



Northern Kentucky University
Board of Regents Materials

September 12, 2018

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, September 11, 2018 – 6:00 p.m.

6:00 p.m.

- Regents Dinner at President's Home (Wilder, KY)
-

Joint Finance and Policy Meeting
NKU, Student Union, 104 – Wednesday, September 12, 2018 – 9:00 a.m.

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Update from Kentucky Retirement System (Eager, Rupinen, Surratt)
2. Mayerson Student Philanthropy Project (Langley, Neikirk, Larson, Mann)
Center for Environmental Restoration (Fennell, Hargis, Warner)

Board Lunch
NKU, Student Union 109 – Wednesday, September 12, 2018 – 11:30 a.m.

11:30 a.m.

Board of Regents Meeting
NKU, Student Union 104 – Wednesday, September 12, 2018 – 1:00 p.m.

1:00 p.m.

- Call to Order
- Roll Call
- Resolutions of Recognition
- Approval of May 2, 2018, Board Minutes
- Approval of May 17, 2018, Special Board Minutes
- Approval of July 18, 2018, Board Retreat Minutes
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents

1:20 p.m.

B. Presidential Reports:

1. Facilities Management Report (Hales/Southwood)
2. Research/Grants/Contracts Report (March 16, 2018 – June 30, 2018) (Ott Rowlands)
3. Fundraising Report (July 1, 2017–June 30, 2018 and July 1, 2018 – July 31, 2018) (Gentry)
4. Policies Report (Gates/Ott Rowland)
5. Organizational Changes Report (Hales/Southwood)

1:40 p.m.

C. Presidential Recommendations:

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Major Gifts Acceptance
4. *Naming Recommendations
5. *Faculty Emeritus Status (Desai, St. Amand)
6. *Faculty Handbook Revision (NTTT Health Insurance)
7. *Faculty Handbook Revision (Withdrawal of Promotion Application)
8. *EDM Reorganization
9. *Policy Recommendation
10. *SD1 Easement – St. Elizabeth Medical Office Building
11. *Organizational Chart

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, September 10, 2018).

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
May 2, 2018**

Regent Richard Boehne, Chair, called the regular meeting of the Board of Regents to order at 1:08 pm, Wednesday, May 2, 2018.

Roll Call: Richard Boehne, Richard Boyce, Sami Dada, Normand Desmarais, Ashley Himes, Terry Mann, Dennis Reppenning, W. Lee Scheben, Gregory Shumate, Arnie Slaughter, André Ward.

Other Attendees: Gerard St. Amand, Ben Jager, Wendy Peek, Tammy Knochelmann, Ken Bothof, Joan Gates, Eric Gentry, Daniel Nadler, Sue Ott Rowlands, Kathleen Roberts, Kim Scranage, Mike Hales, Diana McGill, Greg Martin, Kevin Kirby, Cindy Reed, Dale Stephenson, Chris Bowling, Jonathan Erion, Tracy Insko, Jared Schindler, Adam Caswell, Allen Cole, Abdou Ndoeye, Christian Gamm, Melissa Gorbandt, Sara Kelley, Samantha Langley, Larry Meyer, Russ Kerdolff, Leah Stewart, Kathy Stewart, Syed Zaidi, Jason Vest, Ryan Padgett, Anna Wright, Janel Bloch, Chad Ogle, Sarah Aikman, Sam Rosenstiel, Matthew Zacate, Trenee Reynolds, Hannah Edelen, Dave Buschle.

Regent Richard Boyce seconded Regent Gregory Shumate's motion to approve the minutes of the March 14, 2018 Board of Regents meeting. **(Motion carried)**

Presidential Comments:

Senior Awards Luncheon

During the Board's lunch break, we held our annual senior student awards program. This event recognizes graduating seniors who have earned seven of the university's top student awards.

Zane Wagner received the NKU Foundation Student Leadership Award. He is a student in the College of Informatics and has a sterling 3.99 GPA. Zane is very involved on campus through the Presidential and College of Informatics Ambassadors, peer coach in the Informatics Advising Center, and various community roles.

Austin Gullet was given the Paul J. Sipes Award as a student who displays qualities of honesty, character, and industry, and who has actively participated in community affairs. Austin has dedicated his time on campus to the Norse Leadership Society and Colleges Against Cancer. He has also been very involved the past three years with the Covington Independent Schools as a student mentor.

Aaron Luken was honored with the Excelsior Award as a student who has overcome obstacles on the way to academic success. Aaron is a first generation college student who has been the primary caretaker for his grandparents all through college. Despite this, he has been very involved on campus while earning a 3.5 GPA.

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Kaitlin Peed was presented the Faculty Senate Award for excellent research in an independent study. She is a Fine Arts major with a 3.91 GPA. Her ambitious independent study involved the exploration of human connections by comparing different mythologies through sculpture.

Alison Kumar received the University Service Award for her contributions to the University and surrounding community. Alison is a very involved student on campus through Theta Phi Alpha Sorority, Presidential Ambassadors, Resident Assistant, and the Norse Violence Prevention Center to name a few.

Will Haueter received the Regents' Award. Will is a captain on the baseball team and four-year starter. He represents the team on the Student-Athlete Advisory Committee. Will has done all this while maintaining a 4.0 GPA. Fortunately for us, he'll be returning to NKU in the fall in the accelerated MBA program.

I was honored to recognize Adam Langsdale with the President's Award. Adam has made a tremendous impact on the development of community at NKU. After a semester abroad at our partner university in South Korea, Adam was inspired to dedicate enormous amounts of his time here mentoring all international students and those domestic students studying aboard.

What a wonderful group of students who have achieved so much while also contributing so much to the vitality of campus life and to the service of others.

Commencement

These outstanding students are just a few of the more than 1,600 students who will be receiving a degree this weekend at our commencement ceremonies.

In addition to the hundreds of students walking across the stage to receive their diplomas, we will also be awarding some honorary degrees. At the Chase College of Law commencement on Friday, the Honorable Amul Thapar will be receiving an Honorary Doctor of Laws degree. He is a federal judge on the United States Court of Appeals for the Sixth Circuit. He also is the first Indian-American judge named to the federal bench.

At the Sunday ceremony, Mr. C. Bruce Johnson will receive a Doctor of Letters degree. Mr. Johnson is an NKU political science graduate and award-winning news anchor with WUSA in Washington, DC. He is active locally and nationally in volunteer public service. Like many of our students, Bruce is a first-generation college student who has gone on to great professional success, while also dedicating much personal time to community engagement.

Also receiving an honorary degree on Sunday is Ms. Alice Sparks. Ms. Sparks is a proud NKU Regent Emeritus. She served as board chair in 1994, making her the first woman to chair a public university board in Kentucky. Alice has always been very involved on campus, serving on the Go Norse Fund Board Executive Team, the NKU Foundation Board of Directors, and through her generous contributions to student scholarships and the athletic department.

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Mrs. George Rieveschl, as she continues to prefer to be addressed formally, will also be receiving an Honorary Doctor of Education degree. Ellen is one of our most generous philanthropists. Her dedication to STEM education on this campus has resulted in significant gifts in support of scholarships and scientific instrumentation in the Hermann Natural Science Center and the landmark Digitorium in Griffin Hall that bears the name of Ellen and her late husband George.

Commencement is one of my very favorite times of the year. Commencement provides the validation for all the hard work and dedication by our staff and faculty – the success of our students. And I look forward to seeing everyone there this weekend.

Enrollment

The spring enrollment census has concluded since our last meeting. We are up 0.3%, which is our first spring to spring enrollment gain since 2011. Our primary gains come from our new accelerated online programs, incoming graduate and transfer students, and the continued growth in School Based Scholars, who are high school students taking college courses through NKU.

However, we continue to see challenges in the enrollment among our degree seeking undergraduate students.

Earth Day of Service

A week ago Saturday, my wife, Peggy, and I and a small group of staff and faculty had a great day surrounded by students as we celebrated Earth Day by working to help make our campus a bit more beautiful. We planted trees and mulched near the BB&T Arena so that our guests for commencement this weekend will enjoy a lively spring atmosphere.

Thanks to the Office of Student Engagement and the Student Government Association for coordinating this wonderful activity. Specific thanks go to AJ Miller and Regent Sami Dada for helping to make this great day happen. I would also like to recognize our top notch NKU Horticulture Team for helping out all of us amateur landscapers.

Although, I still wonder how it was that I was assigned to the tree planting team!

Budget

On Monday I sent a message to campus detailing the latest developments from Frankfort at the end of last week regarding two items with a significant impact on our budget posture and our capacity to deal with budget pressures – pension cost and tuition rate caps.

Without repeating the full details from that message, the actions taken by the Governor on Thursday to allow HB362 to become law means that our KERS pension contribution that was scheduled to increase by \$12.8M will be frozen at current levels for one year. This relieves a significant budget pressure for the upcoming fiscal year, while still presenting us with a serious financial challenge for the second year of the biennium.

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And, on Friday the CPE approved a 2-year tuition increase cap of 6%, with no more than 4% in one year. This 2-year cap provides us greater knowledge and flexibility to plan more effectively beyond just one year as we assess how to manage the myriad of budget pressures this year and next. This added flexibility regarding how we are permitted to use tuition increases to the extent we consider it necessary to address our budget challenges is very helpful.

The bottom line results from the recently completed legislative session is very positive as it relates to the first year of the biennium. Although we will experience a 6.25% direct cut in our state appropriation, our projected performance funding allocation will likely exceed the direct cut and net us a positive \$2M in state appropriations. We won't know the specifics of the performance funding allocation from CPE until later this month. Combined with the freeze in our KERS contribution, this positive result comes at a critical time as we confront some of the largest internal budget pressures in years.

Those internal budget pressures include:

1. Our projected fixed cost increases will be about 3 times higher than normal, with increases in health insurance, other insurance, utilities, and projected faculty promotions leading the way;
2. The new Health Innovation Center opening produces significant recurring operations and maintenance costs;
3. We enter the 4th year of a significant annual increase in our continuing financial aid commitments;
4. We confront the need for key investments in matters related to safety and compliance;
5. There is a strong interest to invest in high growth academic programs and our planned fundraising campaign; and
6. In my opinion, there is a strong need to invest in some compensation increase for our workforce.

These internal pressures, standing alone, will require that we make budget cuts and reallocations, but not at the dramatic \$20M+ level that we originally feared for the coming fiscal year.

As I mentioned in my message, the Board is tentatively planning for a special Board meeting on May 17th to make budget and tuition decisions, and we'll follow that the next day with a presentation to campus.

I understand and appreciate the high level of anxiety our people have been experiencing, given the uncertainty we've faced regarding the depth of the financial pressures we would have to manage. I also recognize that the mere delay in knowing the specific impact has contributed to that anxiety. We will move as expeditiously and prudently as possible to finalize these important decisions to help settle the campus and return our focus to the important work ahead of us.

I want to personally thank all our employees, including all of you here today, for your patience and support during this very trying time. And, thank you for your continued unwavering dedication to serving our students in the face of this adversity.

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NKU Awarded 2018-2019 Gold Award as a Military Friendly School

I am proud to announce that NKU has once again been named a Military Friendly School by Victory Media, the premier outlet for military personnel transitioning into civilian life. NKU received the Gold Award for embracing military service members, veterans, and family members as students to ensure their success on campus.

This is the 8th consecutive year that NKU has received this designation, and NKU is the only Gold status school in the Tri-state area.

NKU is also ranked among the nation's top colleges for veterans in 2018 by The Military Times.

As a veteran myself, I am very proud of NKU's recognition for serving this key constituency.

Regents Boyce, Slaughter, and Dada

Finally, I'd like to take a moment to recognize some individuals completing some special service to NKU.

I want to express my gratitude to Rick Boyce, Arnie Slaughter, and Sami Dada who have faithfully served as our faculty, staff, and student Regents respectively. Each of you has been an excellent representative of your constituent groups and provided a wonderful example of leadership and dedication to this university. Thanks you for your willingness to serve. From my perspective during this past year in particular, I've appreciated that support and your service.

Today also marks the last regular Board meeting as chair for Regent Rich Boehne. Over the past two years, Rich's very steady leadership has been a tremendous asset to not only the Board but to the university during a critical time of leadership transition for NKU. As interim president, Rich's thoughtful and wise counsel during that period, his willingness to be there when I needed someone to talk to has been extremely valuable to me this past year. Rich, I could not have done this job as I have without your help. This university owes you a great debt of gratitude for the extra service that you've had to put in during this transition period.

Arne Almquist

Today marks the last Board of Regents meeting for our Library Dean, Arne Almquist. Arne will be joining Lamar University in Beaumont, Texas closer to his roots. He has been at NKU since 2011 and has made a significant impact on the library and the university as a whole. Arne, you will be missed and we wish you the best of luck in your new endeavor. I can say that I feel proud to this day to have served on the search committee when we brought him here.

B. Presidential Reports:

1. Facilities Management Report (Co-Interim Chief Administration Officers Mike Hales and Lori Southwood).

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- a. Health Innovation Center/Founders Hall Renovation
- b. Condensate Leak Repair
- c. Energy Savings Performance Contract
- d. Incubator Two Roof Restoration
- e. Science Center Roof Restoration
- f. Elevator Improvements (Lucas Administrative Center)
- g. Switchgear Replacement (MEP – Exterior Unit)
- h. Roadway Maintenance (excludes parking lots)
- i. Water Heater Replacements (Student Union)
- j. Flooring Replacement
- k. Kentucky Hall Renovation
- l. Sustainability
- m. US 27 Development
- n. UK College of Medicine – Northern Kentucky Campus
- o. North Connector Road (Norse Boulevard)

2. Research, Grants, and Contracts Report (January 15, 2018 through March 15, 2018)
(Provost and Executive Vice President Sue Ott Rowlands).

During the January 15, 2018 through March 15, 2018 time period, 10 grants were awarded. The total amount of money awarded was \$390,656. For the fiscal year 2017 – 2018 the cumulative total number of grants awarded is 49 totaling \$3,165,724.

3. Fundraising Report (July 1, 2017 through March 31, 2018) (Vice President Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2017 through March 31, 2018 totaling \$10,300,697 in support of the university.

4. Policy Report (Provost and Executive Vice President Sue Ott Rowlands).

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

5. College of Education and Human Services Accreditation Report (Provost and Executive Vice President Sue Ott Rowlands).

The Department of Teacher Education had a successful accreditation visit. The Council for the Accreditation of Educator Preparation (CAEP) reviewed the initial certification Teacher Education programs on March 19-21, 2018. The department received an excellent review with no Areas for Improvement (AFIs) or stipulations. The review process will be final upon CAEP Commission review later this fall and final approval by the Education Profession Standards Board (EPSB) in February of 2019.

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6. Quarterly Financial Report (Co-Interim Chief Administration Officers Mike Hales and Lori Southwood)

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 Terry Mann and seconded by Regent Lee Scheben to approve the Presidential Recommendations as listed; C-1 through C-14.
(Motion carried)

1. Academic Affairs Personnel Actions:

a. Administrative Appointments:

Dr. Valerie Hardcastle, professor and St. Elizabeth Healthcare Executive Director for the Institute for Health Innovation and Vice President for Health Innovation, effective June 4, 2018.

b. Faculty Appointments:

Dr. Axel Brandt, assistant professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 13, 2018; **Dr. Allyson Graf**, assistant professor in the Department of Psychological Sciences, College of Arts and Sciences, effective August 13, 2018; **Mr. Sheldon Lyke**, assistant professor in the Department of Law School Instruction, Chase College of Law, effective August 13, 2018.

c. Transitions:

Ms. Paulette Ebert, from lecturer to lecturer II in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 13, 2018; **Ms. Jessica Ferguson**, from lecturer II to senior lecturer in the College of Business Advising Center, Haile/US Bank College of Business, effective July 1, 2018; **Dr. Sharmanthie Fernando**, from professor and interim chair to professor and chair in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 1, 2018; **Dr. Joan Ferrante**, from professor to permanent part-time tenured professor in the Department of Sociology, Anthropology and Philosophy, College of Arts & Sciences, effective April 1, 2018; **Mr. John Gibson**, from lecturer II to senior lecture in the Department of Communication, College of Informatics, effective July 1, 2018; **Mr. Stephen Johnson**, from lecturer to lecturer II in the Department of Communication, College of Informatics, effective August 13, 2018; **Ms. Megan Lindsey**, from lecturer to assistant professor in the Department of Counseling, Social Work, and Leadership, College of Education and Human Services, effective August 13, 2018; **Dr. Greg Martin**, from professor in the Department of Marketing and associate dean to professor in the Department of Marketing and interim dean, Haile/US Bank College of Business, effective January 3, 2018; **Dr. Gail O'Brien**, from lecturer to lecturer II in the Department of Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective August 13, 2018; **Mr. Mel Peterson**, from lecturer to lecturer II

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in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 13, 2018; **Mr. Wiley Piazza**, from lecturer to lecturer II in the Department of Kinesiology and Health, College of Education and Human Services, effective August 13, 2018; **Ms. Olena Pilyayeva**, from lecturer II to senior lecturer in the College of Business Advising Center, Haile/US Bank College of Business, effective July 1, 2018; **Ms. Paige Wideman**, from lecturer II to senior lecturer in the Department of Visual Arts, in the School of the Arts, College of Arts and Sciences, effective August 13, 2018; **Pr. Michael Whiteman**, from professor and co-acting dean to professor and interim dean, Chase College of Law, effective June 1, 2018.

d. Departures:

Mr. Michael Wells, lecturer, W. Frank Steely Library, effective April 2, 2018.

e. Retirements:

Ms. Carol Furnish, professor of Law Library Services in the Chase College of Law, effective February 28, 2019; **Dr. Ann Keller**, associate professor in the Department of Nursing, College of Health Professions, effective May 2018; **Dr. Doris Shaw**, professor of marketing and chair in the Department of Marketing, Sports Business, and Construction Management, Haile/US Bank College of Business, effective June 30, 2018; **Dr. Tracey Sigler**, associate professor of management and chair in the Department of Management, Haile/US Bank College of Business, effective June 30, 2018.

f. Temporary Faculty Appointments:

Mr. Matthew Zachary Otey, Department of Business Informatics, effective 2018-2019 Academic Year.

2. Academic Affairs Reappointment, Promotion, and Tenure:

The Board of Regents approved two recommendations for promotion.

3. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between February 13, 2018 and April 2, 2018 received approval by the Board of Regents: Activations/Rehires; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary/Student to Regular & Regular to Contract; Departures; Retirements; Administrative/Executive.

4. Major Gifts Acceptance:

The Board of Regents accepted contributions totaling \$838,000 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period February 1, 2018 through March 31, 2018.

5. Naming Recommendations:

The Board of Regents approved the following naming actions:

(1) The naming recognition for support of NKU's Institute for Health Innovation. "Eva G. and Oakley B. Farris Conference Room" and "Eva G. and Oakley B. Farris Rooftop Patio".

(2) The naming of an endowed scholarship in support of students enrolled in Chase College of Law. "Justice Wil Schroder Scholarship".

(3) The naming of a scholarship in support of at-risk students who participate in NKU's UCAP program. "Charles W. Ratliff Memorial Scholarship".

6. Faculty Emeritus Status Appointments:

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

Dr. Jan Hillard, professor in the Department of Political Science, Criminal Justice and Organizational Leadership, College of Arts and Sciences, effective May 2018; **Dr. Ann Keller**, associate professor in the Department of Nursing, College of Health Professions, effective May 2018; **Dr. Robert Lilly**, Regent's Professor in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences, effective May 2018; **Dr. Angela Lipsitz**, professor and assistant chair in the Department of Psychological Sciences, College of Arts and Sciences, effective May 2018; **Dr. Andrew Miller**, professor in the Department of English, College of Arts and Sciences, effective May 2018; **Dr. Penelope Bradley Summers**, associate professor of Journalism, College of Informatics, effective May 2018.

