50 hours).

As part of the IPP process, Northern Kentucky University reviewed and updated its student-athlete exit-interview instrument. The survey, which is online, is administered to student-athletes annually at the end of each of their respective seasons. NKU chooses to collect information on an annual basis from all student-athletes, not just from those who are leaving the Athletics program. After the interview survey is completed, it is submitted to the Athletic staff for review, including the strength and conditioning coach, the Athletic training staff, coaches, the Director of Athletics, and other Athletic department members. Staff members review the answers provided by student-athletes and work on resolving any issues needing specific attention.

Student-Athlete Code of Conduct

Student-athletes and the Athletics department staff are informed of the Student-Athlete Code of Conduct through a mandatory orientation session held at the beginning of each academic year. A copy of the Student-Athlete Code of Conduct policy is posted in the Student-Athlete Handbook.

There is also information in the Student-Athlete Handbook regarding the Code of Student Rights and Responsibilities, which is posted on the Dean of Students website at <http://deanofstudents.nku.edu>. The Student-Athlete Handbook and the Code of Student Rights & Responsibilities address grievance and appeal procedures regarding harassment, hazing, abusive behavior, discrimination, and sexual misconduct. To ensure student-athletes and athletic coaches have this information, hard copies of the Student-Athlete Handbook are provided to all student-athletes and Athletics staff at the beginning of the academic year.

Student-Athlete Governance

Student-athletes are primarily involved in the governance and decision-making processes of the department of athletics through the following opportunities.

- Athletic Council – Two student-athletes serve as voting members on the Athletic Council (see Athletic Council Constitution, Bylaws, and Policies for purpose and responsibilities of the Athletic Council).
- Student-Athlete Advisory Committee (SAAC) – SAAC is composed of at least two student athlete representatives from each team. SAAC meets every month during the fall and spring semesters and provides a forum for team representatives to voice their concerns on a wide range of issues that are important to the student-athlete population. Through their participation, SAAC members are afforded many responsibilities

and opportunities, such as:

- Promoting communication between athletics administration and student-athletes
- Providing a voice for student-athletes
- Encouraging participation in community projects and campus organizations
- Promoting special events for student-athletes, such as The Victor's (an annual award program honoring student-athlete success throughout the year)

Northern Kentucky University Life Skills Mission Statement

The Northern Kentucky University Department of Athletics is committed to developing champions in the classroom, in competition, and in life. The Norse Life Skills Program plays a significant role in achieving the department mission by providing student-athlete support services and resources to help student-athletes navigate challenges within the university setting, prepare for life after graduation, and plan for their future professions.

Sports Medicine

The purpose of the Northern Kentucky University Sports Medicine department is to supervise the well-being of the student-athletes on and off the playing surfaces. The Sports Medicine Department is comprised of certified athletic trainers, team physicians, ancillary medical and non-medical providers, and athletic training students. All student-athlete evaluation, treatment, and rehabilitation are done whether in-season or out-of-season by the Sports Medicine staff. NKU has two main athletic training rooms (Albright Health Center and the Dr. James Bilbo athletic training room in BB&T Arena) and one auxiliary athletic training room (Soccer Complex). Strength and Conditioning coaches work with all student-athletes on all aspects of wellness. It is the goal of the strength and conditioning department to enhance athleticism through the use of advanced and scientifically based training techniques. In addition to increasing athletic performance, athletes will reduce the risk and occurrence of injury, maximize physical potential, and develop mental toughness. Student-athletes are monitored throughout the year with weight charts and nutrition logs. At the beginning and end of each semester student-athletes are evaluated and fitness tested. This information is used to address weakness and to develop a program that will enhance their well-being and athletic performance.

Beginning with the 2016-17 season, Northern Kentucky University Department of Athletics entered into a partnership with St. Elizabeth's Healthcare and Commonwealth Orthopedics to further bolster the care of our student-athletes. The partnership added two new certified athletic trainers for athletics and added the first certified athletic trainer to serve the general student population. Additionally, the partnership allowed the addition of one Strength and Conditioning coach, while also provided a physical therapist on site three days a week and access to a registered dietitian. Norse Athletics now has six full-time certified athletic trainers, two interns/graduate assistants and three Strength and Conditioning coaches as a result of the partnership.

NKU's Governance and Commitment to Rules Compliance

Institutional Control, Presidential Authority and Shared Responsibilities

As stated in Northern Kentucky University's bylaws, the Board of Regents delegates the appropriate authority for the administration and operation of Northern Kentucky University to the President of the University. The President reports directly to the Board of Regents and has regular communication with Board members, including the chair.

The Northern Kentucky Director of Athletics is a direct report to the President of the University. The President and Director of Athletics meet on a regular basis (currently bi-weekly). These meetings provide an opportunity for the Director of Athletics to provide the President with updates on the operations of the department, as well as discuss any issues that may arise throughout the year. The President and Director of Athletics will discuss a wide range of topics, including but not limited to: internal operations, policies, personnel, Horizon League proposals,

and NCAA regulations. In addition to the regularly scheduled meetings, the Director of Athletics is a member of the President's Executive Team and has an open line of communication with the President to discuss any issues that arise throughout the year that need his immediate input and/or involvement.

Northern Kentucky University is committed and obligated to the principle of institutional control in operating its athletics program in a manner that is consistent with the letter and the spirit of NCAA, conference and institutional rules and regulations.

The commitment and obligation to operate the intercollegiate athletics program in adherence to the principle of institutional control is both institutional and individual. The NCAA provides that each institution shall be responsible for:

- Controlling its intercollegiate athletics program in compliance with the rules and regulations of the NCAA; monitoring its programs to ensure compliance, identifying and reporting to the NCAA instances in which compliance has not been achieved and taking appropriate corrective actions;
- Ensuring that members of the staff, student-athletes and others representing Northern Kentucky University's athletics interests comply with all applicable NCAA regulations.

Each individual involved in intercollegiate athletics is obligated to:

- Maintain competency in knowledge of the rules;
- Act within his or her realm of responsibility in full compliance with governing legislation;
- Report any violation of NCAA, Horizon League or institutional rules of which he or she is aware.

Rules Compliance

The NKU Athletics program was developed on the premise that intercollegiate sports – which subscribe to the principles of good sportsmanship, equitable opportunity, rules compliance, and integrity – are beneficial extra-curricular activities that contribute to the physical, intellectual and social experiences of the entire university community. Intercollegiate Athletics should complement the instructional research and service programs of the university and must function within the framework of the university's overall goals.

In harmony with the stated mission of the university, the primary mission of the Northern Kentucky University intercollegiate athletics program is to provide a natural extension of secondary school programs, offering skilled student-athletes the opportunity to continue their educational and athletic experiences beyond high school. The program will function at a level and in a manner that projects a positive image for the university in the community. Membership in the National Collegiate Athletic Association Division I and Horizon League, and adherence to the governing philosophies and regulations of these bodies, provide a framework for implementing this mission.

Northern Kentucky includes language in all of its contracts, letters of appointments, job descriptions and performance evaluations stating that athletics employees will abide by all of the rules and regulations of the governing athletic organizations (NCAA and Horizon League) and the rules and regulations of Northern Kentucky University. Failure to adhere to the rules and regulations may result in suspension (with or without pay) or termination.

The University's Director of Undergraduate Admissions is responsible for determining student-athlete admissions and the Assistant Registrar for Athletic Certification is responsible for certifying the eligibility of continuing and transfer student-athletes at Northern Kentucky University. The University Registrar oversees the conferral of academic degrees.

NKU has written policies and procedures that assign the following rules compliance responsibilities to specific individuals: initial eligibility certification, continuing-eligibility certification, transfer-eligibility certification, APP, financial aid administration, recruiting, camps and clinics, investigations and self-reporting rules violations, rules education, extra benefits, playing and practice seasons, student-athlete employment and amateurism.

Compliance policies and procedures are communicated annually to Athletic department staff, as well as individuals outside the Athletic department with rules compliance responsibilities. The NKU compliance office conducts rules education for coaches, staff, student-athletes, other university departments, and representatives of athletics interests.

Summary of Rules Education During the 2015-16 Academic Year

- The compliance office sends a Compliance Question of the Week to all athletic department staff members.
- Athletics all-staff meetings included education that covered social media, sports wagering, official visit requirements, continuing eligibility, extra benefits, donations to high schools and ethical conduct as it relates to NCAA requirements.
- The compliance staff meets with coaching staffs individually each quarter. This year, the coaching staff meetings covered financial aid, personnel, new legislation and off-campus recruiting.
- The compliance staff meets with student-athletes three times each year: on or before their first dates of practice, at the end of the fall semester and at the end of the spring semester. The meetings covered academic eligibility, financial aid, social media, extra benefits, sports wagering, drug testing, tobacco use, countable athletically-related activities, employment, outside competition, contact with recruits, and seasons of eligibility.
- New in 2015-16 was the addition of a monthly staff compliance newsletter and a video demonstrating sports wagering legislation that was shown to student-athletes and athletic department staff and shared with boosters. The compliance staff also provided the University marketing and communications staffs with rules education for the first time.
- For continuous and comprehensive rules education for boosters, the Athletics Compliance office sends out a season ticket holder letter to all members of the Go Norse Fund who purchase season tickets for Men's and Women's Basketball. The Associate Athletic Director for Compliance also periodically attends Go Norse Fund Board meetings to answer any questions that may arise concerning rules compliance.
- The Athletics Compliance staff meets three times throughout the academic year with the University Athletic Compliance Committee. Members of the committee include representatives from the Office of Student Financial Assistance, Office of the Registrar, Office of Admissions, the University Compliance Officer, as well as Academic and Compliance representatives from Athletics. Topics discussed at meetings include any violations reported since the last meeting, updated legislation, and other compliance topics, which may be of concern to all offices during that time period. Each individual office representative also provides updates concerning compliance topics during the University Athletic Compliance Committee meetings.

The university has implemented or strengthened a number of additional initiatives to help ensure Athletics staff remains in compliance with rules changes. These include:

- head coaches fill out a Staff Declaration form to designate coaches and staff;
- JumpForward is used to monitor calls/contacts/evaluations;
- all printed materials are approved by compliance;
- official visits must be approved in advance (visit form, transcripts, test scores, itinerary, host money request form must all be submitted);
- unofficial visit forms must be submitted after;
- all camp/clinic brochures are reviewed by the Senior Associated Athletic Director for Business/Finance, Associate Athletic Director for Compliance & Athletic Administration, and the Associate Athletic Director for Operations and Event Management;
- tryout/roster addition form is signed by sports medicine, academics, compliance and head coach;
- five-year clock is evaluated for all transfers;
- hardship waiver submitted by compliance with assistance of athletic trainer, team physician and sports information;
- occasional meals must be approved in advance and student-athletes must sign off when receiving them;
- compliance evaluates all prospective student-athlete high school transcripts to monitor initial eligibility and

- alert coaches to deficiencies;
- transfer eligibility certification process that determines the eligibility of incoming transfers by the registrar’s office and compliance office;
- prior approval form for camps and clinics.

NKU has also implemented procedures for certifying initial, continuing and transfer eligibility. Representatives from the registrar’s office, compliance and academics meet in December and May after grades have been posted to determine if student-athletes are eligible or need to enroll in intersession or summer classes, if possible. Registrar/compliance/academics also meet several times throughout the fall and spring semesters to ensure classes that student-athletes are currently enrolled in can be used to meet their necessary progress toward degree and to monitor transfer eligibility status. The group also monitors throughout the summer those student-athletes using the summer term to regain eligibility.

NKU has not processed a major violation in the last 15 years. There is also no record of any major violation being processed prior. NKU has never appeared before the Committee on Infractions or been subject to the summary disposition process. There are no coaches on the NKU athletics staff who have been subject to an NCAA Show Cause Order. The university processed nine secondary violations in 2015-16.

See Attachment A: Northern Kentucky University’s 2015-16 NCAA Violations

Budget

Current Budget Situation

NKU’s reclassification to Division I is an investment that extends far beyond intercollegiate athletics. This move helps brand the institution in a way that otherwise would not be possible. Ultimately, that will depend on the program’s sustainability at the Division I level. Over a three-year period (2011-12, 2012-13 and 2013-14), NKU increased its athletics budget by a total of \$3,546,028 (from \$5,576,240 to \$9.8 million). These figures are based on 2011-12 tuition cost; actual funding will be higher based on future increases in tuition.

With the announcement on May 11, 2015 of Northern Kentucky moving to the Horizon League, NKU will remain committed to fielding competitive teams through funding scholarship equivalencies on target with the remainder of the Horizon League.

In the initial year of membership in the Horizon League, the Norse made a strong push for multiple League championships and several student-athletes earned league player of the year honors. That success has continued into the 2016-17 season, which has already seen our women’s soccer program win the first Horizon League team championship and become the first team in University history to participate in an NCAA Division I Championship tournament.