7. Regents Professorship:

The Board of Regents approved the Regents Professorship be awarded to Kenneth Jones, Director of the School of the Arts and Professor of Theatre, and Dr. Jonathan Reynolds, Professor of History.

8. New Master of Science Degree in Nutritional Science & Dietetics:

The Board of Regents approved for immediate implementation a Master's Degree in Nutrition 3+2.

9. New Master of Science Degree in Exercise Science:

The Board of Regents approved for immediate implementation a Master's Degree in Exercise Science.

10. New Bachelor of Arts Degree in Law:

The Board of Regents approved for immediate implementation a Bachelor of Arts Degree in Law.

11. Acceptance of Ownership – Mt. Allen Road/KYTC:

The Board of Regents approved the acceptance of ownership of the former Mt. Allen Road right-of-way from the Kentucky Transportation Cabinet.

12. FY 2018-2019 Schedule of Fees and Service Charges:

The Board of Regents authorized the Schedule of Fees and Service Charges for the 2018-2019 academic year.

13. UK College of Medicine Memorandum of Agreement:

The Board of Regents authorized the President or the President's designee to execute with the University of Kentucky College of Medicine a Memorandum of Agreement for the use of the third floor of the Albright Health Center by the UK College of Medicine-Northern Kentucky campus.

14. Faculty Handbook Change (Health Care Coverage):

The Board of Regents approved the change to the Faculty Policies and Procedures Handbook regarding health care coverage for full-time, non-tenure track, temporary faculty.

D. Board Recommendation:

Regent Terry Mann seconded Regent Richard Boehne's motion to name Regent Lee Scheben as Board Chair effective July 1, 2018. **(Motion carried)**

E. Executive Session:

Regent Richard Boyce 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.

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At 3:08 p.m., Regent Lee Scheben seconded Regent Gregory Shumate's motion to adjourn.
(Motion carried)

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

Signature On File
Benjamin Jager
**Executive Assistant to the President/
Secretary to the Board of Regents**

I, Andr Ward, 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 May 2, 2018, and that such matters are still in force and effect.

Signature On File
Andr Ward
Secretary of the Board of Regents

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
May 17, 2018**

Regent Richard Boehne, Chair, called the special meeting of the Board of Regents to order at 5:10 p.m., Thursday, May 17, 2018.

Roll Call: Richard Boehne, Sami Dada, Normand Desmarais, Ashley Himes, Dennis Repenning, W. Lee Scheben, Gregory Shumate, Arnie Slaughter. Absent: Richard Boyce, Terry Mann, Andr Ward.

Other Attendees: Gerard St. Amand, Ben Jager, Wendy Peek, Tammy Knochermann, Ken Bothof, Joan Gates, Eric Gentry, Daniel Nadler, Sue Ott Rowlands, Kathleen Roberts, Kim Scranage, Mike Hales, Lori Southwood, Diana McGill, Greg Martin, Kevin Kirby, Dale Stephenson, Michael Whiteman, Lawrence Rosenthal, Arne Almquist, Tracy Insko, Bill Farrow, Chris Bowling, Melissa Gorbandt, Sara Kelley, Mary Paula Schuh, Syed Zaidi, Jason Vest, Ryan Padgett, Janel Bloch, Chad Ogle, Carol Ryan, Francoise Kazimierczuk, Grace Hiles, Roland Sintos Coloma, Jared Shindler, Lewatis McNeal, Alar Lipping, Shawn Rainey, Robert Zai, Vanessa Hunn, Irene Encarnacion, Sara Runge, Kebede Gemene, Chandra Brown, Matthew Gregory, Ljubomir Nacev, Steve Meier, Gina Rittinger, Tom Barnett, Sam Rosentiel, Francois LeRoy, Tiffany Budd, Tina Altenhofen, Derek Smith, Brandelyn Tosolt

Presidential Comments:

Good afternoon.

We have important university matters to conclude this afternoon, with three business-related presidential recommendations for the board to act on.

Considering the timing challenges caused by late action in Frankfort on matters related to state appropriations and tuition authorizations, I appreciate the Board convening this special meeting to consider these important matters at the earliest opportunity.

Before proceeding with the Budget and Tuition Presentation that relates to the first two presidential recommendations, I'd like to make just a few remarks related to the context of this presentation and our recommendations.

The 2018 legislative session, a budget session, was truly a wild roller coaster ride.

Leading into the session, we had three advocacy priorities:

1. Avoid or at least minimize direct cuts in our state appropriation for FY19 - recall how we experienced a mid-year non-recurring cut of \$516K, and we were advised to expect further recurring cuts for FY19.
2. Obtain the other \$5+M in equity or performance funding to complete the process of funding NKU on an equitable basis with other KY public universities, a process started in 2016.
3. Pension reform and pension **relief** from the planned \$12.8M increase in our KERS pension contribution.

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With those priorities, we sought advocacy support from our campus community, our alumni community, the NKUF, regional business groups that rely on NKU for talent production, and other friends of the university.

The wild ride started on January 16th with an initial budget proposal that would have done the following:

1. Cut NKU's state appropriation by \$4.5M (an 8.8% cut)
2. Provide NO equity/performance funding
3. Provide no relief from the \$12.8M KERS increase

A total negative fiscal impact of over \$17M. And, of course, that does not include any internal budget pressures that we would also have to address. That was the reason we started planning for cuts in the \$20+M range.

During this period our advocacy efforts accelerated. I want to thank all who advocated on our behalf to avoid the kind of drastic fiscal impact we confronted. Although as the session proceeded we experienced some positive steps forward, then some steps back, then back and forth, the end result was more positive than we could have expected based on the starting point on January 16.

That much more positive ending point for the Frankfort element of our FY19 budget would not have happened without two important forces at work:

1. A strong advocacy effort (again, thanks to all who advocated - it absolutely made a difference), and
2. The strong leadership of our Northern Kentucky legislative caucus, and particularly the strong efforts of 3 senators in key leadership roles - Senators Damon Thayer, Chris McDaniel, and Wil Schroder. We'll hear shortly about the performance funding component in our budget plans. That funding would not have happened, without the key push by the senate and these three leaders in particular. And folks, this is not about political parties, it is about individual legislators in key leadership positions exercising their strength for the good of our region and our university.

So, the outcome of the session for our FY19 budget is positive - details discussed in the presentation. But, of course, other internal budget pressures remain to be addressed - details also to be discussed in the presentation.

This has been a very difficult time for all those on NKU's leadership and support team who have been actively engaged in this legislative and budget process. And, the same can be said of our Board members. So, thanks to all of you for the hard work during this most challenging of times.

But, let's not forget, indeed let's make sure we affirmatively acknowledge and appreciate that the last several months have been extremely difficult for every one of our 1500 or so NKU faculty, staff, and administrators.

The enormous anxiety and stress experienced by our entire workforce during this period of great fiscal uncertainty with potentially dramatic negative consequences, not only for the university, but for our people, has been palpable. In my 19 years at NKU, I have never seen such a level of anxiety and worry among our people. Both the depth of the possible consequences and the delay in obtaining certainty have contributed to this condition.

Board of Regents
May 17, 2018

But, let me say this about our people. Throughout this period of great anxiety and stress, our employees have come to work, on time, done their jobs, served our students, and helped them succeed, all without missing a beat. They have demonstrated a high level of professionalism in the face of adversity. And, I am proud to say I served alongside this dedicated group of professionals.

So, thanks to every NKU employee for your contribution to our continuing success in these most challenging times.

B. Presidential Recommendations:

A motion was made by Regent Lee Scheben and seconded by Regent Normand Desmarais to approve the FY 2018-2019 Tuition Rate. **(Motion carried)**

A motion was made by Regent Gregory Shumate and seconded by Regent Lee Scheben to approve the FY 2018-2019 Annual Operating Budget Resolution. **(Motion carried)**

C. Executive Session:

Regent Gregory Shumate seconded Regent Richard Boehne's motion to enter into executive session pursuant to KRS 61.810(1)(g). **(Motion carried)**

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

D. Presidential Recommendations:

A motion was made by Regent Gregory Shumate and seconded by Regent Dennis Reppenning to approve the US-27 Ground Lease. **(Motion carried)**

At 6:34 p.m., Regent Normand Desmarais seconded Regent Gregory Shumate's motion to adjourn. **(Motion carried)**

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

Signature On File
Benjamin Jager
Executive Assistant to the President/
Secretary to the Board of Regents

I, Lee Scheben, Vice Chair of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the special meeting held on May 17, 2018, and that such matters are still in force and effect.

Signature On File
Lee Scheben
Secretary of the Board of Regents

**Board of Regents Retreat
Northern Kentucky University
Frost, Brown, Todd, Florence, Kentucky
July 17-18, 2018**

Regent W. Lee Scheben, Chair, called the Board of Regents Retreat to order at 8:33 a.m., Wednesday, July 18, 2018.

Roll Call: Michael Baranowski, David Bauer, Richard A. Boehne, Normand Desmarais, Hannah Edelen, Ashley F. Himes, Terry L. Mann, Dennis Repenning, W. Lee Scheben, André Ward. Absent: Gregory Shumate.

Other Attendees: Ashish Vaidya, Ben Jager, Stephen Reno

Oath of Office:

Regent W. Lee Scheben performed the oath of office for the newly elected Regents: Michael Baranowski, David Bauer, and Hannah Edelen. The newly elected Regents swore to uphold all stipulations of the oath and faithfully execute, to the best of his/her ability, the duties of Regent of Northern Kentucky University according to law.

Board Officer Elections:

Regent Normand Desmarais seconded Regent Dennis Repenning's motion to name Regent André Ward as Board Vice Chair. **(Motion carried)**

Regent Terry Mann seconded Regent Dennis Repenning's motion to name Normand Desmarais as Board Secretary. **(Motion carried)**

Presidential Recommendation:

Regent Dennis Repenning seconded Regent Normand Desmarais's motion to approve the revisions to the tuition for the 2018-19 academic year at the rates proposed in the Revised Authorized Schedule of Tuition. **(Motion carried)**

At 8:43 a.m., Regent Dennis Repenning seconded Regent André Ward's motion to adjourn. **(Motion carried)**

Signature On File

**Ben Jager
Executive Assistant to the President/
Secretary to the Board of Regents**

I, Normand Desmarais, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat meeting held on July 18, 2018, and that such matters are still in force and effect.

Signature On File

**Normand Desmarais
Secretary of the Board of Regents**

FACILITIES MANAGEMENT REPORT

1. 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. An \$8 million gift from St. Elizabeth Healthcare increased available project funds to \$105,000,000.

The Health Innovation Center is a comprehensive health science education and applied research facility located in the core of NKU's campus. The project positions 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 health, social science, information science, and the physical and life sciences.

The building is light-filled, open and inviting, featuring active learning classrooms as well as spaces designed to advance nursing and health science education. Specialized spaces include a clinical suite; medical simulation suite; nursing, radiology and respiratory skills labs; a biopsychology and a neuroscience lab; advanced kinesiology lab; movement studio; and, innovation studios. A dramatic split-level interior public space, or "Main Street", connects the West Quad level with the Central Plaza. The building's feature spaces include a large two-level forum featuring an open social stair and Au Bon Pain Café as well as a five-story atrium with skylights, which marks the transition from the new building to Founders Hall.

The occupants of the HIC/Founders buildings include the College of Health Professions and its departments and centers; the Political Science, Criminal Justice & Organizational Leadership department; the Honors College; Integrative Studies; Institute for Student Research and Creative Activity; the Center for Teaching and Learning; and the St. Elizabeth Healthcare Executive Director of the Institute for Health Innovation and Vice President for Health Innovation.

Thanks to the help of many across campus, these two buildings were fully operational when classes began. The dedication is scheduled for October 17, 2018.

The project was completed on schedule and within budget.

Architects: CO Architects/GBBN

Engineers: CMTA Consulting Engineers, THP, Kleingers & Associates

Special Consultants: Sextant Group, Vivian Llambi, SM&W, W5 Design

Construction Manager: Turner Construction

Scope: \$105,000,000

Completion: Summer 2018



HIC – Looking Down into Atrium



HIC – Simulation Lab

2. Condensate Leak Repair

Steam is pumped from the Power Plant to BB&T Arena for heat and hot water. The condensate line, which runs under University Drive to return hot water to the Power Plant, failed. A camera investigation of the pipe's interior identified the source of the leak to be a series of holes spanning a twenty foot section of underground pipe. Staggs & Fisher evaluated options to line the current pipe, replace it, or decentralize the BB&T Arena from the Power Plant. They recommended the piping be replaced. CMTA was then hired to develop drawings and bid documents. Trenching the road allowed for a more cost effective line replacement than boring under the road. The replacement pipe, a product called Permapipe, is comprised of steel pipe, insulation, and a plastic coating for increased longevity. The project is complete.

Condensate Leak Repair – Continued

Engineer: Staggs & Fisher – Option Evaluation
CMTA – Replacement Engineering

Contractor: Blau Mechanical

Scope: \$200,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2018



3. Energy Savings Performance Contract

In September 2016, an RFP was issued to select an ESCO (Energy Savings Contractor) to serve as a partner on a potential Energy Savings Performance Contract (ESPC). CMTA Energy Solutions was selected and completed a comprehensive technical energy audit in May 2017. The audit report identified potential energy conservation measures. Results of the audit and recommended ECMs (Energy Saving Measures) have been reviewed and CMTA obtained costs for the selected measures. Financing options are currently being evaluated to determine if favorable financing is available.

Engineer: CMTA Energy Solutions

Estimated Scope: \$3,900,000

Fund Source: Guaranteed Energy Savings

Anticipated Completion: TBD

4. Science Center Roof Restoration

The Science Center (SC) roof, original to the 2002 building, was at 75% of its life expectancy. Considering the roof's age and overall condition, roof restoration, rather than complete replacement at a later date, significantly extends the current roof's life, saves resources, reduces replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits.

This project will restore the roof by repairing the existing two-ply membrane as needed and installing a new reinforced fluid applied monolithic membrane on the entire roof. In the Greenhouse area, where the roof is leaking, the majority of the insulation will need to be replaced and the source of the leak identified and fixed. The roof will have a 20 year warranty.

The project was awarded to Imbus Roofing. Work is well underway and the project is scheduled to be completed by the end of September 2018.

Contractor: Imbus Roofing

Scope: \$600,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: September 2018

5. Elevator Improvements (Lucas Administrative Center)

The elevators in the Lucas Administrative Center require control and mechanical modifications to ensure reliability and safe operation. The electrical and mechanical components are worn and misaligned, resulting in intermittent malfunctions and downtime. The elevators will be modernized and upgraded to improve safety and performance. Pedco E&A Services prepared the bid documents and the bidding process is underway.

Engineer: Pedco E&A Services

Contractor: TBD

Scope: \$610,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: October 2019

6. Switchgear Replacement (MEP - Exterior Unit)

Switchgear is the equipment that distributes the electric power coming into a building to the numerous internal electrical systems. The electrical high voltage switchgear at the Mathematics-Education-Psychology Center has an internal and external component.

The unit inside the building is in good shape. The external unit is exposed to the weather and has reached the end of its useful life. Failure would cause loss of power resulting in a building shutdown.

Switchgear Replacement (MEP - Exterior Unit) - Continued

Bid documents were prepared by CMTA and DeBra Kuempel was the successful bidder. The project scope includes the provision of a supplemental generator to provide electricity during part of the new equipment installation. Detailed implementation plans are being developed for coordination of the building shutdown. The work is tentatively planned for winter break 2018.

Engineer: CMTA

Contractor: DeBra Kuempel

Scope: \$242,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: January 2019

7. Roadway Maintenance

Project scope included deep level repair as necessary and paving of Campus Drive from University Drive to Johns Hill Road, and the Administrative Center Service Drive, from Lot N to the Lucas Administrative Center. Michels Paving successfully completed this work in June 2018.

In early August, Michels completed repair and resurfacing of Kenton Drive, between the Griffin Hall crosswalk and Johns Hill Road, and Carroll Drive between Kenton Drive and Nunn Drive.

Contractor: Michels Paving

Scope: \$195,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2018

8. Water Heater Replacements (Student Union)

One of the three boiler/steam water heaters in the Student Union was no longer operational and the other two had reached the end of their life. After careful evaluation of the replacement options, the decision was made to replace the water heaters with similar units. PCI (Process Construction Inc.) was the successful bidder and completed the work in August 2018.

Contractor: PCI (Process Construction Inc.)

Scope: \$125,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2018

9. Kentucky Hall Renovation

Kentucky Hall was taken offline in January 2018 to allow two important investments to occur in the building during the spring and summer of 2018.

Kentucky Hall Renovation - Continued

The original two-pipe HVAC system in Kentucky Hall was well past the end of its useful life. An air cooled variable refrigerant flow system was installed. It provides humidity control in humid months and heating and/or cooling at the room occupant's discretion year round, greatly increasing occupant comfort and energy efficiency. The building's original two-pipe system could not provide humidity control and was either in heating mode, or cooling mode.

The other major investment included in this project was the complete redesign of the building's communal restrooms. For each floor, which houses 22 students in 11 double occupancy rooms, the new restroom design includes:

- two private shower rooms;
- two private toilet rooms;
- a common sink area; and,
- one private shower/toilet/sink restroom.

This redesign creates privacy where it is most valued, is on par with current design standards for new residence halls of this type, and is consistent with student preferences.

This project was completed in early August 2018.

Architects: SHP Leading Design

Engineers: CMTA

Contractor: Pepper Construction

Scope: \$3,100,000

Fund Source: University Housing

Completion: August 2018

10. University Center Caulk and Seal

The University Center's exterior facade is constructed of precast concrete panels mechanically fastened to the building's structural components. These panels are very strong and durable and with the proper maintenance could have an extended useable life. Two major components that create a moisture barrier and need to be maintained are the caulk joints around the panels/windows/doors and the water repellent applied to the panel itself. Both barriers need to be replaced.

THP Limited wrote the bid specifications and will provide construction administration services. Coon Caulking & Sealants, the successful bidder, started work in July and is tentatively scheduled to finish in September 2018.

Engineer: THP Limited Inc.

Contractor: Coon Caulking & Sealants

Scope: \$200,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: September 2018

11. Soccer Clean, Caulk and Seal

The block used on the Soccer Stadium façade is very porous. Moisture penetration through the mortar and block is causing mildew on the inside and as the building dries, the evaporating moisture deposits calcium on the exterior. THP (structural engineering firm) tested a range of available calcium removal and waterproofing products and recommended a clear finish water repellent.

THP provided bid documents and construction administration services for the project. Coon Caulking & Sealants, the successful bidder, started work in June and completed the project in July 2018

Engineer: THP Limited Inc.

Contractor: Coon Caulking & Sealants

Scope: \$100,000

Fund Source: Deferred Maintenance Project Pool

Completion: July 2018

12. Sustainability

NKU Sustainability was represented at Orientation events held throughout the summer in order to connect with incoming students and educate them about NKU's Sustainability efforts. ECOS (Environmentally Concerned Organization of Students) took the lead in hosting a sustainability bike ride to kick off the school year. Data collection for the biennial greenhouse gas emissions inventory is ongoing. Results for FY18 are expected to be finalized in the fall.