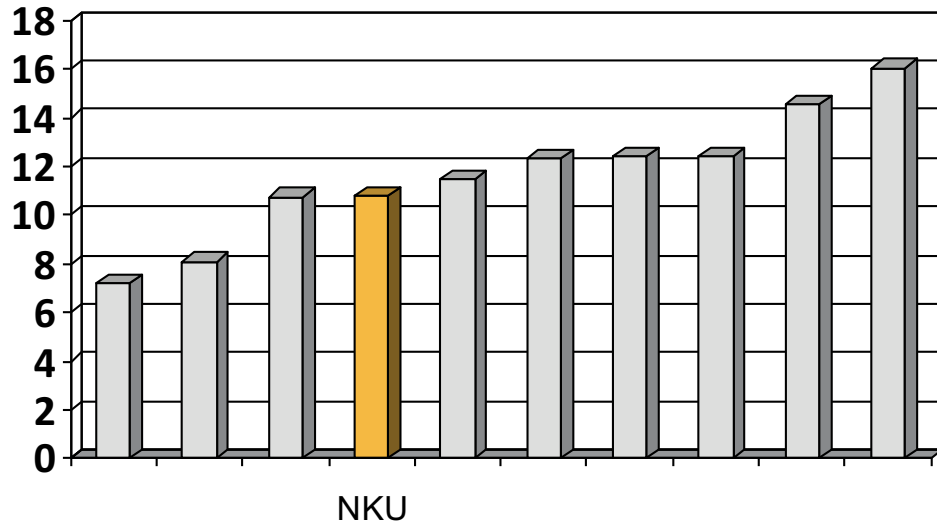
The following chart represents the current budget for the athletics department, including breakouts for the funds allocated to scholarships, operations and personnel.

Northern Kentucky Athletics Budget Summary		
	Actual 2015-16	Budgeted 2016-17
Total Personnel	\$4,479,159	\$4,624,919
Total Operating/Scholarship	\$6,419,301	\$6,436,217
Total Budget	\$10,898,460	\$11,060,836*

* These numbers do not reflect the Horizon League entrance fee and the Atlantic Sun exit fee.

2015-16 Horizon League Budget Survey Results

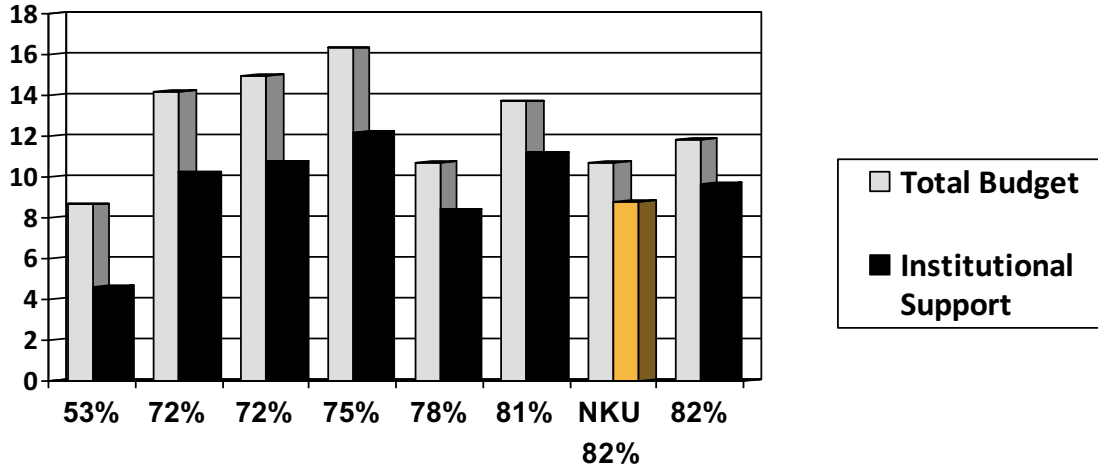
Millions



*NKU's includes entire expense budget (salaries and fringes, operating, and scholarships)

2015-16 Horizon League Institutional Support Comparisons

Millions



*Graph excludes comparisons of two private Horizon League Institutions

Bolstering Revenue

NKU's 2015-16 budget was \$10,898,460. University support was \$8,990,757, which reflected a budget cut of \$162,717 from the previous year. The Department of Athletics was responsible for generating the additional \$1,907,703 to meet department budget needs.

Athletics funded the additional \$1,907,703 through ticket sales, sponsorships, fundraising, rentals of its athletic fields, and reserves currently in their University Foundation accounts.

Athletics is currently able to manage funding the difference between overall budget and the amount of University support via generated revenue and reserves in the University Foundation. However, due to the additional costs associated with the Atlantic Sun exit fee and Horizon League entrance fee that the Athletics Department is solely responsible for covering, the department is using additional reserves more quickly than previously planned. Although this doesn't provide an immediate budget issue, it will be extremely important that the University support provided to athletics is maintained and flexibility on the utilization of these funds is continued.

The department is focused on increasing the total amount of revenue generated from ticket sales, corporate sponsorships, fund raising, etc., as well as managing expenses in a manner that provides operating and scholarship funding to sport programs to be competitive and on par with the averages of the Horizon League.

Furthermore, our development, marketing/tickets/promotions and athletic communications areas hold bi-weekly strategic communications meetings with the intent of coordinating a department-wide effort to achieve the goal of increasing revenue.

Current Efforts to Heighten Visibility

In 2015-16, changes in staffing and priorities within marketing and promotions resulted in increased revenue generation, especially through ticket sales. The marketing department targeted area families with single-game promotions to select men's and women's basketball games, and provided ticket discounts to surrounding counties, youth basketball players, and grade school students.

A renewed focus on group experiences led to a major increase in group ticket sales, and helped increase attendance by 11% for men's basketball, and 26% for women's basketball. From youth groups singing the National Anthem, to basketball teams meeting the team and shooting around on the floor after the game, an increased presence of young Norse fans was evident in 2015-16.

Highlighting key home games and mindfully tying promotions and giveaways to advertising helped us generate over \$21,000 in new ticket revenue. A mix of targeted radio, digital outdoor, and community print media was utilized to reach this goal, with placement in both Cincinnati and Northern Kentucky.

Athletic marketing collaborates with communications on social media initiatives for all sports, and it is a valuable marketing tool. To engage with students, FanMaker's Norse Force Student Rewards app was used to drive attendance and provide value. The membership in this program tripled since last year, and now reaches over 1,000 students. Athletic Marketing will continue to attend events such as orientation, FreshFusion, Homecoming, Greek Week, New Student Convocation, and VictorFest to help drive student attendance at games.

To ensure that we maximize our advertising dollars, we have turned to digital and social means to share information with both the NKU and general communities, with encouraging results. We hosted several key groups at men's basketball games throughout this past season, including area mayors and the Northern Kentucky Chamber of Commerce. We will continue hosting those prominent individuals and bringing our coaches and student-athletes to community appearances to promote excitement.

At the conclusion of 2015-16, Athletics Development attained new benchmarks in the areas of Annual Fund Support, capital project fundraising plans, and growth in annual giving to the Go Norse Fund.

The inaugural A Night with the Norse Gala organized by NKU's development team and held at the Champions Club at Great American Ballpark in early October featured over 300 attendees and raised over \$100-thousand to support NKU's student-athletes. An online campaign through Impact NKU to fund the transformation of our volleyball team's locker room shattered University benchmarks. Nearly \$12,000 was raised for the project during the month of September.

Future Efforts to Heighten Visibility

The department of Athletic Marketing and Promotions underwent reorganization in the 2015-16 season in order to increase NKU's share of the Greater Cincinnati market. A new full-time ticket sales position has been created from one of our graduate assistant positions. This person has the responsibility of working with local companies and area service groups to promote and sell tickets for group outings. Focus for the upcoming season includes an emphasis on season-ticket sales and providing a comprehensive plan for growing our base of season-ticket holders.

Average Home Attendance Figures			
	2013-14	2014-15	2015-16
Men's Basketball	1,845	2,016	2,297
Women's Basketball	962	1,054	1,435
Men's Soccer*	223	287	250
Women's Soccer	173	365	367
Volleyball	268	214	287

*Men's soccer attendance numbers do not include exhibition matches with the University of Kentucky that had 1,462 (2013), 1,934 (2014) and 2,188 fans in attendance.

In 2015, this area created a Norse Athletic Creative Team (NACT), which includes leadership from a multitude of student organizations from around campus. The Student Government Association (SGA) is highly involved in the group. NACT's focus is to identify ways that each of these groups can work together to build a stronger, more-active Norse Force. Their goal will be to increase student participation in all of our athletic activities, but will primarily focus on men's and women's basketball games.

Last spring, NKU Athletics hired a new head women's basketball coach, Camryn Whitaker, and in the spring of 2015 John Brannen was hired as men's basketball coach. Both head coaches brought a plethora of Division I basketball coaching experience and a unique understanding of the local community, having grown up in the Northern Kentucky region. This is already generating a great deal more interest in our both of our basketball programs from the media and local businesses, and will continue to provide NKU with opportunities to connect with new supporters of our basketball programs. In coordination with the Marketing and Promotions department, Coach Brannen and Coach Whitaker have made public engagement a priority, and will add to the visibility and excitement of the program throughout the community.

Northern Kentucky joined the Horizon League on July 1, 2015. This move heightened the visibility of its programs, particularly in this region. The League's agreement with ESPN provides for the men's basketball "Horizon League Game of the Week" on ESPNU, as well as the league's semifinal games appearing on ESPNU and the Championship on ESPN. The women's basketball championship in the Horizon League is also on ESPNU. Through the partnership with ESPN, Northern Kentucky will produce over 60 broadcasts this year for the "Worldwide Leader in Sports" digital platform ESPN3.

During the 2015-16 academic year, the Department of Athletics entered into discussions with Learfield, our partner for corporate sponsorships, to explore new and innovative ways to increase financial support for the Department of Athletics and the University. We hope to have a new, restructured agreement by the end of Fiscal Year 2017.

Attachment A: Northern Kentucky University's 2015-16 NCAA Violations

Northern Kentucky University Violation Report 2015-16

Date	Sport/Department	Bylaw	Description	NKU Response
7/15/15	Women's Basketball	13.10.2.1	University's Director of Public Relations included a link to an article about a verbal commitment by a PSA in a weekly email to all employees.	Rules education with the Director of Public Relations and later, the University's Marketing and Communication Committee.
8/10/15	Men's Basketball	13.10.2.1	University President retweeted a PSA's verbal commitment.	Tweet was deleted. Rules education provided to president and his chief of staff; rules education with University's Marketing and Communication Committee.
8/24/15	Women's Basketball	13.10.2	Student-athlete retweeted about a PSA from her hometown who was taking a visit to campus.	SA deleted the tweet. Rules education meeting with SA.
10/19/15	Softball	14.2.1	SA practiced while enrolled less than full time.	Less than full time enrollment was due to administrative delay and computer glitch and was correctly promptly; SA was re-enrolled in course she was mistakenly dropped from.
11/11/15	Men's Basketball	13.10.2.1	Video mentioning PSA who had not signed NLI was posted to institution's website.	Video was removed until PSA's signed valid NLI was received by compliance, less than one hour later.
1/14/16	Men's Basketball	16.8.1, 14.2.2.1.3, 14.2.1.3	SA practice and competed while enrolled less than full time.	Change in University policy was communicated incorrectly to athletics academic advisor; SA was promptly enrolled in a one-credit course to be full time; SA was reinstated by NCAA within 24 hours.
2/6/16	Baseball	13.6.7.7, 13.7.2.1.2	Siblings of PSA were provided meals during PSA's official visit.	PSA repaid cost of sibling meals (\$24.04). Rules education for baseball coaching staff.
2/19/16	Baseball	16.5.2	SA received cash for meal in excess of per diem.	SA repaid excess of per diem; rules education for baseball coaching staff.
2/24/16	Softball	13.5.3	SA drove a PSA off campus during unofficial visit.	Head coach talked with her team about not taking PSA's off campus during unofficial visits; compliance staff will specify this in team meeting visit education.