13. US 27 Development

Fairmount Properties continues their due diligence and planning for the US 27 Development project. The project will be a mixed-use development with a pedestrian-friendly, ground floor street presence. Current planning includes a 67,000 square foot office building and associated parking garage on the north side of the Nunn Drive intersection for St. Elizabeth Healthcare and OrthoCincy. The south side will be a mixed-use development of 20-30,000 square feet of full-service and casual restaurant and retail tenants, a 100-110 room hotel, 150-200 market rate apartments, parking and office space. Retail uses will result in a safe, active pedestrian experience complete with al fresco dining on patios, sidewalk amenities, public art installations and an urban environment that embraces the notion of a unique street experience.

Fairmount Properties has developed over one million square feet of mixed-use facilities within university environments, creating campus gateways, reinventing campus edge districts, and aiding in the recruitment and retention missions of its university partners, including the College Town at the University of Rochester and College Town Kent.

US 27 Development – Continued

Efforts over the last several months have included extensive discussions with the local and regional community, including discussions with possible tenants; meetings with the Transportation Cabinet, TANK, Tri-Ed, the Chamber, and city and county officials; and, work to complete the TIF (Tax Increment Financing) application for the development, which is key to the type of parking that can be constructed on the site. A STP/SNK Transit infrastructure support grant was submitted in June.

North side of Nunn Drive progress:

- Design of the 3-story medical office building is progressing.
- Ground Lease negotiations with St. Elizabeth Healthcare are complete.
- Demolition of the buildings on the north side are anticipated to occur in late August, and construction initiation will follow.

South side of Nunn Drive progress:

- Fairmount has reported that discussions with hoteliers and retailers continue, and interest in the site has increased since the December public announcement.
- Master Planning is underway to incorporate design for both sides of Nunn Drive, to ensure a look that is consistent with the objective of creating a new campus gateway.

14. UK College of Medicine-Northern Kentucky Campus

Joint efforts to create the University of Kentucky College of Medicine-Northern Kentucky Campus are making significant progress. The M1 and M2 students will have classes and labs at NKU; the M3 and M4 students will be based at St. Elizabeth's campus in Edgewood, although these students will use the Albright Health Center space for study and meetings.

The UK College of Medicine facility at NKU will be located on the third floor of the Albright Health Center, in space previously occupied by the Department of Nursing. The space will be renovated for the College of Medicine's needs and program requirements. Design and construction is being managed by NKU and will be funded by UK. The renovated space includes two large classrooms, a Physical Exam Lab, a Standardized Patient Suite, multiple small meeting rooms, a large student lounge and office and support space.

Construction will begin in September 2018 and will be complete by March 1, 2019. UK will then install all audio-visual and lab equipment as well as all furnishings. The first class of students will be enrolled for fall 2019. The University is in the final stage of negotiating a lease with UK for use of the space.

Architects: OMNI Architects

Engineers: CMTA

Contractor: TBD

Scope: TBD

Fund Source: University of Kentucky

Anticipated Completion: Spring 2019

15. North Connector Road (Norse Boulevard)

Bray Construction is the contractor for this long-awaited federal and state-funded project. The north connector, now known as Norse Boulevard, represents a construction cost of \$10.6 million for the first phase of the overall \$30 million project. The one-mile long Norse Boulevard begins at a roundabout intersection at Three Mile Road. Passing between the Maintenance Building and Campbell Hall and to the west side of the Boothe Residential Village, it runs parallel to Kenton Drive and extends to 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 includes bike lanes and sidewalks extending to the I-275 overpass. Norse Boulevard opened for full access on August 13, 2018.

A south section of Norse Boulevard, which is to be built later, will extend south of Johns Hill Road over a mile, connecting with Pooles Creek Road near its intersection with AA Highway. Norse Boulevard 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.



Norse Boulevard Looking North



Satellite Image Norse Boulevard

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 March 16, 2018 through June 30, 2018, Fiscal Year 2017-18:

- During the March 16, 2018 through June 30, 2018 time period **19** grants were awarded. The total amount of money awarded was **\$3,564,847**.
- For the fiscal year 2017 – 2018 the cumulative total number of grants awarded is **71** totaling **\$6,795,571**.

NKU Office of Research, Grants and Contracts
Grants Awarded Funding - March 16, 2018 through June 30, 2018
FY 2017-18

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>College of Arts & Sciences</i>					
Basic Research	New	Biological Science	Toxicology Summer Internship 2018	Society of Toxicology	\$2,600
Instruction	New	Biological Science	CAS Strategic Investment Funds - Student Internships	City of Covington	\$1,000
Basic Research	New	Chemistry	Identification of novel tRNA modification genes	National Institutes of Health	\$397,499
Basic Research	New	Chemistry	KBRIN Post-Doctoral Fellow Award - Year 1	Kentucky Biomedical Research Infrastructure Network	\$33,125
Basic Research	New	Physics, Geology and Engineering Technology	ISS CREAM - Lead Award	National Aeronautics and Space	\$62,464
Instruction	New	Physics, Geology and Engineering Technology	Engineering Technology Funding	Duke Energy	\$5,000
<i>College of Education and Human Services</i>					
Basic Research	New	Teacher Education	Kentucky Preschool Partnership Grant	Kentucky Department of Education	\$149,999
Instruction	Continuation	Teacher Education	NKU Kentucky Reading Project (Cadre 20)	Collaborative Center for Literacy Development	\$52,000
Instruction	Continuation	Teacher Education	Adolescent Literacy Project	Collaborative Center for Literacy Development	\$23,000
Instruction	New	Teacher Education	NKUKRP for Read to Achieve Grant Schools	Collaborative Center for Literacy Development	\$29,334
Student Financial Aid	New	Teacher Education	Kentucky Traineeship in Special Education	Kentucky Department of Education	\$770,000
<i>College of Health Professions</i>					

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
Applied Research	New	Nursing	Student Perceptions of Faculty Presence and Caring in Accelerated Online Post Licensure	Academic Partnerships	\$4,000
Public Service	New	Nursing	NACU Clinic at Brighton Center	Brighton Center, Inc.	\$56,457
Student Financial Aid	New	Nursing	Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program	Health Resources and Services Administration	\$18,379
<i>College of Informatics</i>					
Public Service	New	Business Informatics	Medicaid KY University Partnership Clucose 2018-2020	Kentucky Cabinet for Health & Family Services	\$1,087,348
Applied Research	New	Computer Science	Peer Assistants in Elementary Programming: A tool for retention	Academic Partnerships	\$4,500
<i>Student Inclusiveness</i>					
Student Support	New	Office of Parents Attending College (PAC)	KTAP Grant	Kentucky Cabinet for Health & Family Services	\$145,741
<i>Vice Provost for Graduation Education, Research & Outreach</i>					
Public Service	New	Kentucky Campus Compact	Kentucky College Coaches - AmeriCorps 18-19	Kentucky Cabinet for Health & Family Services - CNCS	\$428,866
Public Service	New	Kentucky Campus Compact	Kentucky College Coaches on Campus - Operational	Corporation for National and Community Service	\$293,535

Total Number of Awards 03/16/2018 - 06/30/2018 19 Total Funds Awarded \$ 3,564,847

<i>Total Number of Awards FY 2017-18</i>	<u><i>71</i></u>	<i>Total Funds Awarded FY 2017-18</i>	<u><i>\$6,795,571</i></u>
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FUNDRAISING REPORT

The following Fundraising Report **summarizes fundraising resources committed from July 1, 2017 through June 30, 2018 totaling \$12,194,069 and funding resources committed from July 1, 2018 through July 31, 2018 totaling \$707,754** in support of the university.

The report includes:

1. Resources in support of the colleges, Steely Library, Norse Athletics, NKU Fund For Excellence, Student Affairs, University-wide Student Aid, and Academic Affairs/University Designated Initiatives.
2. Resources for Fiscal Year 2018.

FY18 Fundraising Resources Through 6/30/2018

Designation	FY 2018 at 06/30/2018
Academic Affairs/Univ. Designated	1,818,045
Athletics	843,138
Chase College of Law	814,115
College of Arts & Sciences	3,897,029
College of Education & Human Services	204,164
College of Health Profession	13,375
College of Informatics	1,028,027
Haile US Bank College of Business	277,425
Honors College	10,120
Institute for Health Innov./Health Innov Ctr.	2,600,000
Steely Library	662,274
Student Affairs	26,357
Total	12,194,069

3. Fundraising Resources at 7/31/2018

FY19 Fundraising Resources Through 7/31/2018

Designation	FY 2019 at 07/31/2018
Academic Affairs/Univ. Designated	503,775
Athletics	17,246
Chase College of Law	6,877
College of Arts & Sciences	56,205
College of Education & Human Services	169
College of Health Profession	153
College of Informatics	120,357
Haile US Bank College of Business	2,481
Honors College	10
Institute for Health Innov./Health Innov Ctr.	-
Steely Library	360
Student Affairs	121
Total	707,754

POLICIES REPORT

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

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

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

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

Copies of these policies are available upon request.

ACADEMIC RENEWAL

Academic Renewal allows students who meet specific criteria to remove certain courses from their GPA calculation and credits earned. The courses and grades remain on the student's transcript. This policy revision consisted of minor edits and rewording/clarification of an item relating to students covered under older catalogs, e.g., 2004-2009.

ACCEPTABLE USE

The acceptable use policy is intended to define and promote the responsible use of information technology at NKU. This policy revision clarifies and updates the rights, responsibilities, and restrictions of individuals and the university. This revision reflects changes and updates related to online learning, overall changes in the technology industry, and compliance with legislation such as the Family Educational Rights and Privacy Act (FERPA).

ACCOUNT LIFE-CYCLE MAINTENANCE

This policy governs the process for managing the life-cycles of email and other accounts as new hires, transfers, retirees, terminated employees, graduates, and students enter and leave the university. This is a minor revision and name change to the policy previously called “Email and Account Termination.” This revision includes clarifications and updates and adds details regarding the account creation process.

ALL CARD MANAGEMENT

The All Card, the official identification card for Northern Kentucky University, can be loaded with funds that can be used in various campus venues, e.g., dining services, vending machines,

bookstore. This policy revision updates the existing All Card policy for changes in the overall management of the All Card program as well as technological advancements and updates received from NKU's business partner CBORD.

ANTIVIRUS

This policy addresses the computer antivirus requirements for connection to NKU network(s) to ensure safe, secure, and effective virus detection and prevention. This minor revision reflects software changes in recommended antivirus products and updates the link to the antivirus section on the NKU Information Technology (IT) Security website.

BENEVOLENT ASSOCIATION

This policy articulates guidelines for NKU's Benevolent Association, a self-governed, consolidated charitable organization providing relief in the form of additional sick hours or financial aid to eligible faculty and staff who are facing an emergency. This minor revision adds clarifying details to this policy, which was previously housed on the Human Resources website.

BEREAVEMENT LEAVE

This policy revision updates, clarifies, and renames the current "Funeral Leave" policy, which covers time away from work related to bereavement for all full- and part-time probationary, regular, and contract staff employees.

COURSE SUBSTITUTION

While requirements for specific majors and minors have been carefully established by the faculty of the relevant departments and approved by the University Curriculum Committee, under certain circumstances, a student may be allowed to substitute a different course in place of a required course. The Course Substitution policy revisions involved editorial corrections and updates to outdated content.

COURSE SUBSTITUTION FOR DISABLED STUDENTS

NKU students with disabilities are expected to complete all academic/degree requirements necessary for graduation. This policy provides a process for students with documented disabilities to request course substitutions. The revisions to this policy were minor edits and clarifications specifying that these substitutions will be made in "limited circumstances" and "on a case-by-case basis."

EMERGENCY CLOSING

The intent of this policy is to compensate employees for scheduled hours that would otherwise be unpaid due to the closing of university operations. This is a minor revision to ensure the policy is updated with current processes and practices. The revision moves many of the items formerly in the policy statement (section I) to the procedures (section VII).

EMPLOYEE WORKING HOURS

This policy, which applies to staff, defines workweeks, normal operating hours, lunch periods, lunch schedules, breaks, and deviations in schedules. This revision is an update with changes mainly for formatting. The name of the policy was changed from “Working Hours” to “Employee Working Hours.”

FACULTY CREDENTIALING

This policy outlines the requirements for certifying the credentials of all faculty (i.e., instructors of record) as defined by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) in accordance with the SACSCOC Faculty Credentials Guidelines. It covers verification, documentation, and approval of faculty credentials. This revision updates the existing policy on faculty credentialing to comply with current SACSCOC standards, combining it with and replacing the existing “Alternative Faculty Credentialing” policy.

GRADE EXPLANATION

This policy provides the interpretation of various grades and values in students’ GPA calculations. It was revised for formatting and to add a reference to the University Catalog.

INFORMATION SECURITY

This is a minor revision to this policy, which was originally established in July 2016. In addition to editing and formatting, the main change is that text was added to clarify that when an employee transfers to a new department, the security access from the previous department needs to be terminated, and the department losing the employee should contact the help desk to request termination of access.

MISREPRESENTATION OF CREDENTIALS – STUDENTS

This policy indicates that any student or potential student misrepresenting their work or accomplishments prior to or while at NKU may be subject to sanctions such as being denied future enrollment and/or graduation from NKU. This minor revision renames, edits, and updates the policy entitled “Erroneous Claims of Credentials.”

NEW HIRE ORIENTATION

This policy specifies the content and offering of New Hire Orientation. This minor revision updates and renames the former HR “Staff Orientation” policy to reflect current processes and practices and cover all benefits-eligible employees.

PARKING

This policy combines several existing parking services policies into one general policy that refers readers to the Parking Services Rules and Regulations on the NKU Parking Services website – <https://inside.nku.edu/parking.html>. This policy then eliminates the need for the many current existing individual policies that quickly become out of date as parking procedures change (“Parking Services – Appeals”, “Parking Services – Fine Schedule”, “Parking Services – General

Information”, “Parking Services – Guidelines”, “Parking Services – Non-Payment”, “Parking Services – Parking Permit Regulations”, “Parking Services – Restrictions”, “Parking Services – Rules and Regulations”, “Parking Services – Vehicle Immobilization and Towing”, “Parking Services – Visitor”). Instead, current Parking Services procedures will be reflected in the Parking Services Rules and Regulations on the NKU Parking Services website. All Parking Services Rules and Regulations are designed and recommended by NKU’s Transportation Advisory Committee and approved by the Board of Regents. All Parking Services fees and charges are presented to the Board of Regents for approval on an annual basis.

PART-TIME FACULTY INACTIVITY SEPARATION

This new policy establishes a process for identifying and separating part-time faculty who have been inactive for 24 months. So that Northern Kentucky University can fully comply with the state regulation (KRS 164.281) that requires a new background check at the initial point of hire, this policy defines the steps to be taken by departments and colleges to separate part-time faculty that meet the status of inactivity. The policy does NOT prevent part-time faculty separated for inactivity from being rehired in the future, although a new background check may be needed.

RESPONSIBLE CONDUCT OF RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY TRAINING

This policy provides requirements to ensure that faculty, students, and others conducting research, scholarship, or creative activity are adequately trained in research ethics and comply with applicable federal regulations. This revision modifies the policy’s Section VI – Procedures & Training to remove the 90-day completion requirement for Phase 1 Responsible Conduct of Research training. This completion requirement will instead be included in the Responsible Conduct of Research training procedure document.

SERVICE AND ASSISTANCE ANIMALS

This is a minor revision for updates to this policy, which outlines rules for the presence of Service Animals, as defined by the Americans with Disabilities Act (ADA) on campus and in the residence halls. The updates address service animals not wearing identifiers and state law regarding service animals in training and puppy raisers. There is also an updated link to information about emotional support animals in University Housing.

SPACE HEATER/SMALL APPLIANCES

This policy specifies restrictions and guidelines for the use of space heaters, refrigerators, and other small appliances in any NKU facility. This revision was for formatting, editing, and providing the correct appearance of the ENERGY STAR® designation.

STAFF PERFORMANCE EVALUATIONS

This policy identifies the roles and responsibilities of employees, supervisors, and Human Resources in the Staff Performance Evaluation process. This revision reflects edits and updates to the existing "Performance Evaluation" policy, including a name change that clarifies that it applies specifically to staff.

TRANSFER CREDIT ACCEPTANCE – UNDERGRADUATE

This new policy specifies the handling of undergraduate credits transferred to NKU from another institution. NKU's undergraduate transfer credit acceptance policy is consistent with the Kentucky Council for Postsecondary Education (CPE). The statewide policy is designed to facilitate the transfer of students and credits earned from one college or university to another, and to encourage students to advance as far through the educational system as they can in pursuit of their educational goals. All undergraduate level coursework successfully completed at the 100-level or above from a regionally accredited higher-education institution will be considered with transfer credit at NKU. The credit is posted in the form of an equivalent course at NKU with the associated earned credit hours onto the student's academic record transcript.

WEB PRIVACY

Northern Kentucky University is committed to respecting users of its websites. This new policy addresses the collection and use of information from websites sponsored by NKU. It affects university employees, students, and any other users of NKU's websites. This policy covers two types of information:

- **Information provided by the user.** NKU will use personal information provided by the user only to conduct official university business and will disclose it only when legally necessary or to protect the rights, property, or safety of visitors to NKU's websites, the university community, or the public. NKU does not sell, trade, or rent users' personal information to others.
- **Information anonymously collected upon a user's visit to the website.** NKU is currently using Google's Universal Analytics, a web metrics service, to collect non-personally identifiable information such as IP address, the site from which the visitor arrived, the time and date of the user's visit, and demographic and interest data of users.

WITHDRAWAL FROM CLASSES

In general, the deadline for students to withdraw from classes is the tenth week of each full-semester course. This policy revision updates the previous policy, removing outdated examples. It also makes the policy consistent with current practice of determining the withdrawal deadline based on 67% of the academic session having elapsed.

EMAIL AND ACCOUNT TERMINATION (RETIREMENT)

This policy was automatically retired due to its name being changed to "Account Life-Cycle Maintenance," as explained above.

ONLINE COURSES FINANCIAL INCENTIVE (RETIREMENT)

This policy was developed in 2008 to help encourage academic departments to offer online courses. The treatment of revenues from courses is now covered under the procedures of NKU's new incentive-based budget model.

SOCIAL SECURITY NUMBER USAGE (RETIREMENT)

This policy is being retired because it was incorporated into the Information Security policy referenced above.

TICKET SALES (RETIREMENT)

This policy provided specifications for the centralized handling of ticket sales for the university. When this policy was enacted in 1986, all ticket sales were centrally produced and managed by the Office of Business Operations and Auxiliary Services. This is no longer the case. Tickets sales are now handled by the division/department managing the ticketed activity.

ORGANIZATIONAL CHANGES REPORT

Academic Affairs

Undergraduate Academic Affairs

With a new Vice Provost for the Undergraduate Academic Affairs area, a review was conducted to maximize the efficiency of the individual programs as well as the overall effectiveness of the area as a whole. Some programs moved from other areas of Academic Affairs into Undergraduate Academic Affairs to build on the synergies that already exist. The items below outline the changes that were made to achieve these goals.

- The Center for Innovation and Tech in Education (CITE) will move from the Center for Teaching and Learning directly to Steely Library.
- The Center for Teaching and Learning will move from Steely Library to Vice Provost Undergraduate Academic Affairs.
- The Adult Learner Programs & Services (ALPS) will move from Undergraduate Academic Affairs to Testing Services. Governor's Scholars will move from Enrollment & Student Success to Undergraduate Academic Affairs.
- Grant County Center will move from Steely Library to Undergraduate Academic Affairs.
- The Program for Adult Centered Education (PACE) will be eliminated.