Attachment B: Gender Equity Plan

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
1. Accommodation of Interests and Abilities	Athletics participation rates are not in proportion with student body enrollment rates.	Manage roster sizes to improve percentage of female participation in athletics.	Implement roster size standards to ensure athletic participation by gender is in proportion to student body enrollment.	Director of Athletics, Senior Woman Administrator	Beginning in fall 2015 and monitored annually.
2. Athletics Scholarships	Athletic scholarships are provided at a higher rate to female student-athletes (54%) than their athletic participation rate (51%).	Scholarships should be awarded in proportion to athletic participation.	Implement roster size management to ensure athletic participation by gender is proportionate to student body enrollment. Scholarships will then become proportionate to participation.	Director of Athletics, Senior Associate Athletic Director for Business and Finance, Associate Athletic Director for Compliance	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
3. Equipment and Supplies	No issues identified within program area evaluation. Maintenance plan included.	Continue to allocate equivalent equipment dollars to each gender.	Monitor equipment budgets. Monitor quality, amount, suitability, maintenance and replacement and availability of equipment and supplies.	Senior Associate Director of Athletics for Budget and Finance, Head Coaches	Beginning in fall 2015 and monitored annually.
4. Scheduling of Contests and Practice Times	No issues identified within program area evaluation. Maintenance plan included.	Continue to provide equivalent opportunities for men's and women's teams in terms of timing of practice, opportunities to practice, and number of contests.	Monitor practice times and competition schedules to ensure men's and women's teams have equitable practice times and number of and quality of competition.	Director of Athletics, Associate Athletic Director for Events and Facility Management	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
5. Travel Allowance	No issues identified within program area evaluation. Maintenance plan included.	Continue to allocate equivalent travel dollars to each gender.	Monitor travel expenditures to ensure teams are experiencing equitable transportation, meals and lodging while traveling for competition.	Senior Associate Athletic Director for Business and Finance.	Beginning in fall 2015 and monitored annually.
6. Academic Support Services	No issues identified within program area evaluation. Maintenance plan included.	Continue to provide equitable academic support to all student-athletes.	Provide equal access to academic advisors, tutors, learning specialists, and other resources for both genders.	Athletics Academic Advisors, Senior Woman Administrator	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
7. Coaches	Softball program has one full-time assistant coach, one part-time assistant coach, and one graduate assistant, while baseball (the most comparable sport) has two full-time assistant coaches.	Employ equitable numbers of assistant coaches between softball and baseball.	Upon departure of the part-time assistant coach, hire a second full-time assistant coach for softball to replace the part-time coach and graduate assistant.	Director of Athletics Head Softball Coach	Upon departure of current part-time assistant coach.

**Northern Kentucky University Gender Issues Plan
2015-2020**

<p>8. Locker Rooms, Practice and Competitive Facilities</p>	<p>Softball and Women's Cross Country and Track share a locker room; several women's cross country and track student-athletes share lockers (two student-athletes per locker.)</p>	<p>Provide one additional locker room with space for either the softball or women's cross country and track student-athletes, so that no two teams share one locker room.</p>	<p>If viable additional space is not gained in Albright Health Center with the opening of the Health Innovations Center in fall 2017, an area will be created or renovated in a new or existing facility to create one additional locker room area.</p>	<p>Director of Athletics, Associate Athletic Director for Facilities and Event Management, Senior Woman Administrator</p>	<p>To be completed by fall 2019.</p>
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**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
9. Medical and Training Facilities and Services	No issues identified within program area evaluation . Maintenance plan included.	Continue to provide equitable access to medical and training facilities and services.	Monitor student-athlete access to athletic trainers and team physician. Monitor student-athlete access to athletic training facilities and strength and conditioning facilities. Monitor insurance and medical expenses.	Associate Athletic Director for Sports Medicine	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
10. Housing, Dining, Facilities and Services	No issues identified within program area evaluation. Maintenance plan included.	<p>Continue to provide equitable meal plans and dorm rooms to all student-athletes who receive room and board scholarships and live on campus.</p> <p>Continue to provide equal room and board stipends to all student-athletes who receive room and board scholarships and live off campus.</p>	<p>Monitor on-campus housing assignments for student-athletes who receive room scholarships.</p> <p>Monitor meal plans provided to student-athletes who receive board scholarships.</p> <p>Monitor room and board stipend amounts for student-athletes who receive room and board scholarships and choose to live off campus.</p>	Associate Athletic Director for Compliance	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
11. Publicity and awards	No issues identified within program area evaluation. Maintenance plan included.	<p>Continue to provide equitable coverage to all sports by allocating communications staff, news releases and social media outreach for all teams.</p> <p>Continue to advertise athletics events for all teams equitably.</p>	<p>Monitor athletic communication staffing at home events and staff who travel with teams.</p> <p>Monitor NKU's athletic website and NKU's athletic social media outlets.</p> <p>Monitor athletic marketing promotional schedules.</p> <p>Monitor advertising on- and off-campus for contests and season ticket sales.</p>	Assistant Athletic Director for Communication, Assistant Athletic Director for Marketing	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
12. Support Services	Softball program has two offices while the baseball program has three offices.	<p>Provide equitable office space to all sport programs.</p> <p>Provide equitable support to all sport programs.</p>	<p>Provide a third office to the softball program upon departure of part-time assistant coach and subsequent hiring of full-time assistant coach.</p> <p>Monitor administrative and clerical support.</p> <p>Monitor office space provided to each sport program.</p>	Director of Athletics	<p>Upon departure of current part-time assistant coach.</p> <p>Beginning in fall 2015 and monitored annually.</p>

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
13. Recruitment of Student-Athletes	Recruiting expenditures were lower for female sports than for male counterpart sports for the last three years (2011-12, 2012-13, and 2013-14.)	Recruiting budgets must be equitable.	<p>The women's basketball recruiting budget will be increased to \$50,000 (equal to the men's basketball recruiting budget) for the 2015-16 budget year and monitored annually.</p> <p>Because other sports recruiting budgets are equitable, recruiting budget allocation will be monitored to ensure continued equity.</p>	Senior Associate Athletic Director for Business and Finance	Beginning in fall 2015 and monitored annually.
14. Retention	Retention of women's track student-athletes is poorer than retention of all other student-athletes.	The low rate of retention in women's track is due to academic ineligibility of several student-athletes. The coaching staff is actively recruiting more academically prepared student-athletes.	<p>Academic advisors will meet with head coaches annually to discuss academic preparedness of all incoming student-athletes, paying particular attention to women's track.</p> <p>Sport administrator will meet with head coaches once each semester specifically to address retention issues.</p> <p>Sport administrators will utilize MapWorks to identify and address potential retention issues.</p>	Coaches Sport Administrators	Beginning in fall 2015 and monitored annually.