Graduate Education, Research and Outreach

Student Research and Creativity will move from Research, Grants and Contracts (RGC) to Vice Provost of Graduate Education, Research and Outreach (GERO). Responsibilities for the student research and creativity event have shifted from the RGC office to the VPGERO office.

Department of Nursing

The units of Advanced Nursing and Nursing were combined to create the Department of Nursing.

RECOMMENDATION:

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

FACULTY APPOINTMENTS:

Mr. Joseph Cress, assistant clinical professor in the Department of Allied Health, College of Health Professions, effective May 1, 2018.

Ms. Gina Fieler, assistant clinical professor in the Office of the Dean, College of Health Professions, effective July 1, 2018.

Ms. Dyane Foltz, advisor and lecturer in the Advising Center in the College of Health Professions, effective July 1, 2018.

Dr. Courtney Hamilton, assistant clinical professor in the Department of Nursing, College of Health Professions, effective July 1, 2018.

Dr. Collin Herb, assistant professor in the Department of Kinesiology and Health, College of Education and Human Services, effective August 13, 2018.

Dr. Zeel Maheshwari, assistant professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 13, 2018.

Dr. Shahid Noor, assistant professor in the Department of Computer Science, College of Informatics, effective August 13, 2018.

Ms. Cristen Ross, lecturer in the W. Frank Steely Library, Effective March 1, 2018.

Mr. Christopher Smith, lecturer of Photography in the Visual Arts program in the School of the Arts, College of Arts and Sciences, effective August 13, 2018.

Dr. Eliah White, lecturer and retention specialist in the Department of Psychological Science, College of Arts and Sciences, effective August 13, 2018.

Mr. Greg Wilson, assistant clinical professor in the Office of the Dean, College of Health Professions, effective July 1, 2018.

Mini Vitas Follow

TRANSITIONS:

Mr. Matthew Albritton, from associate professor of Visual Arts in the School of the Arts to director and associate professor of Visual Arts in the School of the Arts, College of Arts and Sciences, effective July 1, 2018.

Dr. James Allen from associate professor to associate professor and interim assistant chair in the Department of Counseling, Social Work and Leadership, College of Education and Human Services, effective July 1, 2018.

Ms. Julia Bedell, from staff in the Department of Chemistry and Biochemistry, to lecturer II and retention specialist in the Department of Chemistry and Biochemistry, College of Arts and Sciences, effective August 13.

Dr. Gary Clayton, from professor of economics to professor and chair in the Department of Economics and Finance, Haile/US Bank College of Business, effective August 13, 2018.

Dr. Steven Crites from associate professor and assistant chair to associate professor and interim co-chair in the Department of Teacher Education, and acting associate dean of the College of Education and Human Services, effective July 1, 2018.

Dr. Darius Fatemi, from associate professor of accounting to associate professor of accounting and co-chair in the Department of Accounting and Business Law, Haile/US Bank College of Business, effective August 13, 2018.

Dr. Sean Foley, from associate professor of construction management in the Department of Marketing, Sports Business, and Construction Management, to associate professor of construction management and associate dean for undergraduate programs, Haile/US Bank College of Business, effective July 1, 2018.

Ms. Amy E. Halbrook, from professor of law to professor of law and associate dean for experiential learning, Chase College of Law, effective July 1, 2018.

Mr. Michael Hatton, from associate professor of theater to program head of theatre and dance and associate professor of theatre in the School of the Arts, College of Arts and Sciences, effective August 13, 2018.

Dr. Stephanie Hughes, from professor of management to professor and chair in the Department of Management, Haile/US Bank College of Business, effective August 13, 2018.

Dr. Vanessa Hunn from associate professor and assistant chair to associate professor and Master of Social Work program director and interim chair in the Department of Counseling Social Work and Leadership, College of Education and Human Services, effective July 1, 2018.

Ms. Lisa Jameson, from associate professor of visual arts to program head of visual arts and associate professor of visual arts in the School of the Arts, College of Arts and Sciences, effective July 1, 2018.

Ms. Jennifer Kinsley, from professor of law to professor of law and associate dean for professional development, Chase College of Law, effective July 1, 2018.

Dr. Stephanie Klatzke, from associate professor to associate professor and interim associate dean in the Department of Communication, College of Informatics, effective July 1, 2018.

Dr. Chris Lawrence from associate professor to associate professor and interim assistant chair in the Department of Counseling, Social Work and Leadership, College of Education and Human Services, effective July 1, 2018.

Dr. Aron Levin, from professor of marketing to professor of marketing and chair in the Department of Marketing, Sports Business, and Construction Management, Haile/US Bank College of Business, effective July 1, 2018.

Dr. Alar Lipping from chair in the Department of Kinesiology and Health, to interim dean, College of Education and Human Services, effective July 14, 2018.

Mr. Michael Mannheimer, from professor of law and associate dean for faculty development to professor of law, effective August 13, 2018.

Mr. Brad McCombs, from associate professor to program head of music and associate professor in the School of the Arts, College of Arts and Sciences, effective July 1, 2018.

Mr. Thomas McGovern, from associate director of the School of Arts to professor of visual arts in the School of Arts, College of Arts and Sciences, effective June 30, 2018.

Dr. Catherine Neal, from associate professor of business law to associate professor of accounting and co-chair in the Department of Accounting and Business Law, Haile/US Bank College of Business, effective August 13, 2018.

Dr. Sara Runge from associate professor and assistant chair of undergraduate programs to associate professor and interim co-chair in the Department of Teacher Education, College of Education and Human Services, effective July 1, 2018.

Mr. Ron Shaw, from associate professor of theatre in the School of the Arts to associate director and associate professor of theatre in the School of the Arts, College of Arts and Sciences, effective July 1, 2018.

Ms. Christa Speights, from staff in the Department of Physics, Geology and Engineering Technology, to lecturer in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 13.

Ms. Juliane Stockman, from director of corporate engagement and lecturer in CAI to director of corporate engagement, lecturer in CAI, and interim assistant dean, College of Informatics, effective July 1, 2018.

Dr. Gannon Tagher, from associate professor and interim chair to associate professor and chair of the Department of Nursing, College of Health Professions, effective June 1, 2018.

Dr. Duke Thompson, from professor of finance and chair in the Department of Economics and Finance, to professor of finance and associate dean for graduate studies and outreach, Haile/US Bank College of Business, effective July 1, 2018.

Dr. Rachele Vogelpohl from associate professor to associate professor and interim chair in the Department of Kinesiology and Health, College of Education and Human Services, effective August 1, 2018.

Dr. Ginger Webb, from lecturer II and director of educational placements and internships to lecturer II, director of educational placements and internships, and interim assistant chair in the Department of Teacher Education, College of Education and Human Services, effective July 1, 2018.

Mr. Robert Zai III, from associate dean to interim dean of W. Frank Steely Library, effective July 1, 2018.

Dr. Xiaoni Zhang, from professor to professor and interim chair in the Department of Business Informatics, College of Informatics, effective July 1, 2018.

Mini Vitas Follow

PART-TIME TENURE:

Dr. Daryl Harris, associate professor of theater in the School of the Arts, College of Arts & Sciences, beginning fall semester 2018 and ending at the conclusion of spring semester 2019.

Dr. Kesha Nelson, associate professor in the Department of Nursing in the College of Health Professions, beginning fall semester 2018 and ending at the conclusion of spring semester 2019.

Mini Vitas Follow

DEPARTURES:

Dr. Arne J. Almquist, associate provost for learning sciences and technologies and dean of the W. Frank Steely Library, effective June 30, 2018.

Dr. Patricia Bills, assistant professor in the Department of Teacher Education, College of Education and Human Services, effective July 31, 2018.

Dr. Frank Braun, associate professor and chair in the Department of Business Informatics, College of Informatics, effective June 30, 2018.

Ms. Debra Bryant, assistant professor in the Department of Nursing in the College of Health Professions, effective August 3, 2018.

Dr. Roland Sintos Coloma, professor and chair in the Department of Teacher Education, College of Education and Human Services, effective June 30, 2018.

Dr. Monica Gallegos, assistant professor in the Department of Communication, College of Informatics, effective June 30, 2018.

Dr. Samuel Goh, associate professor in the Department of Business Informatics, College of Informatics, effective June 30, 2018.

Dr. Francoise Knox Kazimierczuk, assistant professor in the Department of Allied Health in the College of Health Professions, effective August 10, 2018.

Ms. Emily LaForge, advisor and lecturer in the Advising Center in the College of Health Professions, effective June 29, 2018.

Dr. Seungcheol Austin Lee, associate professor in the Department of Communication, College of Informatics, effective May 7, 2018.

Dr. Tamuchin McCreless, assistant professor in the Department of Business Informatics, College of Informatics, effective June 30, 2018.

Dr. Cynthia Reed, professor and dean in the College of Education and Human Services, effective August 3, 2018.

RETIREMENTS:

Dr. Debra Kasel, associate professor in the Department of Allied Health in the College of Health Professions, effective May 11, 2018.

Prof. Barbara McFarland, assistant professor of law in the Chase College of Law, effective June 30, 2019.

Mini Vitas Follow

PHASED RETIREMENT:

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

Dr. Paul Wirtz, associate professor in the Department of Counseling, Social Work and Leadership in the College of Education and Human Services, beginning fall semester 2018 and terminating at the end of spring semester 2019.

Mini Vitas Follow

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

Biological Sciences	Mr. Steve Castellano	Academic Year
	Dr. Eric Hugo	Academic Year
	Dr. Anthony-John Avenido	Academic Year
Chemistry and Biochemistry	Dr. Beatriz Russell	Academic Year
CINSAM	Ms. Kristina Bielewicz	Academic Year
	Mr. Reuben Bullard	Academic Year
	Ms. Amber Carter	Academic Year
English	Ms. Kristi Brock	Academic Year
	Ms. Lindsey Caldwell Thomas	Academic Year

	Ms. Megan Henson	Academic Year
	Dr. Katherine Elrick	Academic Year
	Mr. Stephen Leigh	Academic Year
History & Geography	Dr. Mary Bucklin	Academic Year
	Mr. Joseph Lombardi	Academic Year
	Ms. Kathleen Quinn	Academic Year
Honors	Dr. Rachel Zlatkin	Academic Year
Integrative Studies	Ms. Rhonda Davis	Academic Year
Learning PLUS	Ms. Natalie Williams	Academic Year
Mathematics and Statistics	Ms. Marla Lemmon	Academic Year
	Ms. Barbara Phillips	Academic Year
	Ms. Laura Urbanski	Academic Year
Music	Dr. Joy Burdette	Academic Year
	Dr. Richard Van Dyke	Academic Year
	Dr. Hanna Hurwitz	Academic Year
	Dr. Leanne Wood	Spring Semester
Physics, Geology and Engineering Technology	Dr. David Cain	Academic Year
	Mr. Mohsen Keshtvartz	Academic Year
	Mr. Roger Miller	Academic Year
	Dr. Fatemesadat Mohammadi	Academic Year
	Ms. Julie Reizner	Academic Year
	Mr. Will Thatcher	Academic Year
Political Science, Criminal Justice and Organizational Leadership	Mr. Jason Farkas	Academic Year
	Mr. Jeffrey Girton	Academic Year
	Dr. Kristen Lovett	Academic Year
Psychological Science	Dr. Smita Ward	Academic Year
	Dr. Paul Bishop	Academic Year
Sociology, Anthropology	Dr. Gary Blahnik	Academic Year
	Dr. Robert Brice	Academic Year
	Dr. Nicole Grant	Academic Year
	Dr. Michel Simonton	Academic Year
	Ms. Kristina Vise	Academic Year
Theatre	Ms. Christine Jones	Academic Year
	Mr. Charles Roetting	Academic Year
Visual Arts	Ms. Julia Sebastian	Academic Year
World Languages and	Ms. Sandra Arrone-Bazzani	Academic Year

Literatures	Dr. Andrea Fieler	Academic Year
	Dr. Iliana Rosales-Figueroa	Academic Year

College of Business

Accounting and Business Law	Mr. James Kirtley	Academic Year
	Ms. Marcia Vorholt	Academic Year

Management	Mr. Daniel Kent	Academic Year
	Mr. Louis Manchise	Academic Year
	Ms. Jennifer Wehr Holt	Academic Year

Marketing, Sports Business, and Construction Management	Mr. Charles Heath	Academic Year
	Ms. Davette Shorter	Academic Year

College of Education and Human Services

Counseling, Social Work and Leadership	Dr. Mei Mei Burr	Academic Year
	Mr. James Taylor	Academic Year

Kinesiology and Health	Mr. Keith Collins	Academic Year
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Teacher Education	Mr. Adam Helbig	Fiscal Year
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College of Informatics

Business Informatics	Mr. Anthony Burk	Academic Year
	Mr. Bradley Metzger	Academic Year
	Ms. Crystal Summers	Academic Year
	Ms. Susan Thomas	Academic Year

Communication	Dr. David R. Brandt	Academic Year
	Ms. Michelle Crowley	Academic Year
	Ms. Whitney Darnell	Academic Year

Computer Science	Dr. Seth Adjei	Academic Year
	Mr. Kenneth D. Roth	Academic Year

Mini Vitas Follow

MINI VITA

Name: Joseph Cress

Title: Clinical Assistant Professor

Education: M.S. in I/O Psychology, 2017, Northern Kentucky University

B.S. in Health Science, 2012, Northern Kentucky University

A.A.S. in Radiologic Technology, 2012, Northern Kentucky University

Experience: 2018-present, Clinical Assistant Professor, Dept. of Allied Health, Northern Kentucky University

2017-2018, Academic Coordinator, College of Health Professions, Northern Kentucky University

2016-2017, Graduate Assistant, College of Health Professions, Northern Kentucky University

2016, Project Analyst/Application Coordinator, Mercy Health, Cincinnati, OH

2013-2016, X-ray/CT Technology, Mercy Health, Cincinnati, OH

2012-2013, CT Technologist, Christ Hospital Health Network, Cincinnati, OH

MINI VITA

Name: Gina Fieler

Title: Director of Clinical Simulation and Clinical Assistant Professor

Education: M.S. Nursing, 2011, Xavier University

B.S. Nursing, 1994, Mount St. Joseph University

Experience: 2017-2018, Assistant Professor, Northern Kentucky University

2013-2017, Lecturer and Simulation Coordinator, Northern Kentucky University

2011-2013, Simulation Lab Coordinator, Mount St. Joseph University

2006-2011, Adjunct Faculty, Mount St. Joseph University

MINI VITA

Name: Dyane Foltz

Title: Advisor/Lecturer

Education: Master of Public Administration, 2005, Northern Kentucky University

B.A. in Political Science, 2002, Northern Kentucky University

Experience: 2016-present, Advisor, Northern Kentucky University

2015-2016, Director of Financial Aid, Thomas More College

2010-2015, Assistant Director of Compliance, Office of Financial Aid, Northern Kentucky University

2008-2010, Financial Aid Coordinator, Northern Kentucky University

2007-2008, Domestic Admissions Officer, University of Cincinnati

2005-2007, One Stop Student Service Associate, University of Cincinnati

MINI VITA

Name: Courtney Hamilton

Title: Clinical Assistant Professor

Education: D.N.P Nursing, 2016, University of Cincinnati

M.S. Nursing, 2013, University of Cincinnati

B.S. Nursing, 1998, University of Kentucky

Experience: 2017-2018, Assistant Professor, University of Cincinnati

2016-2018, Staff Nurse, West Chester Hospital

2011-2018, Nurse Clinician, University of Cincinnati Medical Center

2002-2009. Staff Nurse, Bethesda North Hospital

MINI VITA

Name: C. Collin Herb

Title: Assistant Professor

Education: Ph.D. in Sports Medicine, 2015, University of Virginia

M.Ed. in Athletic Training, 2011, University of Virginia

B.A. in Athletic Training, 2010, West Chester University of Pennsylvania

Experience: 2018-present, Assistant Professor, Northern Kentucky University

2015-2018, Assistant Professor, Undergraduate Athletic Training, Weber State University

2012-2015, Graduate Assistant, University of Virginia

MINI VITA

Name: Zeel Maheshwari

Title: Assistant Professor

Education: Ph.D. in Electrical and Computer Engineering, 2017, Oklahoma State University

M.S. in Electrical and Computer Engineering, 2013, Oklahoma State University

B.S. in Engineering in Electrical and Electronics Engineering, 2011, Visvesvaraya Technological University, India

Experience: 2014-2018, Graduate Research Associate, Oklahoma State University

2012-2013, Graduate Research Assistant, Oklahoma State University

2011, Intern Engineer, Innovative Process Equipment, India

MINI VITA

- Name:** Shahid Noor
- Title:** Assistant Professor
- Education:** Ph.D. in Computer and Information Science, 2017, University of Alabama at Birmingham
- M.S. in Information and Communication Engineering, 2007, University of Rajshahi
- B.S. in Information and Communication Engineering, 2006, University of Rajshahi
- Experience:** 2017-2018, Visiting Assistant Professor, St. Olaf College
- 2016-2017, Graduate Research Assistant, University of Alabama at Birmingham
- 2013-2015, Graduate Teaching Assistant, University of Alabama at Birmingham
- 2011-2012, Graduate Teaching Assistant, New Mexico State University
- 2008-2011, Legal Main Contact, CISCO Local Academy, Stamford University Bangladesh
- 2007-2011, Lecturer, Stamford University Bangladesh

MINI VITA

Name: Cristen Ross

Title: Lecturer

Education: M.S. in Library Science, 2016, University of Kentucky

B.A. in Psychology, 2003, University of Cincinnati

Experience: 2018-present, Librarian, Northern Kentucky University

2014-2018, Library Coordinator, Cincinnati Children's Hospital

2005-2014, Library Specialist II, Northern Kentucky University

1999-2005, Library Services Assistant II, Public Library of Cincinnati and Hamilton County

MINI VITA

Name: Chris Smith

Title: Lecturer

Education: B.A. 1976, The Ohio State University

A.A. in Photography, 1984, Antonelli College

Experience: 2003-present, Lecturer, Photography, Northern Kentucky University

MINI VITA

Name: Eliah J. White

Title: Lecturer

Education: Ph.D. in Experimental Psychology, 2012, University of Cincinnati

M.A. in Psychology, 2008, University of Cincinnati

B.A. in Psychology, 2005, University of Cincinnati

Experience: 2017-2018, Lecturer, Northern Kentucky University

2012-2015, Adjunct Professor, Psychology, University of Cincinnati and
University of Cincinnati Blue Ash

2012-2015, Freelance Data Analyst

MINI VITA

Name: Greg Wilson

Title: Clinical Assistant Professor

Education: B.S. in Health Sciences, 2016, Northern Kentucky University

A.A.S. in Respiratory Care, 2010, Jefferson Community and Technical College

A.A.S. in Computer Information Systems, 2003, Scottsdale Community College

Experience: 2013-2018, Patient Simulation Lab Coordinator, Jefferson Community and Technical College

2013-2017, Clinical Systems Analyst, Baptist Healthcare, Louisville

2011-2013, Systems Analyst, University of Louisville

2009-2010, Respiratory Therapist, Norton Healthcare, Louisville

MINI VITA

Name: Matthew Albritton

Title: Associate Professor and Director

Education: M.F.A. in Photography, 2001, University of Texas at Austin

B.A. in Biology, 1993, University of California at Santa Cruz

Experience: 2016-present, Associate Professor and Program Head of Visual Arts, Northern Kentucky University

2012-2016, Assistant Professor, Northern Kentucky University

2001-2012, Lecturer, Northern Kentucky University

MINI VITA

Name: James G. Allen

Title: Associate Professor and Assistant Chair

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

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

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

Experience: 2010-present, Associate Professor, Counseling, Social Work and Leadership,
Northern Kentucky University

2008-2010, Assistant Dean, Associate Professor, School of Education, Antioch
University

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

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

2003-2007, Assistant Professor, Educational Leadership/Ohio Principal Licensure
Programs, Antioch University

MINI VITA

Name: Julia Yang Bedell

Title: Lecturer, Department Advisor & Retention Specialist

Education: M.S. in Pathology, 1987, Duke University

B.S. in Chemistry, 1985, Duke University

Experience: 2014-present, Advisor & Retention Specialist, Chemistry & Biochemistry,
Northern Kentucky University

1997-2003, Lecturer, Chemistry & Biochemistry, Northern Kentucky University

1992-1997, Lecturer, Chemistry & Biochemistry, Northern Kentucky University

MINI VITA

Name: Gary Clayton

Title: Professor of Economics and Chair

Education: Ph.D. in Economics, 1974, University of Utah

M.A. in Business/Managerial Economics, University of New Hampshire

B.A. in Business Administration and Management, 1966, Nason College

Experience: 1990-2018, Professor, Northern Kentucky University

1984-1990, Associate Professor, Northern Kentucky University

1980-1984, Associate Professor and Chair, Northern Kentucky University

1977-1980, Associate Professor, Arkansas State University

1973-1977, Assistant Professor, Arkansas State University

MINI VITA

Name: Steve Crites

Title: Acting Associate Dean, Interim Co-Chair, Assistant Chair, Associate Professor

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

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

B.A. in English, 1981, Manchester College

Experience: 2011-present, Associate Professor, Northern Kentucky University

2007-2011, Assistant Professor, Northern Kentucky University

2004-2007, Assistant Professor, School of Education, Department of Professional Studies, Indiana University Purdue University Fort Wayne

2001-2004, Assistant Professor, Department of Special Education and Instruction, Rowan University

1998-2001, Graduate Teaching Assistant, Graduate Research Assistant, Auburn University

1994-1998, Teacher, St. Bernard Parish Schools, Chalmette, Louisiana

1993-1994, Teacher, Jefferson Parish Schools, Harvey, Louisiana

1992-1993, Qualified Mental Retardation Professional Supervisor, Metropolitan Developmental Center, Belle Chasse, Louisiana

MINI VITA

Name: Darius Fatemi

Title: Associate Professor and Co-Chair

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

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

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

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

Experience: 2016-2018, Associate Professor, Northern Kentucky University

2010-2016, Assistant Professor, Northern Kentucky University

2007-2010, Assistant Professor, University of Denver

MINI VITA

Name: Sean Foley

Title: Associate Professor and Associate Dean

Education: Ph.D. in Educational Leadership and Administration, 2006, Miami University
M.S. in Industrial Engineering, 2000, Northern Kentucky University
B.S. in Industrial Technology, 1993, Northern Kentucky University

Experience: 2011-2018, Associate Professor, Northern Kentucky University
2011-2012, Visiting Scholar, University of Washington
2007-2011, Associate Professor and Chair, Northern Kentucky University
2001-2007, Assistant Professor, Northern Kentucky University
2000-2001, Lecturer, Northern Kentucky University
1992-2000, Project Manager & Site Designer, Bayer Becker Engineers
1989-1992, Draftsperson/CAD Operator, A.M. Kinney
1989, Draftsperson/CAD Operator, Trenwa
1986-1989, Salesperson, Pilot Home Center

MINI VITA

Name: Amy E. Halbrook

Title: Professor of Law and Associate Dean for Experiential Learning

Education: J.D. 2005, Northwestern University

B.A. in American Studies, 1998, University of California, Berkeley

Experience: 2017-present, Professor of Law, Northern Kentucky University

2015-2017, Associate Professor of Law, Northern Kentucky University

2011-2015, Assistant Professor of Law, Northern Kentucky University

2010-2011, Clinic Fellow and Director, Children and Family Justice Center,
Northwestern University School of Law

2008-2010, Salisbury Clinical Teaching Fellow, Loyola University, Chicago,
College of Law

2006-2008, Commercial Litigation Associate, Vedder, Price, Kaufman, &
Kammholz, P.C.

MINI VITA

Name: Michael Hatton

Title: Associate Professor and Program Head

Education: M.F.A. in Theatre Pedagogy, 2005, Virginia Commonwealth University

B.F.A. in Theatre Management, 2003, Northern Kentucky University

Experience: 2016-present, Associate Professor of Theatre and Dance, Northern Kentucky University

2015-2016, Assistant Professor and Program Head of Theatre and Dance, Northern Kentucky University

2011-2016, Assistant Professor in Theatre, Northern Kentucky University

2005-2011, Lecturer in Theatre and Dance, Northern Kentucky University

2003-2005, Adjunct Instructor of Theatre and Speech, Virginia Commonwealth University

MINI VITA

Name: Vanessa Hunn

Title: Associate Professor and Interim Chair

Education: Ph.D. in Social Work, 2006, University of Kentucky

Master of Social Work, 1990, University of Kentucky

B.A. in General Studies, 1982, University of Kentucky

Experience: 2016-present, Associate Professor and MSW Program Director, Northern Kentucky University

2010-2016, Assistant Professor, Northern Kentucky University

2007-2010, Assistant Professor, University of Southern Indiana

2006-2007, Postdoctoral Fellow, University of Kentucky Center for Poverty Research

2001-2007, Adjunct Faculty, College of Social Work, University of Kentucky

MINI VITA

Name: Stephanie Hughes

Title: Professor and Chair

Education: Ph.D. in International Business, 1999, Temple University
M.B.A. in International Business, 1992, St. Joseph's University
B.S. in Marketing/Management, 1988, St. Joseph's University

Experience: 2015-present, Co-Founder, Super-H, LLC
2012-2014, Co-Founder, Glueworks, LLC
2008-2018, Associate Professor, Northern Kentucky University
2006-present, Founder, RiskAware, LLC
2002-2008, Assistant Professor, Northern Kentucky University
2001-present, Founder, CHN Group
1999-2002, Co-Founder & CEO, ABX Central, Inc.
1998-1999, Senior CI Associate, Kay Giddings, Inc.
1990-1992, CT, US Department of the Army

MINI VITA

Name: Lisa Jameson

Title: Associate Professor

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

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

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

Experience: 2003-present, Associate Professor, Northern Kentucky University

1997-2003, Assistant Professor, Northern Kentucky University

1996-1997, Interim Instructor, Northern Kentucky University

1994-1996, Teaching Assistant, University of Cincinnati

1990-1994, Instructor Assistant, Cincinnati Public Schools

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

1987-88, Adjunct Instructor, University of Cincinnati

1981, Adjunct Instructor, University of Cincinnati

1979-80, Teaching Assistant, University of Cincinnati

MINI VITA

Name: Jennifer Kinsley

Title: Professor and Associate Dean for Professional Development

Education: J.D. 1999, Duke University

B.A. 1996, University of Florida

Experience: 2017-present, Professor of Law, Northern Kentucky University

2015-2017, Associate Professor of Law, Northern Kentucky University

2012-2015, Assistant Professor of Law, Northern Kentucky University

2009-2011, Sirkin Kinsley, Co. LPA

2000-2009, Sirkin Pinales & Schwartz LLP

1999-2000, Hamilton County Public Defender

MINI VITA

Name: Stephanie Klatzke

Title: Associate Professor and Interim Associate Dean

Education: Ph.D. in Organizational Communication, 2008, University of Missouri
M.A. in Communication, 2003, University of Cincinnati
B.A. in Organizational Communication, 2001, Murray State University

Experience: 2017-Present, Associate Professor of Communication, Northern Kentucky University
2015-2018, Communication Graduate Program Director, Northern Kentucky University
2011-2017, Assistant Professor of Communication, Northern Kentucky University
2007-2011, Lecturer of Communication, Northern Kentucky University
2006-2007, Adjunct Instructor, Gateway Community and Technical College
2003-2006, Graduate Assistant in the Department of Communication, University of Missouri
2001-2003, Graduate Assistant in the Department of Communication, University of Cincinnati

MINI VITA

- Name:** Christopher Lawrence
- Title:** Associate Professor and Assistant Chair
- Education:** Ph.D. in Counselor Education & Supervision, 2012, The College of William & Mary
- M.S. in Endorsement in Community Mental Health Counseling, 2012, Stetson University
- M.S. in Marriage, Family & Couples Counseling, 2008, Stetson University
- B.A in Anthropology, English Writing, 1996, University of Pittsburgh
- Experience:** 2012-present, Associate Professor, Counseling, CSWL, Northern Kentucky University
- 2011-2012, Instructor, The College of William & Mary
- 2011-2012, Foreign Collaboration Student Liaison, University of Edinburgh
- 2010-2012, Assistant Editor, The Journal for the Education of the Gifted
- 2009-2011, Doctoral Intern, The College of William & Mary
- 2009-2010, Doctoral Group Supervision Intern, The College of William & Mary
- 2009-2012, New Horizons Family Counseling Center
- 2008-2009, Milieu Coordinator, La Amistad Behavioral Health Center
- 2007-2008, Counseling Intern, La Amistad Behavioral Health Center

MINI VITA

Name: Aron Levin

Title: Professor and Chair

Education: Ph.D. in Business Administration and Management, 1997, University of Kentucky

M.B.A. in Business Administration and Management, 1991, Northern Illinois University

Experience: 2015-2018, Professor, Northern Kentucky University

2005-2015, Associate Professor, Northern Kentucky University

2000-2005, Assistant Professor, Northern Kentucky University

1997-2000, Assistant Professor, Washburn University

1993-1996, Teaching Assistant, University of Kentucky

MINI VITA

Name: Alar Lipping

Title: Interim Dean

Education: Ph.D. in Physical Education, 1980, Ohio State University

M.S. in Physical Education, 1976, Queens College of the City University of New York

B.A. in Physical Education, 1975, Queens College of the City University of New York

Experience: 2014-2018, Professor and Chair, Department of Kinesiology, Northern Kentucky University

2005-present, Professor, Department of Kinesiology, Northern Kentucky University

1995-2005, Associate Professor, Department of Kinesiology, Northern Kentucky University

1989-1995, Assistant Professor, Department of Education, Health and Physical Education, Northern Kentucky University

1988-1989, Visiting Assistant Professor, Department of Education, Health and Physical Education, Northern Kentucky University

1980-1987, Assistant Professor, Department of Health, Physical Education and Recreation, Miami University

1979-1980, Visiting Instructor, Department of Health, Physical Education and Recreation, Miami University

1978-1979, Graduate Teaching Associate, Department of Academic Faculty of Educational Foundations and Research, College of Education, The Ohio State University

1976-1978, Graduate Teaching Associate, School of Health, Physical Education and Recreation, The Ohio State University

MINI VITA

Name: Michael Mannheimer

Title: Professor

Education: J.D. 1994, Columbia University School of Law

B.A. in Philosophy and Political Science, 1991, Binghamton University

Experience: 2010-present, Professor of Law, Northern Kentucky University

2007-2010, Associate Professor of Law, Northern Kentucky University

2004-2007, Assistant Professor of Law, Northern Kentucky University

2013-2014, Visiting Professor, Penn State Dickinson School of Law

2000-2002, Adjunct Instructor, Brooklyn Law School

MINI VITA

Name: Brad McCombs

Title: Associate Professor

Education: M.F.A., 2002, Trans-disciplinary Studio Arts, Carnegie Mellon University
B.F.A., 1997, Sculpture, Washington University in St. Louis

Experience: 2016 to present, Associate Professor of Art, Department of Visual Arts, Northern Kentucky University

2015-2016, Program Head, Visual Arts, Northern Kentucky University

2014-2015, Assistant Chair and Associate Professor of Art, Department of Visual Arts, Northern Kentucky University

2013-2014, Associate Professor of Art, Department of Visual Arts, Northern Kentucky University

2007-2013, Assistant Professor of Art, Department of Visual Arts, Northern Kentucky University

2005-2007, Art Coordinator and Assistant Professor of Art, Arts Program - Southern Campus, Ohio University

2004-2005, Visiting Assistant Professor, School of Art, Bowling Green State University

2002-2004, Lecturer, School of Art, Bowling Green State University

1999-2002, Graduate Assistant/Instructor, College of Fine Arts, Carnegie Mellon University

MINI VITA

Name: Thomas McGovern

Title: Professor

Education: M.F.A. in Fine Arts, 1986, Tyler School of Art of Temple University

B.F.A. in Fine Arts, 1982 Massachusetts College of Art and Design

Experience: 2015-2018, Associate Director, School of the Arts, Northern Kentucky University

2017-2018, Program Head of Visual Arts, School of the Arts, Northern Kentucky University

2002-15, Chair and Professor of Art, Department of Visual Arts, Northern Kentucky University

1987-1995, Area Head, Sculpture, School of Visual Arts, Pennsylvania State University

1999-2002, Assistant Director, School of Visual Arts, Pennsylvania State University

1995-2002, Graduate Program Head, School of Visual Arts, Pennsylvania State University

MINI VITA

Name: Catherine Neal

Title: Associate Professor and Co-Chair

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

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

Experience: 2011-present, Associate Professor, Northern Kentucky University

2005-2011, Assistant Professor, Northern Kentucky University

2002-2005, Assistant Professor, University of Cincinnati

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

1994-1995, Cincinnati Region Director, Kaplan Test Prep

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

1992-1994, Part Time Faculty, Northern Kentucky University

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

1985-1990, Auditor, Procter & Gamble

MINI VITA

- Name:** Sara Runge
- Title:** Associate Professor, Assistant Chair, and Interim Co-Chair of Teacher Education
- Education:** Ph.D. in Literacy, 1994, University of Cincinnati
Rank I, Educational Leadership, Xavier University
M.A. in Education, 1991, Northern Kentucky University
B.A. in Elementary Education, Northern Kentucky University
- Experience:** 1996-present, Associate Professor, Northern Kentucky University
1995-1996, Graduate Teaching Assistant, Literacy, University of Cincinnati
1990-1996, Teacher, K-5, Kenton County Board of Education

MINI VITA

Name: Ronald Shaw

Title: Associate Professor and Associate Director

Education: M.F.A. in Theatre Design, 1987, Northwestern University
M.A. in Scenic Design, 1982, Bowling Green State University
B.A. in Communication and Theatre Arts, Music, 1980, Heidelberg College

Experience: 2006-present, Associate Professor, Northern Kentucky University
1989-2005, Assistant Professor, Northern Kentucky University
1986-1989, Assistant Professor, University of Florida
1983-1984, Assistant Professor, Findlay College

MINI VITA

Name: Christa Speights

Title: Planetarium Director/Lecturer

Education: M.S. in Physics, 2012, Clemson University, Clemson, SC

B.S. in Physics, 2008, Bob Jones University, Greenville, SC

Experience: 2015-present, Planetarium Director, Northern Kentucky University

2012-2014, Adjunct Professor, North Greenville University, Tigerville, SC

2009-2012, Graduate Teaching Assistant, Clemson University, Clemson, SC

MINI VITA

Name: Juliane Stockman

Title: Director of Corporate Engagement, Lecturer, and Interim Assistant Dean

Education: M.S. in Executive Leadership and Organizational Change, 2008, Northern Kentucky University

B.S. in Secondary English Education, 1993, Ohio University

Experience: 2016-Present, Associate Director of Corporate Engagement, Northern Kentucky University

2011-2016, Associate Director of Career Services, Northern Kentucky University

2009-2011, Corporate Director of Student Affairs, Beckfield College

2008-2009, Director of Student Services, Kaplan

2005-2008, Director of Career Services, ITT Technical Institute

MINI VITA

- Name:** Catherine Gannon Tagher
- Title:** Associate Professor and Chair
- Education:** Ed.D. in Educational Leadership, 2014, Northern Kentucky University
M.S. in Nursing, 2001, University of Kentucky
B.S. in Nursing, 1997, University of Kentucky
- Experience:** 2017-2018, Associate Professor and Interim Chair, Department of Nursing, Northern Kentucky University
2013-2017, BSN Program Director, Northern Kentucky University
2008-2017, Assistant Professor of Nursing, Northern Kentucky University
2005-2007, Lecturer, Northern Kentucky University
2000-2005, Nurse Practitioner, Cincinnati Children's Hospital Medical Center
1997-2000, Registered Nurse, University of Kentucky Children's Hospital

MINI VITA

Name: Duke Thompson

Title: Professor and Associate Dean

Education: D.B.A. in Business Administration, Management, Finance, and Statistics, 1990,
University of Kentucky

M.B.A. in General Finance, 1983, Youngstown State University

B.A. in Accounting, 1976, Westminster College

Experience: 2015-2018, Professor and Chair, Northern Kentucky University

2005-2015, Professor, Northern Kentucky University

1991-2005, Assistant/Associate/Professor, Eastern Kentucky University

MINI VITA

Name: Rachele E. Vogelpohl

Title: Associate Professor and Interim Chair

Education: Ph.D. in Kinesiology, 2011, University of Hawai'i

M.S. in Education, University of Hawai'i

B.S. in Education, Northern Kentucky University

Experience: 2011-2018, Associate Professor and Athletic Training Coordinator, Northern Kentucky University

2007-2011, Doctoral Teaching and Research Assistant, University of Hawai'i

2007-2009, Master's Teaching and Research Assistant, University of Hawai'i

MINI VITA

- Name:** Ginger Webb
- Title:** Interim Assistant Chair, Lecturer II, and Director
- Education:** Ed.D. in Educational Leadership, 2017, Northern Kentucky University
Professional Certificate for School Superintendent, 2007, University of Kentucky
Professional Certificate for Secondary School Principal, 2003, Eastern Kentucky University
Rank I in Instructional Leadership, 2001, Eastern Kentucky University
M.A. in Secondary Education, 1996, Northern Kentucky University
B.A. in English Education, 1990, Eastern Kentucky University
- Experience:** 2017-present, Director of Educational Placements and Internships, Lecturer II, Northern Kentucky University
2012-2017, Assistant Superintendent, Fort Thomas Schools
2013-present, Adjunct Faculty, Northern Kentucky University
2013-2017, Teacher, Highlands High School
2007-2012, Principal, Beechwood High School
2004-2007, Principal, Campbell County High School
2003-2004, Assistant Principal, Campbell County High School
2001-2003, Library Media Specialist, Erlanger-Elsmere Independent Schools
1998-2001, Teacher, Estill County Middle School
1997-1998, Teacher, Montgomery County High School
1996-1997, Library Media Specialist, Grant County Middle School

MINI VITA

- Name:** Robert Zai III
- Title:** Interim Dean and Associate Professor
- Education:** Ph.D. in Education Policy & Evaluation, in progress, University of Kentucky
M.S. in Library Science, 2002, University of Kentucky
B.A. in English, 1999, Northern Kentucky University
- Experience:** 2018-present, Interim Dean of the W. Frank Steely Library, Associate Professor, Northern Kentucky University
- 2016-2018, Associate Dean of the W. Frank Steely Library, Associate Professor, Northern Kentucky University
- 2012-2016, Associate Professor of Library Services, Northern Kentucky University
- 2006-2012, Assistant Professor of Library Services, Northern Kentucky University
- 2006, Associate Librarian, University of Cincinnati Blue Ash
- 2004-2006, Assistant Librarian, University of Cincinnati Blue Ash
- 2003-2004, Beginning Librarian, University of Cincinnati Blue Ash

MINI VITA

Name: Xiaoni Zhang

Title: Professor and Interim Chair

Education: Ph.D. in Business Computer Information Systems, 2001, University of North Texas

M.B.A. in Business Administration and Management, 1996, Huron University

B.S. in Agronomy, 1987, Heibei University

Experience: 2013-present, Professor of Business Informatics, Northern Kentucky University

2007-2013, Associate Professor of Business Informatics, Northern Kentucky University

2001-2007, Assistant Professor of Business Informatics, Northern Kentucky University

1999-2001, Lecturer, University of North Texas

1997-1999, Supervisor, University of North Texas

1987-1994, Research Associate, Huagong Kuangshan Geological Research Institute

MINI VITA

Name: Daryl Harris

Title: Associate Professor

Education: Ph.D. in Interdisciplinary Studies, 2006, University of Alabama

M.F.A. in Theatre, 1991, University of Southern Mississippi

B.A. in Psychology, 1988, University of Southern Mississippi,

Experience: 2010-present, Associate Professor (Performance), Department of Theatre and Dance, School of the Arts, Northern Kentucky University.