**Northern Kentucky University Gender Issues Plan
2015-2020**

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
15. Participation in governance and decision making	No issues identified within program area evaluation. Maintenance plan included.	Continue to provide opportunities student-athletes of both genders to participate in SAAC and the Athletic Council.	Monitor student-athlete involvement in SAAC and the Athletic Council.	SAAC Liaison, Senior Woman Administrator	Beginning in fall 2015 and monitored annually.
Evaluation of Plan	No formal procedure in place to annually review gender-issues plan.	Create a procedure to annually review gender-issues plan including a comparison with EADA report and NCAA financial report.	The Senior Woman Administrator will provide the EADA report and NCAA financial report to the Gender Equity Subcommittee of the Athletic Council each February. The Gender Equity Subcommittee will review these reports along with the gender issues plan.	Athletic Council Equity, Diversity and the Student-Athlete Well Being Subcommittee, Senior Woman Administrator	Beginning in spring 2015 and ongoing annually thereafter.

Northern Kentucky University Gender Issues Plan 2015-2020

Appendix F

Helpful Hints for Gender-Issues and Diversity-Issues Plans for Improvement

1. Example of measurable goals versus vague goals.
 - a. Measurable goal: To provide comparable quality apparel to women's soccer, women's golf and women's gymnastics to reflect conference comparable sports (men's soccer, men's golf and men's gymnastics).
 - b. Nonmeasurable goal: To enhance equipment and supplies for women's athletics teams.
2. Example of specific steps versus plan-to-plan steps.
 - a. Specific step (to achieve measurable goal): Athletics department will offer internships to minority students and will provide professional development programs for minority students.
 - b. Nonspecific step or plan-to-plan step: Assess whether or not athletics department can create development programs for minority students.
3. Example of specific timelines.
 - a. Specific timeline: One additional support staff for women's soccer will be hired during the next two academic years (2013-15). Two additional support staff for all other women's sports will be added during the 2013-14 academic year.
 - b. Nonspecific timeline: Three support staff will be hired as the budget permits.
4. Ensure all 15 program areas for gender equity and four program areas for diversity issues are addressed before submission.
5. If there is a deficiency identified in the program area evaluation, include the deficiency as an issue within the stand-alone gender-issues or diversity-issues plan. Then, rectify the deficiency with measurable goals and steps

**Northern Kentucky University Gender Issues Plan
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to achieve the goals as outlined above.

6. If there is NOT a deficiency identified in the program area evaluation, the measurable goal should indicate that there will be an effort to maintain the current state in the program area and the specific steps should reflect how to achieve the maintenance.

Attachment C: Diversity Issues Plan

NCAA IPP Diversity Issues Plan (2015 - 2020)

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing Work
Assessment	The Athletics Department lacks regular collection and analysis of data related to the assessment of the effectiveness of its programs and activities for creating a diverse and inclusive environment.	Annually conduct a self-study to review and assess the department's diversity issues plan to determine the effectiveness of the measurable goals and steps taken identified in the diversity issues plan.	The Athletic Council's diversity subcommittee will be responsible for monitoring the implementation of the Diversity Issues Plan through the following activities: 1) design and implement a climate survey that evaluates the four diversity program areas, 2) implement a dashboard of key indicators for ongoing monitoring of diversity related activities, 3) include the annual assessments of athletics' diversity issues plan in the university's annual Diversity Plan Self-Assessment Report and 4) review demographic data on student-athletes, staff, and coaches on an annual basis.	Director of Athletics (AD), Associate Athletics Director for Compliance, representative from the Athletic Council (AC) and from SAAC, and the Senior Advisor to the President for Inclusive Excellence (herein referred to as Senior Advisor), and Institutional Research (IR)	1) Spring 2015 and annually thereafter 2) Fall 2015 3) Fall 2017 and annually thereafter 4) Fall 2015 and annually thereafter
Assessment	(CON'T) The Athletics Department lacks regular collection and analysis of data related to the assessment of the effectiveness of its programs and activities for creating a diverse and inclusive environment.	Increase diversity in senior leadership, staff, and coaches.	1. Design a formal five-year assessment system, ensuring that Athletics' hiring practices are aligned with University hiring practices. 2. Hold administrators and coaches accountable for diverse applicant pools, advancing diverse candidates, and recruiting diverse student-athletes, by developing relevant criteria in annual reviews. 3. Form diverse search committees that are educated on best practices and implicit bias for recruiting and retaining diverse students, faculty, and staff. 4. Meet with HR and the Office of Inclusive Excellence to determine which positions are best suited for search committees.	Associate Athletic Director for Compliance, Athletic Director, Human Resources, Associate Dean of Student Inclusiveness (ADoSI), and Senior Advisor	Design will be completed by Fall 2015. Implementation will take place spring 2016.
Assessment	Communication to staff, administrators, coaches, and student-athletes on the University's and the department of Athletics' commitment to diversity and inclusion needs to be strengthened.	Adopt policies and promote incentives that encourage and ensure that athletic administrators/staff, coaches, and student-athletes participate in diversity related professional development programs and activities.	Integrate relevant aspects of the university's Diversity Plan and Athletics' diversity issues plan into the agenda of regularly scheduled meetings with all staff, coaches, administrators, and student-athletes.	AD, Athletics administration, HR, Senior Advisor, Chair of Athletic Council	To begin Spring 2015 through 2020

NCAA IPP Diversity Issues Plan (2015 - 2020)

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing Work
Retention	Athletics department retention programs are not in alignment with the institution's programs for all students.	<ol style="list-style-type: none"> 1. Increase retention of diverse student-athletes. 2. Enhance retention programs for student-athletes. 	<ol style="list-style-type: none"> 1. Evaluate retention data annually to determine if adjustments should be made. 2. Meet quarterly with office of Inclusive Excellence to review progress. 3. Integrate student-athletes into institution-wide student program and activities. 	<p>AD, Associate Athletics Director for Compliance, and Coaches</p> <p>Associate Dean of Student Inclusiveness (ADoSI) and appropriate Student Affairs staff</p>	<p>Begin in Fall 2015 and ongoing annually</p> <p>Begin in Fall 2015 and ongoing</p>
Partnerships	The Department of Athletics needs to expand its current partnerships and collaborative efforts in deepening its work around diversity and inclusiveness.	Develop collaborations with the Center for Student Inclusiveness, the Office of Inclusive Excellence, Norse Violence Prevention Center, International Students and Scholars, and HR in the development of diversity related professional development opportunities for staff and coaches and programs for student-athletes.	<ol style="list-style-type: none"> 1. Meet with Directors of the units in the Center for Student Inclusiveness to map outreach efforts and programmatic activities for student-athletes. 2. Meet with Inclusive Excellence and HR regarding professional development opportunities for staff and coaches. 3. Partner with IR in the development of assessment tools. 	AD, ADoSI, Senior Advisor, Institutional Research	Spring 2015 and ongoing
Participation in Governance and Decision-Making	The Department of Athletics needs to better communicate and promote opportunities to student-athletes for leadership development and participation in decision-making.	<ol style="list-style-type: none"> 1. Work actively with Student Affairs in the area of leadership development and mentoring services for student-athletes. 2. Increase the diversity of the Student-Athlete Advisory Committee and Athletic Council. 3. Enhance leadership skills of minority coaches and athletics staff. 	<ol style="list-style-type: none"> 1. Invite the Senior Associate Director of Student Inclusiveness to meet regularly with SAAC. 2. Educate coaches on importance of outreach to diverse student-athletes regarding leadership opportunities. 3. Expand current student mentoring practices and programs for student-athletes. 4. Annually assess the diversity of student-athletes in leadership and governance. 5. Provide professional development opportunities for minority coaches and athletics staff. 	<p>AD, Associate Athletics Director for Compliance, senior coaches</p> <p>Partner with the Senior Advisor and Institutional AD staff</p>	Fall 2015 and ongoing

RECOMMENDATION:

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

FACULTY APPOINTMENTS:

Dr. Erica Lemberger, assistant professor in the Nursing Department in the College of Health Professional, effective January 3, 2017.

Mini Vita Follows

TRANSITIONS:

Mr. John Valauri, from full-time professor (with tenure) in the Department of Mathematics and Statistics to part-time professor (with tenure) in the Department of Mathematics and Statistics in the College of Arts and Sciences, effective January 1, 2017.

Mini Vita Follows

RETIREMENTS:

Dr. Daniel Curtin, professor in the Department of Mathematics and Statistics in the College of Arts and Sciences, effective June, 2017.

Mrs. Patty Fairbanks, senior lecturer in Learning PLUS in the Department of Undergraduate Academic Affairs, effective June 2017.

Dr. Margaret Myers, associate professor in the Department of Marketing Sports Business and Construction Management in the Haile/US Bank College of Business, effective June 2017.

Mr. Dempsy Smith, senior lecturer in Learning PLUS in the Department of Undergraduate Academic Affairs, effective June 2017.

PHASED RETIREMENTS:

Dr. J. Robert Lilly, professor in the Department of Sociology, Anthropology, and Philosophy in the College of Arts and Sciences, beginning at the start of the 2017 fall semester and terminating at the end of the 2019 spring semester.

MINI VITA

Name: Dr. Erica Lemberger (tenure-track probationary)

Title: Assistant Professor

Education: D.N.P. Nursing, 2014, Chatham University
M.S. Nursing, 2001, Florida Atlantic University
B.S. Nursing, 1998, University of Florida

Experience: 2014 – 2016, Nurse Practitioner, Jefferson County Public Schools
2009 – 2013, Family Nurse Practitioner, Take Care Health
2004 – 2005, Advanced Nurse Educator, Hospice of the Western Reserve
2003 – 2004, Lead Family Nurse Practitioner, U.S. Navy Naval Air Station
2002 – 2003, Family Nurse Practitioner, Penman Family Care
1998 – 2000, Registered Nurse, Shands Hospital

MINI VITA

Name: John Valauri (tenure)

Title: Professor of Law

Education: J.D. Harvard Law School
B.A. Harvard College

Experience: 1982 - 2017, Professor of Law, NKU Chase College of Law
1980 - 1982, Lecturer, Duke University School of Law
1975 - 1980, Special Assistant Attorney General, New York State
Department of Law

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 October 5, 2016 and, November 28, 2016 require approval by the Board of Regents:

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

ACTIVATIONS/REHIRES
10/05/16 – 11/28/16

NAME	DEPARTMENT	TITLE	EFF. DATE
Alig, Shanna	Steely Library	Library Specialist I	10/10/2016
Ashworth, Heather	IT – BW Business Support Group	Business Analyst, Reporting	10/24/2016
Beatty, Anthony	PP – Custodial Services MC	Custodian	10/25/2016
Blankenship, Barbara	PP – Custodial Services MC	Custodian	10/24/2016
Bukas, Christopher	Norse Advising	Advisor, Undergraduate Programs	11/01/2016
Chambers, Joseph	Norse Advising	Advisor, Undergraduate Programs	11/01/2016
Ewing, Gregory	Power Plant	EMS/HVAC Systems Specialist III	11/14/2016
Godby, Tammy	University Development	Director of University Development	11/17/2016
Hart, Christopher	Student Financial Aid	Specialist	11/07/2016
Hogle, Gina	PP – Custodial Services MC	Custodian	10/11/2016
Irby, Bryan	Public Safety – Field Operations	Public Safety Officer	10/10/2016
Kinney, Joshua	Business Operations & Auxiliary Services	Administrative Assistant	10/24/2016
Maldonado, Brenda	PP – Custodial Services MC	Custodian	10/24/2016
Perry, Donald	Roads & Grounds	Groundskeeper	11/07/2016
Shi, Qiqiong	Ctr. for Innovation & Tech. in Education	Instructional Designer	10/03/2016*
Suder, Joseph	PP – Custodial Services MC	Custodian	10/17/2016
Tumino, Matthew	Carpentry/Construction	Painter	10/10/2016
Turner, Laura	Advancement Services	Prospect Analyst	11/17/2016
Wallenfelsz, Lauren	Nursing	Secretary	10/24/2016
Welch, Michael	Public Safety – Field Operations	Public Safety Officer	11/06/2016

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS
10/05/16 – 11/28/16**

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Barnett, Thomas	Comptroller–Financial & Investment Mgmt.	Manager, Investments/Financial	Promotion	10/03/2016*
Bowen, Eric	IT – Infrastructure & Operations Group	Technical Support Specialist II	Reassignment	11/07/2016
Vickers, Rorri	PP – Custodial Services MC	Lead Custodian	Promotion	11/07/2016

**TRANSFERS
10/05/16 – 11/28/16**

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Beck, Matthew	IT – Information Technology Central	IT– Enterprise Systems Group	Enterprise Developer	11/01/2016
Fox-Ash, Corbin	Student Financial Aid	Office of Student Account Services	SAS Representative	11/07/2016
Hall, Leonard	Horticulture	Roads & Grounds	Technician, Irrigation/Turf	10/23/2016
Nothstine, Zachary	Norse Advising	Nursing	Academic Coordinator	10/24/2016
Plvan, David	University Printing	CRC Facility Management	Material Handler/Recycle	11/01/2016