2004-2010, Assistant Professor (Performance), Department of Theatre and Dance, Northern Kentucky University.

2008, 2009, Guest Specialist/Professor, African American Prose, and African American Poetry, College of Foreign Languages and Cultures, Xiamen University, Xiamen, P.R. China.

2003-2004, Lecturer, Department of Theatre and Dance and Institute for Freedom Studies, Northern Kentucky University.

2003-2007, Dramatic Reader

2000-2002, Instructor, Department of English, Stillman College

1998-2000, Resident Costumer/Theatre Specialist, Theatre Tuscaloosa/Shelton State Community College

1997, Adjunct Instructor, Department of American Studies, The University of Alabama

1995-1998, Costume Studio Supervisor, Department of Theatre and Dance, The University of Alabama

1992-1995, Instructor, Theatre, Mini-University, University of Victoria

1993-1995, Instructor, Theatre, Cooks Down Under (“street youth” career training program), Victoria, British Columbia

1995, Instructor/Consultant, Native Friendship Center, Duncan, British Columbia

MINI VITA

Name: Kesha Nelson

Title: Associate Professor

Education: Ph.D. in Nursing, 2018, University of Phoenix

M.S. in Nursing, 2008, University of Phoenix

B.S. in Nursing, 2006, University of Phoenix

A.A.S. in Nursing, 1994, Cincinnati State Technical & Community College

Experience: 2018-present, Associate Professor, Department of Nursing, Northern Kentucky University

2011-2018, Assistant Professor, Department of Nursing, Northern Kentucky University

2006-2011, Adjunct Faculty, Nursing Clinical Instructor, Cincinnati State Technical and Community College

MINI VITA

Name: Debra Kasel

Title: Associate Professor

Education: Ed.D. in Educational Leadership, 2012, Northern Kentucky University

M.Ed. in Health Education, 1994, University of Cincinnati

B.S. in Cardiorespiratory Sciences, 1992, State University of New York Health Science Center at Syracuse

Experience: 2004-present, Associate Professor, Respiratory Care Program, Northern Kentucky University

2004-2010, Program Director for Respiratory Care, Northern Kentucky University

1998-2004, Assistant Professor, Clinical Coordinator for the Respiratory Care Program, Northern Kentucky University

1996-1998, Instructor, Clinical Coordinator for the Respiratory Care Program, Northern Kentucky University

MINI VITA

Name: Barbara McFarland

Title: Assistant Professor of Law

Education: J.D. 1981, University of Cincinnati

B.S. in Education, 1974, University of Virginia

Experience: 2006-present, Assistant Professor of Law, Director of Student Success Initiatives,
Northern Kentucky University

1992-2006, Legal Research & Writing Professor, University of Cincinnati
College of Law

1986-1992, Academic Director of Legal Research and Writing, University of
Cincinnati College of Law

1984-1986, Law Clerk to the Honorable Timothy S. Hogan, United States District
Court for the Southern District of Ohio

MINI VITA

Name: Karen Mutsch

Title: Professor

Education: D.N.P. in Nursing, 2005, University of Kentucky

M.S.N. in Nursing, 2000, Northern Kentucky University

B.S.N. in Nursing, 1985, Northern Kentucky University

A.S.N. in Nursing, 1975, Northern Kentucky University

Experience: 2014-present, Associate Professor, Department of Nursing, Northern Kentucky University

2008-2014, Assistant Professor, Department of Nursing, Northern Kentucky University

2007-2008, Adjunct Faculty, Department of Nursing, Northern Kentucky University

MINI VITA

Name: Paul J. Wirtz

Title: Associate Professor

Education: Ph.D. in Curriculum and Instruction and Developmental Psychology and Special Education, 1979, George Peabody College

M. S. in Educational Psychology, 1972, University of Wisconsin

B.A. in Social Science and History, 1969, Marquette University

Experience: 2005-present, Associate Professor, Northern Kentucky University

1988-2004, Director, Birth to Primary Certification Project, Associate Professor, Coordinator of Graduate Programs, Eastern Kentucky University

1982-1988, Associate Professor, Director of Education Graduate Studies, Berry College

1976-1982, Associate Professor, University of South Carolina at Aiken

MINI VITA

Name: Steven Castellano

Title: Lecturer

Education: Ph.D. in Botany/Ecology, in progress, Miami University

M.S. in Botany/Ecology, 2008, Miami University

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

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

2013-2014, Adjunct Instructor, Biology, Miami University

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

MINI VITA

Name: Eric R. Hugo

Title: Lecturer

Education: Ph.D. in Molecular Genetics, 1992, The Ohio State University

M.S. in Microbiology, 1986, The Ohio State University

B.S. in Biology, 1983, Northern Kentucky University

Experience: 2012-Present, Assistant Professor, University of Cincinnati

2006-2012, Research Scientist, University of Cincinnati

2002-2006, Postdoctoral Research Fellow, University of Cincinnati

1999-2002, Senior Staff Scientist, Wood Hudson Cancer Research Laboratory

1998-1999, Visiting Assistant Professor, Northern Kentucky University

1998, Associate Professor, Dickinson State University

1994-1998, Assistant Professor, Dickinson State University

1991-1993, Postdoctoral Research Associate, Washington University School of Medicine

MINI VITA

Name: Anthony-John A. Avenido

Title: Lecturer

Education: Doctor of Medicine, 2001, Fatima College of Medicine, Manila, Philippines

B.S. in Business Administration, 1991, University of Louisville

Experience: 2017-2018, Adjunct Biology Instructor, Miami University, Middletown Campus

2015-2018, Biology Instructor, Cincinnati State Technical and Community College

2014-2015, Allied Health Instructor, Brown Mackie College, Cincinnati

2007-2014, Program Director, Brown Mackie College, Cincinnati

2006-2007, Practical Nursing Instructor, Brown Mackie College, Cincinnati

MINI VITA

Name: Beatriz Russell

Title: Lecturer

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

M.A. in Cell Biology and Biochemistry, 2002, Boston University

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

Experience: 2014-present, Lecturer, Chemistry and Biochemistry, Northern Kentucky University

2013-14, Adjunct Instructor, Chemistry, Northern Kentucky University

2012-13, Lecturer, Chemistry, Northern Kentucky University

2010-12, Adjunct Instructor, Chemistry, Northern Kentucky University

MINI VITA

Name: Kristina Bielewicz

Title: Lecturer

Education: M.S. in Immunobiology, 2014, University of Cincinnati

B.S. in Natural Sciences, 2000, University of Cincinnati

A.A.S. in Biochemistry, 1997, University of Cincinnati

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

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

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

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

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

2002-2003, Staff Research Associate, Elan Pharmaceuticals

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

MINI VITA

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

Title: Lecturer

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

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

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

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

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

2000-present, Lecturer, Geology, Northern Kentucky University

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

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

2002-2006, Lecturer, Geology, Cincinnati Christian University

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

1986-1994, Instructor, Photography, Cincinnati Christian University

MINI VITA

Name: Amber Carter

Title: Outreach Specialist

Education: B.A. in Elementary Education, 2007, Northern Kentucky University

M.A. in Special Education, December, 2016, University of the Cumberlands

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

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

2016-present, Outreach Specialist for CINSAM

MINI VITA

Name: Kristi Brock

Title: Lecturer

Education: M.A. in English and Comparative Literature, 2001, University of Cincinnati
B.A. in Journalism, 1988, Northern Kentucky University

Experience: 2001-present, Lecturer, Northern Kentucky University
1999-2001, Academic Tutor, University of Cincinnati
1999-2001, Freelance Writer, Cincinnati Enquirer/Kentucky Enquirer

MINI VITA

Name: Lindsey Caldwell Thomas

Title: Lecturer

Education: M.A. in English, 2011, Northern Kentucky University

Professional Certificate in Composition and Rhetoric, 2011, Northern Kentucky University

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

Experience: 2010-present, Instructor, Department of English, Northern Kentucky University

2004-2006, Account Service Representative, RR Donnelley, Florence

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

MINI VITA

Name: Megan Henson

Title: Lecturer

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

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

Experience: 2016-present, Adjunct Instructor, Northern Kentucky University

2016, Adjunct Instructor, Antioch College

MINI VITA

- Name:** Kathy A. Elrick
- Title:** Visiting Assistant Professor
- Education:** Ph.D. in Rhetorics, Communication, & Information Design, 2016, Clemson University
- M.A. in English, 2011, Arcadia University
- M.S. in Politics and Government, 2011, Illinois State University
- B.A. in Politics and Government, 2005, Illinois State University
- Experience:** 2012-2015, Graduate Teacher of Record, English, Clemson University
- 2006-2007, Graduate Assistant, Political Science Department, Illinois State University

MINI VITA

Name: Stephen Leigh

Title: Lecturer

Education: MA, 2005, Creative Writing, Antioch University McGregor

BFA, 1974, Art Education, University of Cincinnati

Experience: 2006-present, Lecturer, Creative Writing & English, Northern Kentucky University

2001-2006, Adjunct Instructor, Creative Writing & English, Northern Kentucky University

MINI VITA

Name: Mary Bucklin

Title: Lecturer

Education: Ed.D. in Urban Educational Leadership, 2010, University of Cincinnati

M.A. in Non-fiction Writing/English, 1995, The University of Iowa

M.S. in Education, 1984, Indiana University at Fort Wayne

B.S. in Physical Education for Women, 1975, Iowa State University

Experience: 2001-present, Lecturer Northern Kentucky University Women's and Gender Studies Program

2000-present, Adjunct Instructor Wilmington College, Cincinnati

1999-2001, University of Cincinnati Department of English Composition

1998-2001, Northern Kentucky University Women's Studies Program

1989-1994, Kirkwood Community College Department of English

1986-1989, Assistant Professor (Coordinator of Women's Athletics and Coach)
Upper Iowa University Physical Education Department

1978-1984, High School English and PE Teacher Bishop Luers High School, Fort Wayne, IN

1976-1978, 7-12 English & K-12 PE Teacher Lohrville Community Schools,
Lohrville, IA

MINI VITA

Name: Joseph Lombardi

Title: Lecturer

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

M.A. in History, 2002, Ohio University

B.A. in History, 1995, Miami University

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

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

MINI VITA

Name: Kathleen M. Quinn

Title: Lecturer

Education: Ph.D. Candidate (A.B.D.), Classics, University of Cincinnati

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

M.A. in Archaeology, 1996, Cornell University

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

Experience: 2011-present, Lecturer, Department of History and Geography, Northern Kentucky University

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

2005-present, Adjunct Instructor, Department of World Languages and Literatures, Northern Kentucky University

2003-2011, Adjunct Instructor, Department of History and Geography, Northern Kentucky University

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

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

2006-2007, Adjunct Instructor, Department of English, Northern Kentucky University

2004, Adjunct Instructor, Classics, Xavier University

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

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

MINI VITA

Name: Rachel Zlatkin

Title: Lecturer

Education: Ph.D. in English and Comparative Literature, 2013, University of Cincinnati

MA in English Language and Literature, 2004, University of Cincinnati

BA in Drama and English, 1994, Thomas More College

Experience: 2014-present, Academic Advisor in Honors, Northern Kentucky University

2014-present, Lecturer in Honors, Northern Kentucky University

2014-present, Faculty Advisor, *The Compass: an Interdisciplinary Journal of the Honors Program*, Northern Kentucky University

2013-2014, Lecturer in English, Writing Instruction Program, Northern Kentucky University

MINI VITA

Name: Rhonda Davis

Title: Lecturer

Education: M.A. in English, 2012, Northern Kentucky University

B.A. in Philosophy, 1996, University of North Carolina-Asheville

Experience: 2012-present, Adjunct Instructor, English, Northern Kentucky University

2012, Teaching Assistant, English, Northern Kentucky University

MINI VITA

Name: Natalie Williams

Title: Lecturer

Education: M.A. in TESOL, 2003, University of Central Florida

B.A. in Communications, 2000, University of Central Florida

Experience: 2012-present, Lecturer, Learning PLUS, Northern Kentucky University

2010-2013, Instructional Designer, University of Cincinnati,

MINI VITA

Name: Marla Lemmon

Title: Lecturer

Education: M.S. in Mathematics, 2010, University of Cincinnati

B.S. in Mathematics, 2008, Northern Kentucky University

Experience: 2011-present, Lecturer, Mathematics and Statistics, Northern Kentucky University

2010-2011, Adjunct Instructor, General Education, ITT Technical Institute (Norwood, OH campus)

2010, Adjunct Instructor, General Education, Beckfield College (Springdale, OH campus)

2008-2010, Teaching Assistant, Mathematics, University of Cincinnati

MINI VITA

Name: Barbara Phillips

Title: Lecturer

Education: M.A. in Education, 2000, College of Mt. St. Joseph
Graduate Work, Education, 1996-97, University of Cincinnati
Graduate Work, Mathematics, 1981-82, Rice University
B. A. in Mathematics, 1981, Hanover College

Experience: 2004-present, Instructor, Mathematics, Northern Kentucky University
1990-2004, Instructor, University of Cincinnati
1989-2000, Instructor, Development Department Cincinnati State College
1985-1989, Instructor, Mathematics, University of Missouri
1984-1985, Instructor, Mathematics University of North Carolina
1983-1984, Teacher, St. Pius School, Houston, TX

MINI VITA

Name: Laura Urbanski

Title: Lecturer

Education: M.S. in Mathematics, 1992, Cleveland State University

B.S. in Mathematics Education, 1990, Bowling Green State University

Experience: 2008-present, Lecturer, Mathematics, Northern Kentucky University

2005-2008, Instructor, Mathematics, University of Cincinnati Clermont College

1992-1997, Instructor, Mathematics, Miami University Middletown

MINI VITA

Name: Joy Burdette

Title: Lecturer

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

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

B.M.E. in Music Education, 1992, University of the Cumberlands

Experience: 2017-2018, Lecturer, Music Program, School of the Arts, Northern Kentucky University

1999-2017, Instructor of Voice, Department of Music, Department of Theatre & Dance, School of the Arts, Northern Kentucky University

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

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

MINI VITA

Name: Richard Van Dyke

Title: Lecturer

Education: D.M.A. in Piano Performance, 2007, University of Cincinnati: College-Conservatory of Music

M.M. in Piano Performance, 1988, University of Cincinnati: College-Conservatory of Music

MT (ASCP), 1980, University of Wisconsin - Lacrosse

B.S. in Music, 1976, University of Wisconsin - Oshkosh

Experience: 2012-2018, Adjunct Professor of Piano, Northern Kentucky University

2000-present, Self Employed Independent Music Teacher, Cincinnati Music Academy/Van Dyke Piano Studio

2009-present, Guest Lecturer, University of Cincinnati: College Conservatory of Music, Kent State University, Miami University, and Northern Kentucky University

1988-1991, Graduate Assistantship, University of Cincinnati: College Conservatory of Music

MINI VITA

Name: Hanna Hurwitz

Title: Lecturer

Education: D.M.A. in Violin Performance and Literature, 2016, Eastman School of Music

M.M. in Violin Performance, 2013, University of Texas at Austin

B.M. in Violin Performance, 2008, Eastman School of Music

Experience: 2016-2018, Adjunct Instructor, University of Buffalo

2013-2016, Secondary violin lessons to non-majors, Eastman School of Music

2013-2015, Teaching Assistant, Eastman School of Music

MINI VITA

Name: Leanne Wood

Title: Lecturer

Education: Ph.D. in Musicology, 2010, Princeton University

M.A. in Musicology, 2005, Princeton University

B.Mus. in Piano Performance, 2003, Trinity University

Experience: 2016-2018, Assistant Professor in Music, Salisbury University

2016-2018, Faculty Director Honors Program, Salisbury University

2014-2016, Assistant Director Honors Program, Salisbury University

2010-2014, Lecturer in Writing, Princeton University

2011, Adjunct Instructor in Music, Columbia University

MINI VITA

Name: David Cain

Title: Lecturer

Education: Ph.D. in Chemistry, 1982, University of Cincinnati

M.S. in Physics, 1978, University of Cincinnati

B.S. in Physics, 1976, University of Cincinnati

Experience: 2014-present, Adjunct Professor & Lecturer, Physics & Astronomy, Northern Kentucky University

2005-2014, Visiting Professor, DeVry University, Cincinnati

2000-2007, Adjunct/Assistant Prof/Visiting Prof, Physics, Mathematics, Astronomy at Xavier University, University of Cincinnati, Gateway Community & Technical College (KY), ITT Technical Institute, Cincinnati

1996-2000, Technical Consultant, Mound Engineering & Analysis Group, Miamisburg

1982-1996, Analytical Specialist & Supervisor, EG&G Mound & Monsanto Research Corporation, Miamisburg, OH

1982-1985, Senior Physicist, Monsanto Research Corp. at EG&G Mound, Miamisburg

MINI VITA

Name: Mohsen Keshtvarz

Title: Lecturer

Education: Ph.D. in Industrial Engineering, A.B.D., University of Cincinnati
M.S. in Industrial Engineering, 1985, North Carolina A&T State University
B.S. in Mechanical Engineering, 1982, Jackson State University, Jackson, MS

Experience: 2010-2013, Assistant Professor, Engineering, Shiraz University, Shiraz, Fars
2000-2009, Full-time Lecturer, Computer Information Systems, University of Texas-El Paso
1995-2000, Assistant Professor, Computer Information Systems, Peru State College, Peru, NE
1988-1995, Assistant Professor, Information Technology, Wilmington College, Wilmington, OH
1987-1988, Assistant Professor, Dir. Engineering Technology, Shawnee State University, Portsmouth, OH
1986-1987, Instructor, Computer Information Technology, Southern Ohio College Tech. Center, Cincinnati, OH
1981-1986, Senior Information Systems Engineer, Integrated Management Controls, Greensburg, PA

MINI VITA

Name: Roger T. Miller

Title: Lecturer

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

Experience: 2015-present, Lecturer and Lab Manager, Northern Kentucky University

1989-2015, Production Specialist/Service Technician, HI-GEAR Co., Newport

1986-1989, Machinist/Fabrication/Welder, TKF, Inc., Cincinnati

1985-1986, Machinist/Welder, RB Systems, Dayton, OH

1979-1985, Lead Fabricator/Assembler, H&L Manufacturing, Bellevue

MINI VITA

Name: Fatemesadat Mohammadi

Title: Lecturer

Education: Ph.D. in Physics, 2018, University of Cincinnati

M.S. in Physics, 2014, University of Cincinnati

B.S. in Physics, 2009, University of Tehran, Iran

Experience: 2012-2018, Teaching Assistant, University of Cincinnati

2013-2017, Physics Tutor, Cincinnati, OH

2004-2011, Physics Tutor, University of Tehran, Iran

2010-2011, Editor, Modaresan-Sharif Institute, Tehran, Iran

MINI VITA

Name: Julie Ann Reizner

Title: Lecturer

Education: M.S. in Earth Sciences, 2010, Montana State University

B.S. in Geology, 2003, Western Kentucky University

Experience: 2018-present, Part-time Instructor of Geology, Gateway Community and Technical College

2016-present, Education and Outreach Volunteer, WAVE Foundation at the Newport Aquarium

2010-2014, Part-time Instructor of Geology, Gateway Community and Technical College

2008-2016, Raptor Caretaker, Handler, and Educator, Biology Integration & Outreach for Science Education (BIOSE)

2007-Present, Part-time Instructor of Geology, Northern Kentucky University

2007-2010, Presenter, Cincinnati Zoo and Botanical Gardens

2004-2007, Teaching Assistant, Montana State University

2002-2003, Water Quality Technician, Mammoth Cave National Park

MINI VITA

Name: William Thatcher

Title: Lecturer

Education: M.S. in Physics, 2016, University of Cincinnati

B.S. in Physics, 2014, Xavier University

Experience: 2018-present, Lecturer of Physics, Northern Kentucky University

2015-present, Graduate Research Assistant, University of Cincinnati

2015-2016, Recitation & Lab Instructor of Physics, University of Cincinnati

2012-2014, Undergraduate Teaching Assistant, Xavier University, Cincinnati

MINI VITA

Name: Jason S. Farkas

Title: Lecturer

Education: Ed.D. in Organizational Studies, to be awarded May 2019,
Wright State University

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

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

Experience 2017-present, Lecturer, Organizational Leadership, Northern
Kentucky University

2014 present, Adjunct Instructor & Research Assistant, Department of Leadership
Studies, Wright State University

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

MINI VITA

Name: Jeffrey M. Girton

Title: Lecturer

Education: Doctoral Candidate, Leadership and Change - to be awarded in May 2019, Antioch University

M.A. in Leadership and Change, 2018, Antioch University

M.S. in Executive Leadership & Organizational Change, 2013, Northern Kentucky University

M.A. in Theology, 2005, Xavier University

B.A. in General Studies 1999, Kentucky Christian University

Experience: 2014-present, Temporary Lecturer, Organizational Leadership, Northern Kentucky University

2010-2014, Adjunct Faculty, First Year Programs, Northern Kentucky University

2010-2014, Support Specialist, Student Achievement Programs & Services, Northern Kentucky University

2007-2012, Adjunct Faculty, Xavier University

2006-2010, Residence Hall Director, Xavier University

MINI VITA

Name: Kristen L. Lovett

Title: Lecturer

Education: Ed.D. in Educational Leadership, 2015, Northern Kentucky University

M.B.A. in Executive Management, 2004, Sullivan University

B.A. in Business Administration, 2001, Thomas More College

Experience: 2014-present, Temporary Lecturer, Organizational Leadership, Northern Kentucky University

2009-2014, Associate Director, Educational Outreach – Online Learning Programs, Northern Kentucky University

2006-2014, Adjunct Lecturer, Management, Leadership, Northern Kentucky University

2004-2009, Adjunct Lecturer, Business Management, Thomas More College

1992-2009, North America Customer Relationship Manager, Balluff, Inc.

1978-1992, Purchasing Agent, Aerospace Division, General Electric Company

MINI VITA

Name: Smita Desai Ward

Title: Lecturer

Education: Psychology Internship/Post-Doctoral Work, 1994-1996

Ph.D. in Clinical Psychology, 1996, Purdue University

M.S. in Clinical Psychology, 1991, Purdue University

B.A. University Honors Scholar, 1987, Northern Kentucky University, Summa Cum Laude

Experience: 2012-present, Lecturer at Northern Kentucky University

2011-2011, Private Practice Relocation to Northern Kentucky

2005-2011, Clinical Psychologist at Alpine Clinic Medical Center

1995-2005, Post-Doctoral Work and Clinical Psychologist at Purdue University's Counseling and Psychological Services Center; Adjunct Faculty in Department of Psychological Science

1994-1995, Internship at Danville, Illinois VA Medical Center

MINI VITA

Name: Paul Douglas Bishop

Title: Lecturer

Education: Ph.D. in Experimental and Clinical Psychology, 1972, Ohio University

M.S. in Psychology, 1968, Ohio University

B.A. in Psychology, 1965, Lewis and Clark College

Experience: 2018-present, Lecturer, Psychology, Northern Kentucky University

1975-2016 (retired), Associate Professor of Psychology, Northern Kentucky University

1996-2000, Director of Human Sexuality Program, University of Cincinnati Medical School

1982-1984, Clinical Psychologist, Comprehensive Care Treatment Program for Drug and Alcohol Addiction, Falmouth Kentucky

1980, Staff Psychologist, Kinsey Institute Summer Training Program in Human Sexuality

1979, Staff Psychologist, Syracuse University Summer Training Program in Human Sexuality

1972-2010 Part time Private Practice in Clinical Psychology, Kentucky and Ohio

1972-1975 Adjunct Assistant Professor, Department of Psychology, University of Cincinnati

1972-1975 Clinical Psychologist, Rollman's Psychiatric Institute

MINI VITA

- Name:** Gary Blahnik
- Title:** Lecturer
- Education:** Ph.D. in Humanities, 1989, Union Institute and University
Ed.D. In progress, Counseling, University of Cincinnati
M.Ed. in Counseling, 2004, Xavier University
M.A. in Philosophy, 2007, University of Cincinnati
M.A. in English, 2006, Xavier University
B.A. in Linguistics and Religion, 1975, California State University System
- Experience:** 1996-2016, Lecturer, Northern Kentucky University
1994-2016, Adjunct Professor, Xavier University
1991-2016, Adjunct Professor, Union Institute and University

MINI VITA

Name: Robert Greenleaf Brice

Title: Lecturer

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

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

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

Experience: 2016-present, Lecturer, Northern Kentucky University

2010-2016, Assistant Professor, Loyola University New Orleans

2008-2010, Visiting Professor, Loyola University New Orleans

2007-2008, Visiting Professor, Marlboro College

2003-2007, Adjunct Professor, Elmhurst College

MINI VITA

Name: Nicole Grant

Title: Lecturer

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

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

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

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

1995-2002, Instructor, part-time, Sociology, Northern Kentucky University & University of Cincinnati

1991-1995, Assistant Professor, Ball State University

1989-1991, Assistant Professor, Northern Kentucky University

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

MINI VITA

- Name:** Michael J. Simonton
- Title:** Lecturer
- Education:** Ph.D. in Social Anthropology, 2010, National University of Ireland-Galway
M.A. in Anthropology, 1977, The Ohio State University
B.A. in Anthropology, 1976, University of Dayton
- Experience:** 2001-2018, Lecturer, Anthropology, Department of Sociology, Anthropology, and Philosophy, Northern Kentucky University
- 2016-2018, Adjunct Associate Professor of Anthropology, Department of Anthropology, University of Cincinnati
- 2008-2016, Adjunct Assistant Professor of Anthropology, Department of Anthropology, University of Cincinnati
- 2000-2001, Adjunct Instructor, Anthropology, Department of Sociology, Anthropology, and Philosophy, Northern Kentucky University
- 2000-2018, Adjunct Professor of Sociology and Biology, Wilmington College Cincinnati Campus
- 1985, Part-time Faculty, Anthropology, The Ohio State University, Marion Regional Campus
- 1985, Part-time Faculty, Anthropology, Urbana University Dayton Campus
- 1979-1985, Graduate Teaching/Research Associate, Anthropology, Department of Anthropology, The Ohio State University

MINI VITA

Name: Kristina E. Vise

Title: Lecturer

Education: M.A. in Sociology, 2000, University of Cincinnati

B.S. in Applied Cultural Studies, 1998, Northern Kentucky University

Experience: 2007-present, Lecturer, Northern Kentucky University

MINI VITA

Name: Christine C. Jones

Title: Lecturer

Education: M.F.A., in Acting & Drama, 1987, University of Virginia

B.F.A. in Acting Performance, 1986, Florida State University

Experience: 2005-2018, Lecturer, Theatre Arts, Northern Kentucky University

MINI VITA

Name: Charles Roetting

Title: Lecturer

Education: Certificate, Improvisation, 2012, Upright Citizens Brigade Los Angeles
Certificate, Improvisation, 2012, iO West (formerly Improv Olympic)
M.F.A. in Acting for Film, 2011, New York Film Academy
B.F.A. in Theatre: Acting, 2009, Northern Kentucky University

Experience: 2017-present, Temporary Lecturer, Theatre, Northern Kentucky University
2013-2016, Adjunct Lecturer, Northern Kentucky University
2011-2012, Administrative Assistant, New York Film Academy - LA

MINI VITA

Name: Julia Sebastian

Title: Lecturer

Education: M.F.A., 2014, University of Cincinnati

B.A. in Drawing & Printmaking, 2012, Transylvania University

Experience: 2018, Lecturer, Northern Kentucky University

2016-2018, Adjunct Professor, Northern Kentucky University

2016, Adjunct Faculty, Antioch College

2014 Drawing Moderator, Osher Lifelong Learning Institute, University of Cincinnati, Cincinnati, OH

2013-2014, Adjunct Faculty, University of Cincinnati

MINI VITA

Name: Sandra Bazzani-Aronne

Title: Lecturer

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

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

Experience: 2016, Lecturer of Spanish, Northern Kentucky University

2015-2016, Adjunct Instructor of Spanish, Northern Kentucky University

2012-2016, Freelance Spanish Teacher, Procter and Gamble, Cincinnati, OH

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

2009-2016, Adjunct Instructor of Spanish, Xavier University, Cincinnati, OH

2009-2010, Spanish Instructor, Berlitz Language Center, Cincinnati, OH

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

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

MINI VITA

Name: Andrea Fielner

Title: Lecturer

Education: Ph.D. in German Studies, 2009, University of Cincinnati

M.A., 2004, Department of German Studies, 2004, University of Cincinnati

Department of German Studies, 2002-2009, University of Cincinnati

Germanistisches Institut, 2000, RWTH Aachen, Germany

Experience: 2014-present, Lecturer, Department of World Languages and Literatures,
Northern Kentucky University

2012-2014, Adjunct Instructor, Department of World Languages and Literatures,
Northern Kentucky University

2012-2013, Part-time Advisor, Department of Psychological Sciences, Northern
Kentucky University

2012, Part-time General Education Advisor, A&S Advising Center, Northern
Kentucky University

2012, Freelance Copyeditor for Dover Publications

2012, Adjunct Instructor of German, Department of German Studies, University
of Cincinnati

2009-2010, Adjunct Instructor of German, Department of World Languages and
Literatures, Northern Kentucky University

2010, Part-time General Education Advisor, A&S Advising Center, Northern
Kentucky University

2004-2006, Assistant Coordinator, Department of German Studies, University of
Cincinnati

2003-2008, Teaching Assistant, Department of German Studies, University of
Cincinnati

MINI VITA

Name: Iliana Rosales-Figueroa

Title: Lecturer

Education: Ph.D. in Romance Languages and Literature, 2012, University of Cincinnati
M.A. in French Literature, 2006, University of Missouri
B.A. in English, 2003, Universidad Veracruzana, Xalapa, Mexico
B.A. in French, 2001, Universidad Veracruzana, Xalapa, Mexico

Experience: 2017-present, French Lecturer, Northern Kentucky University
2016-2017, French and Spanish Instructor, Northern Kentucky University
2014-2017, French Instructor, Alliance Française, Cincinnati
2014-2016, Spanish Instructor, Xavier University
2014, Spanish Instructor, Cincinnati Spanish Academy
2012-2014, Visiting Assistant Professor of Spanish, Denison University
2011-2012, French Instructor, Alliance Française, Cincinnati
2010 and 2011, Spanish Instructor, University of Cincinnati
2009-2010, Research Assistant, University of Cincinnati
2007-2009, Spanish Instructor, University of Cincinnati
2006-2007 French Instructor, Alliance Française, Cincinnati
2005-2006, French Instructor, University of Missouri
2003-2004, Language Teacher, ESBIO Junior High School, Mexico

MINI VITA

Name: James Kirtley

Title: Lecturer

Education: M.B.A., 1975, Xavier University

B.B.A. in Banking & Finance, 1969, Marshall University

Experience: 2010-present, Lecturer, Northern Kentucky University

2010-2011, Adjunct Instructor, Xavier University

2010, Part-time Faculty, Northern Kentucky University

2005-2009, Adjunct Instructor, Westminster College and Youngstown State University

1995-2005, Director, Materials Management/Logistics, General Motors Corporation

1992-1996, Director, Manufacturing Shift Operations, General Motors Corporation

1991-1992, Superintendent, Trim Department Operations, General Motors Corporation

1990-1990, Adjunct Instructor, Kent State University

1984-1991, Superintendent, Materials Operations, General Motors Corporation, Lordstown, Ohio

1981-1983, Adjunct Instructor, Youngstown State University

1980-1984, Assistant Resident Controller, General Motors Corporation

MINI VITA

Name: Marcia Vorholt

Title: Lecturer

Education: M.B.A., 1981, University of Cincinnati

B.B.A., 1975, University of Cincinnati

Experience: 2014-present, Lecturer, Northern Kentucky University

2010-2014, Faculty, Xavier University

2010-present, Consultant, Professional Consulting Services

1975-2009, Senior Audit Manager, Grant Thornton, LLP

1979-1981, Faculty, University of Cincinnati

MINI VITA

Name: Daniel Kent

Title: Lecturer

Education: M.B.A. in Business Administration/Management, 1986, University of Cincinnati

B.S. in Business Administration/Management, 1983, Northern Kentucky University

B.A. in Business Administration/Management, 1973, Northern Kentucky University

Experience: 1986-present, Lecturer, Northern Kentucky University

1974-1980, Food Inspector, Northern Kentucky District Health Department

MINI VITA

Name: Louis Manchise

Title: Lecturer

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

Experience: 2007-present, Lecturer, Northern Kentucky University

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

1992-2007, Adjunct Professor, University of Cincinnati

1984-1992, Instructor, Northern Kentucky University

1973-2000, Federal Mediator, Federal Mediation Service

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

1967-1969, Personnel Manager, National Can Corporation

1966-1967, New York Air National Guard

MINI VITA

Name: Jennifer Wehr Holt

Title: Lecturer

Education: M.B.A. in Entrepreneurship, 2004, Northern Kentucky University

B.S. in Marketing, 1997, Northern Kentucky University

Experience: 2017-2018, Account Director (Kroger), Spins, LLC

2014-2017, Director of Marketing, HR ProFile, Inc.

2013-2014, Account Supervisor (Kroger), Ogilvy & Mather

2010-2012, Senior Manager/Account Director, MRSI

2007-2010, VP of Marketing and Sales, RiskAware, LLC

2005-2006, Senior Manager/Director, Directions Research, Inc.

1998-2005, Account Manager, Catalina Marketing, Inc.

MINI VITA

Name: Charles Heath

Title: Lecturer

Education: M.B.A., 1994, Northern Illinois University

B.S. in Finance, 1992, University of Illinois

Experience: 2011-present, Lecturer, Northern Kentucky University

1993-present, Management Consultant, Heath Enterprises

2008-2011, Visiting Instructor, Eastern Kentucky University

2007-2008, Lecturer, University of Kentucky

2004-2006, Lecturer, University of Kentucky

2003-2004, Lecturer, Northern Kentucky University

2002-2003, Visiting Assistant Professor, Xavier University

2000-2002, Assistant Professor, Xavier University

1999-2000, Visiting Assistant Professor, Northern Illinois University

1996-1999, Teaching Assistant, University of Kentucky

MINI VITA

Name: Davette Shorter

Title: Lecturer

Education: M.B.A. in Finance, 1998, New York University

Experience: 2016-present, Chief Marketing Officer, B.True.2.U Hair Institute

2014, Adjunct Professor of Marketing, University of Cincinnati

2012-2016, Director of Marketing, Quest Diagnostics

2007-2012, Director of Marketing Natural Healthy Beverages and Corporate Relations, Sunny Delight Beverages

2004-2007, Director of North American Marketing, L'oreal Softsheen Carson

2002-2004, Senior Manager of Innovations Marketing, Campbell's Soup Company

2001-2001, Vice President of Marketing, Glory Foods

1998-2001, Senior Product Manager, Bath and Body Works

1997-1998, Brand Manager, Nabisco Foods

1995-1997, Associate Brand Manager, Nabisco Foods

1992-1995, Sales Representative in Accelerated Management Program, Nabisco Foods

MINI VITA

Name: Mei Mei Burr

Title: Lecturer and Program Director

Education: Ph.D. in School Psychology, 1994, University of Cincinnati

M.Ed. in School Psychology, 1989, the College of William and Mary

A.B. in English and Psychology, 1985, Kenyon College

Experience: 2017-present, Lecturer, Northern Kentucky University

2013-2017, Associate Vice President of Academic Affairs, Wilmington College

2010-2013, Director of Office of First-Year Programs, Northern Kentucky University

2007-2010, Assistant Chair, Department of Psychological Science, Northern Kentucky University

1997-2007, Lecturer and Academic Advisor, Department of Psychological Science

1995-1996, Adjunct Faculty Member, School Psychology Graduate Program, University of Cincinnati

1992-1996, School Psychologist, Hamilton County Educational Services

MINI VITA

Name: James E. Taylor

Title: Lecturer

Education: M.S.W. in Social Work, 2007, The University of Alabama, Tuscaloosa
B.S.W. in Social Work, 2006, The University of Alabama, Birmingham

Experience: 2012-present, Lecturer, Social Work, Northern Kentucky University
2011-2012, Course Instructor, The University of Alabama, Birmingham
2008-2011, Teaching Assistant and Course Instructor, The University of Alabama, Tuscaloosa

MINI VITA

Name: Keith Collins

Title: Lecturer

Education: M.S. in Clinical Exercise Physiology, 2004, Indiana University
B.S. in Kinesiology, 2002, Indiana University
B.A. in Psychology, 2002, Indiana University

Experience: 2015-present, Lecturer, Northern Kentucky University
2011-2015, Director, Epoch Wellness
2011-2012, Adjunct Instructor, Daymar College
2005-2010, Exercise Physiologist, Health Coach, St. Elizabeth Healthcare
2005, Health & Fitness Specialist, TriHealth
2004, Intern, Life Center Health & Conditioning Club

MINI VITA

Name: Adam Helbig

Title: Clinical Professor

Education: M.S. in Education, 2004, University of Akron

Bachelor of Specialized Studies, 1998, Ohio University

Experience: 2017-present, Clinical Professor of Education Technology, Northern Kentucky University

2015-present, Director of Business Development and Operations, TutorGen, Inc.