**CONTRACT/TEMPORARY TO REGULAR & REGULAR TO CONTRACT
10/05/16 – 11/28/16**

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Smith, Brittany	Honors Program	Coordinator, Admissions	Temporary to Regular	11/06/2016
Smith, Holly	Veterans Resource Station	Specialist	Student to Staff	10/11/2016

DEPARTURES
10/05/16 – 11/28/16

NAME	DEPARTMENT	TITLE	EFF. DATE
Brooks, Jessica	Office of Student Account Services	Specialist	10/26/2016
Caliguri, Lindsay	Public Safety – Field Operations	Public Safety Officer	10/04/2016*
Finkler, April	Auxiliary Housing Facilities Management	Lead Custodian	10/21/2016
Gundrum, Michelle	Advancement Services	Coordinator, Information Resources	10/27/2016
Hammann, Christopher	Roads & Grounds	Heavy Equipment/Grounds Operator	10/11/2016
Hanumanthanna, Surendra	IT – HR Business Support Group	Business Analyst, SAP HR Systems	09/12/2016*
Johnson, Matthew	University Marketing	Pre-Press Specialist III	09/17/2016*
Kennedy, Johnny	University Marketing	Pre-Press Specialist	10/08/2016
Ketron, Shirley	Office of the Chief Financial Officer	Assistant to the CFO	10/15/2016
McClellan, Brigitte	PP – Custodial Services MC	Custodian	10/14/2016
Prince, Robert	Financial & Operational Auditing	Staff Auditor	10/15/2016
Rodgers-Webster, Sandra	Steely Library	Specialist	11/05/2016
Scott, Larissa	PP – Custodial Services MC	Custodian	10/04/2016*

RETIREEES
10/05/16 – 11/28/16

NAME	DEPARTMENT	TITLE	EFF. DATE
Voet, Harry	University Printing	Printing Production Clerk II	10/08/2016
Weber, Robert	IT – Infrastructure & Operations Group	Lead Infrastructure Systems Specialist	10/01/2016*

*Not on previous report

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$50,000.00** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period October 1, 2016 through October 31, 2016 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. This recommendation includes major contributions of \$25,000 or more for the designated period.

Contributions of \$25,000 or Greater (10/01/16-10/31/2016)

Donor Name	Date	Gift Designation	Cash	Pledge	In-Kind/Other	Totals
The Butler Foundation	10/05/2016	The Butler Foundation Scholarships	\$25,000			\$25,000
Terri Young	10/18/2016	Katy Young Memorial Scholarship	\$25,000			\$25,000
TOTAL			\$50,000			\$50,000

RECOMMENDATION:

That Kirsten Smithson receive a posthumous Bachelor of Science in Computer Science. The recommendation comes from Idna Corbett on behalf of the Office of Undergraduate Academic Affairs, Kevin Kirby, the dean of the College of Informatics, and Maureen Doyle, the interim chair of computer science, and has been approved by the provost and executive vice president for academic affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Kirsten Smithson's family in honor of her commitment to Northern Kentucky University and her excellence. Kirsten left a mark at NKU for the short time she was with us. Kirsten, while reserved by nature, always had a ready smile and accepting disposition that helped foster a warmer community.

Kirsten began NKU in fall, 2013 as a computer science major and mathematical sciences minor. She was an honors student with a 3.75 GPA. Remarkably, Kirsten had earned 99 credit hours by the end of her sophomore year. Kirsten's excellence was recognized when she was chosen for a selective Research Experience for Undergraduate (REU) at Purdue University during the summer of 2015. Kirsten served as one of the original College of Informatics COI Ambassadors, worked as a software developer at the Center of Applied Informatics, and served as a TA for a UNIV 101/INF 120 learning community.

Kirsten's co-curricular activities helped more students feel included at NKU. Kirsten participated in local Women in Computing conferences, presenting when she was a freshmen and serving on a panel at one for community college students. Kirsten also presented research at the Women in Cybersecurity conference in 2015, and attended the national Grace Hopper Celebration of Women in Computing conference in fall, 2014. She was also very proud of her leadership role with the cancer walk event.

RECOMMENDATION:

That the following sabbatical leave recommendations for the 2017-2018 academic year receive Board of Regents approval.

BACKGROUND:

Sabbatical leaves are granted by the University to promote the professional growth and effectiveness of the faculty. Sabbatical leaves enable the recipients to devote full time to scholarly activity and research, advanced study, or artistic performance in pursuit of academic objectives.

2017-2018 SABBATICALS

Name	Department	Title	Term Requested
Dr. Michael Baranowski	Political Science, Criminal Justice and Organizational Leadership	The Politics of Whole Foods	Fall 2017
Dr. Kimberly Hanson Breitenbecher	Psychological Science	Dissemination of Research in Health Psychology	Spring 2018
Dr. Richard D. Durtsche	Biological Science	Nordic Research on Physiological Aspects of Drift-feeding in Salmonid	Fall 2017 and Spring 2018
Dr. Augustine Y. Frimpong-Mansoh	Sociology, Anthropology and Philosophy	Seminar on African Bioethics	Fall 2017
Dr. Eric Jackson	History and Geography	A Different World: An Introduction to African American Studies	Fall 2017
Dr. Melissa M. Jones	Teacher Education	Adolescence, Identity and Disability	Spring 2018
Dr. Tonya Krouse	English	Twenty-First-Century Directions in English Studies	Fall 2017
Dr. Yasue Kuwahara	Communication	Chindonya: Vanishing Traditional Performing Art of Japan	Spring 2018
Dr. Denise J. Luethge	Management	Motives of young adult drivers in the English-speaking world:	Fall 2017 and Spring 2018
Ms. Kelly Moffett	English	Poetry Writing in Romania	Spring 2018
Dr. Melissa Moon	Political Science, Criminal Justice and Organizational Leadership	Death in the Schoolhouse	Spring 2018
Dr. Bridget Nichols	Marketing, Sports Business and Construction Management	The Spillover Effects of Negative Information about the Supply Chain on Perceived Quality of Product Attributes	Spring 2018
Dr. David Raska	Marketing, Sports Business, and Construction Management	Becoming More Masterful in Helping Students to Discover their Talents	Fall 2017
Dr. Erin D. Strome	Biological Science	Using Yeast to Identify Genes with Roles in Increased Cancer Risk.	Fall 2017
Dr. Gail Wells	Computer Science	Research in Computer Graphics & Diversity in Com Sci Edu	Fall 2017 and Spring 2018