2013-present, Principal, ARH Consulting, LLC

2015-present, Communication Committee Leader, NKYEC

2014-2015, COO, Co-Founder of Linkedü

2006-2015, Manager of Learning and Development, Cincinnati Children's Hospital Medical Center

2013-2015, Leader, Embrace Adoptive and Foster Family Employee Resource Group, Cincinnati Children's Hospital

2005-2005, Training/Quality Assurance Manager, Emergency Medicine Physicians-MBFS

MINI VITA

Name: Anthony Burk

Title: Lecturer

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

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

Experience: 2014-2017, Lecturer of Business Informatics, Northern Kentucky University

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

2011-2012, Instructor of Psychology, University of Michigan

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

MINI VITA

Name: Bradley L. Metzger

Title: Lecturer

Education: M.S. in Operations Research, 1984, Georgia Institute of Technology

B.S. in Metallurgical Engineering, 1982, University of Cincinnati

Experience: 2015-2017, Lecturer of Business, Northern Kentucky University

1984-2015, Business Analytics & Business Intelligence System Development,
Procter and Gamble Company

1986-1988, Instructor of Business Administration, University of Cincinnati

MINI VITA

Name: Crystal Summers

Title: Lecturer

Education: M.S. in Business Administration, 2012, Sullivan University

M.S. in Managing Information Technology, 2011, Sullivan University

M.S. in Health Informatics, 2009, Northern Kentucky University

B.S. in Business Education/Operating Systems Technology, 2004, Northern Kentucky University

Experience: 2010-2017, Lecturer of Business Informatics, Northern Kentucky University

2015, Instructor of Information Technology, Georgia Piedmont Technical and Community College

2012-2013, Instructor of Information Technology, Gateway Technical and Community College

2008-2013, Instructor of Information Technology, Chatfield College

MINI VITA

Name: Susan Thomas

Title: Professor of Practice

Education: M.A. in Management and Planning, 1991, Ohio State University
B.S. in Industrial Design, 1981, Ohio State University

Experience: 2015-present, Adjunct Professor of Communication, University of Kentucky
2017-present, Process Optimization, Wendy's Corporation
2002-present, Certified Instructor, The Project Management Institute
2017, Process Optimization, Micron Technologies
2016-2017, Process Optimization, Cincinnati Children's Hospital Medical Center
2014-2016, Trainer, Goldratt Consulting
2013, Project Manager, Vantiv
2007-2009, Project Manager, Luxottica
2005, Project Manager, Pharmerica
2004-2016, Project/Program Manager, Procter & Gamble
2003, Certified Instructor, Boston University
2000-2003, Project Manager, Cincinnati Gas and Electric
1991-1992, Adjunct Professor, University of Cincinnati

MINI VITA

Name: David Brandt

Title: Visiting Professor of Practice

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

Experience: 2016 – 2018, Adjunct Professor of Communication, Northern Kentucky University
2015-2018, Founder and Principal, Voice Crafter
2012-2015, Senior Vice President, Maritz Research
2004-2012, Vice President, Maritz Research
1998-2004, Senior Vice President, Burke, Inc.
1988-1998, Vice President, Burke, Inc.
1985-1988, Director, Marketing Sciences, Walker Information
1984, Adjunct Instructor, University of Texas at Dallas
1982-1985, Associate Research Director, Tracy-Locke/BBDO Advertising
1979-1982, Assistant Professor of Communication, University of North Texas
1978-1979, Assistant Professor of Language, Literature, and Communication, Rensselaer Polytechnic Institute
1975-1978, Graduate Teaching Assistant, Michigan State University
1974-1975, Graduate Teaching Assistant, Indiana University

MINI VITA

Name: Michelle Crowley

Title: Lecturer

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

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

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

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

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

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

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

MINI VITA

Name: Whittney Darnell

Title: Lecturer

Education: Ph.D. in Communication, in progress, University of Kentucky

M.A. in Communication, 2017, Northern Kentucky University

B.A. in Communication, 2010, University of Kentucky

Experience: 2015-present, Adjunct Professor of Communication, University of Kentucky

2009-present, Adjunct Communication Instructor, Northern Kentucky University

2015-2016, Adjunct Communication Instructor, Cincinnati State Technical and Community College

2010-2015, Adjunct Communication Instructor, University of Cincinnati

2009-2015, Adjunct Communication Instructor, Gateway Community and Technical College

MINI VITA

Name: Seth Adjei

Title: Visiting Assistant Professor

Education: Ph.D. in Computer Science, 2018, Worcester Polytechnic Institute

M.S. in Computer Science, 2014, Worcester Polytechnic Institute

M.S. in Engineering and Management of Information Systems, 2005, Royal Institute of Technology (KTH)

B.S. in Computer Science, 2002, University of Science and Technology, Ghana

Experience: 2018, Instructor, Salem State University

2018, Teaching Assistant, Worcester Polytechnic Institute

2006-2012, Instructor, Ghana Institute of Management and Public Administration

2002-2004, Kofi Annan Information Technology Centre, Ghana

2001-2002, Teaching Assistant, University of Science and Technology, Ghana

MINI VITA

Name: Kenneth Roth

Title: Visiting Professor of Practice

Education: M.B.A. in the Executive Program, 2004, University of Chicago
M.S. in Electrical Engineering, 1996, Rose-Hulman Institute of Technology
B.S. in Electrical Engineering, 1988, Rose-Hulman Institute of Technology

Experience: 2014-2017, President, RPiWare, LLC
2015-2017, Part-Time Instructor of Computer Science, Northern Kentucky University
2016-2017, CIO and CHRO, Point Blank Range & Gun Shop
2013-2014, President, Clear Measures (LUCRUM and dbaDIRECT)
2007-2013, Various Leadership Positions, dbaDIRECT
1988-2006, Various Leadership and Individual Roles, Duke Energy and Predecessors
1986-1990, Senior Systems Analyst, Engineering Total Quality, Procter & Gamble, Cincinnati
1982-1985, Systems Analyst, Math & Computing, Procter & Gamble, Cincinnati
1987-1991, Adjunct Instructor, Xavier University

RECOMMENDATION:

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

BACKGROUND:

The following categories of non-academic personnel actions which occurred between April 3, 2018 and August 13, 2018 require approval by the Board of Regents:

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

ACTIVATIONS/REHIRES
04/03/18 – 08/13/18

NAME	DEPARTMENT	TITLE	EFF. DATE
Bockerstette, David	Electric Shop	Electrician	08/13/2018
Brewer, Charita	College of Informatics	Director of Budget & Operations, COI	07/10/2018
Brooks, Samuel	Men's Soccer	Assistant Coach	08/01/2018
Carmichael, Ralph	Veteran's Resource Station	Coordinator	06/14/2018
Cox, Candace	PP – Custodial Services MC	Custodian	07/31/2018
Edmondson, Sara	PP – Custodial Services MC	Custodian	07/03/2018
Gray, Michael	Compliance & Student Services	Assistant Director of Compliance	08/01/2018
Holley, Felicia	PP – Custodial Services MC	Custodian	07/23/2018
Horner, Jeanine	Health, Counseling & Student Wellness	Campus Health Nurse	07/30/2018
Jacobs, Clifford	University Suites	Residence Hall Director	07/16/2018
Johns, Kimberly	Mathematics & Statistics	Academic Coordinator	07/30/2018
Luhn, Jacob	Men's Basketball	Director of Men's Basketball Operations	05/01/2018
Massie, Elizabeth	Steely Library	Specialist	04/02/2018*
McClellan, Brigitte	PP – Custodial Services MC	Custodian	07/29/2018
Moore, Timothy	Horticulture	Horticulture Technician	04/30/2018
Payne, Parker	Women's Basketball	Director of Operations, Women's Basketball	07/01/2018
Paynter, Michael	PP – Custodial Services MC	Custodian	04/11/2018
Pollitt-Clark, Stephanie	Northern Terrace	Residence Hall Director	07/16/2018
Reckers, Shannon	PP – Custodial Services MC	Custodian	08/06/2018
Reese, Tiffany	Intercollegiate Athletics	Assistant to the Athletic Director	06/11/2018
Reiskamp, Kelli	Ctr. Integrative Nat Science & Math	Coordinator, CINSAM	07/02/2018
Scholl, Heather	PP – Custodial Services MC	Custodian	07/16/2018
Smith, Elizabeth	PP – Custodial Services MC	Custodian	07/29/2018
Torres, Richard	IT – Infrastructure & Operations Group	Systems Analyst II	06/14/2018
Trigg, Marlene	University Police	Dispatcher	07/16/2018
Watson, Kenneth	CRC Facility Management	Custodian	04/17/2018
Willmann, Russell	IT – Infrastructure & Operations Group	Senior Technology Support Specialist	04/09/2018
Yankovsky, Christine	Chemistry & Biochemistry	Academic Coordinator	08/08/2018
Zalman, Matthew	Norse Advising	Advisor, Undergraduate Programs	07/16/2018
Zerbe, Jodi	University Development	Associate Director, Annual Giving	08/01/2018

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS
04/03/18 – 08/13/18**

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Alston, Robert	Student Conduct, Rights & Advocacy	Director	Reclassification	07/01/2018
Bolenbaugh, Erica	University Advancement	Dir. of Camp. OPS & Donor Rel.	Reclassification	07/01/2018
Bridewell, Julie	Student Conduct, Rights & Advocacy	Coordinator of Case Management	Reclassification	07/01/2018
Cooper, Vicki	Steely Library	Manager, Archives & Records	Reclassification	08/01/2018
Cucchiara, Sharon	Grant County Center	Interim Associate Director	Reassignment	07/01/2018
Davis, Jennifer	Admissions	Specialist	PT to FT	07/09/2018
Dektas, Laura	Center for Student Inclusiveness	Coordinator	Reclassification	07/01/2018
Dooley, Felicia	University Development	Assistant Director of Development	Promotion	07/23/2018
Evans, Brigitte	IT – Information Technology Central	Sr. Analyst, Accessibility/Compliance	Promotion	08/01/2018
Galloway, Karen	Admissions	Specialist	PT to FT	07/09/2018
Gibson, Christian	PP – Custodial Services MC	Floor Care Operator	Promotion	07/09/2018
Haley, Raymond	University Police – Field Operations	Public Safety Officer	Reassignment	06/01/2018
Kay, Michele	Health, Counseling & Student Wellness	Campus Health Nurse	Reclassification	07/01/2018
Keller, Curtis	Parking Services	Director of Parking Services	Promotion	04/09/2018
Klumpe, Kerry	Chase College of Law	Director of Communications	FT to PT	07/01/2018
Koenig, Sharon	Kentucky Center of Mathematics	Department Business Officer	Promotion	07/29/2018
Loftis, Rachel	Center for Student Inclusiveness	Assistant Director	Reclassification	07/01/2018
McCulley, James	Electric Shop	Assistant Electrical Supervisor II	Promotion	07/09/2018
Mclemore, Mildred	Steely Library	Library Systems Support Specialist	Reclassification	06/17/2018
Ramstetter, Thomas	University Communications	Director, Univ. Communications	Promotion	07/01/2018
Sames, Michael	Center for Applied Informatics	Project Manager	Promotion	07/01/2018
Shields, Rochelle	University Housing	Associate Director, Housing Ops	Lateral Move	07/30/2018
Schmitz, Thomas	PP – Custodial Services MC	Floor Care Operator	Promotion	04/09/2018
Smith, Steven	Institutional Research	Business Systems Analyst	Promotion	07/11/2018
Stodola, Lauren	Women’s Basketball	Assistant Coach	Promotion	07/01/2018
Sullivan, Angela	Early Childhood Center	Coordinator – Child Care	Promotion	04/02/2018*
Vickers, Diane	PP – Custodial Services MC	Assist. Supervisor, Cust/Floor Care	Promotion	04/16/2018
Weatherford, Rebecca	University Marketing	Senior Manager, Marketing	Promotion	07/01/2018
Wright, Jonathan	Ctr. Integrative Nat Science & Math	Interim Network Lab Manager	Reassignment	05/21/2018

TRANSFERS
04/03/18 – 08/13/18

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Beatty, Anthony	PP – Custodial Services MC	Laborers	Building Srvc. Mat. Handler	07/09/2018
Campbell, Mistin	PP – Custodial Services MC	Carpentry/Construction	Painter	07/30/2018
Cox, Rebecca	Economics & Finance	College of Business Advising Cntr.	Academic Coordinator	07/09/2018
Crabtree, Thomas	CRC Facility Management	PP – Custodial Services MC	Floor Care Operator	07/30/2018
Ison, Janice	Chase College of Law	Nursing	Secretary	07/09/2018
Kelley, Lyna	Research, Grants & Contracts	Kentucky Center for Mathematics	Coordinator, Events/Programs	07/02/2018
Kent, Logan	Laborers	Roads & Grounds	Heavy Equip/Grds. Operator	06/18/2018
New, Janet	University Police	PP – Custodial Services MC	Custodian	04/16/2018
Seiter, Connie	Testing Services	Undergraduate Academic Affairs	Asst. to the Vice Provost	08/06/2018

CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT
04/03/18 – 08/13/18

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Dunaway, Kelsey	Athletic Academic Services	Academic Advisor-Athletics	Contract to Regular	07/01/2018
Fagre, Elizabeth	Student Financial Assistance	Specialist	Student to Staff	07/30/2018
Geiger, Damian	IT – Infrastructure & Operations Group	Tech. Support Specialist II	Contract to Regular	06/18/2018
Kohsin, Bruce	Parking Services	Parking Attendant	Temporary to Regular	04/09/2018
Krebs, Maureen	College of Health Professions	Assistant to the Dean	Contract to Regular	07/01/2018
Mearns, Clare	Psychological Science	Technician	Temporary to Regular	06/12/2018
Keuper, Susan	Master of Business Administration	Academic Assistant	Regular to Contract	07/09/2018
Share, Felicia	Civic Engagement & Nonprofit Cap. Bldg.	Administrative Secretary	Contract to Regular	07/01/2018
Smedley, James	Marketing & Communications	Coordinator	Student to Staff	05/14/2018
Sterrett, Amy	Nursing	Academic Assistant	Contract to Regular	07/01/2018

DEPARTURES
04/03/18 – 08/13/18

NAME	DEPARTMENT	TITLE	EFF. DATE
Archiable, Jeffrey	Alumni Relations	Assistant Director, Alumni Outreach/Dig. Engt.	06/09/2018
Ashcraft, Melody	PP – Custodial Services MC	Custodian	06/16/2018
Beck, Matthew	IT – Enterprise Systems Group	Enterprise Developer	08/08/2018
Bell, Martel	Central Warehouse	Materials Specialist	07/31/2018
Berberich, Jeremy	College of Health Professions	College Business Officer	07/24/2018
Biery, Justin	HVAC/General Maintenance	HVAC/General Maintenance Mechanic	07/13/2018
Blythe, Aaron	Roads & Grounds	Groundskeeper	06/29/2018
Brewer, Larry	Power Plant	EMS/HVAC Systems Specialist III	06/30/2018
Brooks, Tammy	PP – Custodial Services MC	Custodian	06/17/2018
Burton, Zachary	University Police – Field Operations	Public Safety Officer	05/01/2018
Carrasquel, Mick	University Police – Field Operations	Public Safety Officer	07/08/2018
Carson, Cathy	University Housing	Associate Director	07/28/2018
Cirelli, Danielle	Center Integrative Nat. Science & Math	Academic Specialist	07/14/2018
Cole, Christopher	University Communications	Director	05/12/2018
Cox, Dewayne	University Police – Field Operations	Public Safety Officer	05/01/2018
Davis, Cooper	Roads & Grounds	Heavy Equipment/Grounds Operator	05/26/2018
Dreyer, Celes	IT – HR Business Support Group	Business Analyst, SAP HR Systems	06/23/2018
Drouillard, Caitlin	University Suites	Residence Hall Director	06/02/2018
Elrod, Matthew	Transfer Services	Advisor	08/02/2018
Estridge, Robin	Office of the University Registrar	Coordinator, Service	07/28/2018
Fields, Mark	Institutional Research	Business Analyst, IR	07/21/2018
Fitzer, David	IT – Infrastructure & Operations Group	Technology Support Specialist III	04/21/2018
Forrester, Madrigal	Budget Office	Senior Budget Analyst	05/04/2018
Fossitt, Adam	HVAC/General Maintenance	HVAC Mechanic	07/12/2018
Gregory, Matthew	Institutional Research	Analyst, Co-Curricular Assessment & Research	07/07/2018
Gschwind, Bradley	Baseball	Assistant Coach	06/30/2018
Hart, Christopher	Student Financial Assistance	Specialist	08/09/2018
Hausfeld, Elizabeth	Health, Counseling & Student Wellness	Campus Health Nurse	05/24/2018
Holliman, Shyann	PP – Custodial Services MC	Custodian	05/02/2018
Hue, Laura	Compliance and Student Services	Assistant Director of Compliance	06/16/2018
Jackson, Sandra	PP – Custodial Services MC	Custodian	07/31/2018
James, Ann	Office Student Conduct, Rights/Advocacy	Senior Associate Dean	07/06/2018
King, Taylor	Athletic Academic Services	Specialist	06/01/2018
Lamont, Scott	Men's Soccer	Assistant Coach	05/01/2018
Lovold, Kathryn	Chemistry & Biochemistry	Academic Coordinator	07/14/2018
Lung, Sherri	IT – Information Technology Central	Manager, IT Comms. & Customer Experience	06/02/2018
McBryan, Kathleen	Steely Library	Certified Library Specialist II	07/01/2018

DEPARTURES CONTINUED
04/03/18 – 08/13/18

McCoon, Michael	PP – Custodial Services MC	Custodian	07/07/2018
Milby, Heather	PP – Custodial Services MC	Custodian	06/03/2018
Mize, Anthony	African American Programs & Services	Interim Director	06/09/2018
Mooring, Dave	College of Arts & Sciences	Advisor	06/01/2018
Nickol, Natalie	Adult Learner Programs	Coordinator, Recruitment & Student Services	05/26/2018
O'Connor, Patrick	HVAC/General Maintenance	HVAC Mechanic	04/12/2018
Parker, Julia	Kentucky Center for Mathematics	Director	06/16/2018
Phinney, Terese	Energy Management	Manager, Environmental Sustainability	05/12/2018
Powers, Corey	Center Integrative Nat. Science & Math	Network Lab Manager	05/05/2018
Rack, Anthony	Men's Basketball	Director of Men's Basketball	04/03/2018
Reynolds, Justin	Center-Economic Analysis & Development	Senior Research Associate	08/04/2018
Ruehl, Joy	HR – Payroll & Tax	Specialist	05/01/2018
Scala, Garrett	Center Integrative Nat. Science & Math	Manager	04/28/2018
Seta, Paula	Kentucky Center for Mathematics	Department Business Officer	07/21/2018
Shewmon, Lisa	University Connect & Persist	Coordinator, UCAP	07/01/2018
Sicking, Dennis	Environmental Safety & Compliance	Specialist, Safety Systems	07/21/2018
Spegal, William	PP – Custodial Services MC	Custodian	04/19/2018
Stine, Matthew	Women's Basketball	Assistant Coach	06/02/2018
Stooksberry, Jodi	Northern Terrace	Resident Hall Director	06/02/2018
Sturdevant, Danielle	Steely Library	Specialist	05/24/2018
Sumner, Emily	HR – Benefits Management	Director of Benefits	04/01/2018*
Suttmiller, Victoria	University Housing	Interim Director	08/01/2018
Thams, Lisa	Career Services	Specialist	05/01/2018
Trotter, Kyle	Carpentry/Construction	Painter	05/05/2018
Verst, Chad	Office of the University Registrar	Coordinator, Systems	05/05/2018
Wagar, Pamela	College of Informatics	Associate Director	07/01/2018
Wallenfels, Lauren	Nursing	Academic Assistant	04/28/2018
Welch, Michael	University Police – Field Operations	Public Safety Officer	06/01/2018
Wilkinson, Charmian	Student Financial Assistance	Coordinator	05/25/2018
Worsham, Danielle	Admissions	Specialist	07/13/2018

**RETIREMENTS
04/03/18 – 08/13/18**

NAME	DEPARTMENT	TITLE	EFF. DATE
Merkle, Karen	Office of Student Account Services	Specialist	06/01/2018
Papania, Jeanne	Athletics Internal Operations	Manager	06/01/2018
Ritchie, Suzanne	Mathematics & Statistics	Academic Coordinator	05/01/2018
Schaffer, Angela	Budget Office	Associate Director	08/01/2018
Stewart, Kathleen	Special Events & Stewardship	Director of Special Events	08/01/2018
Wright, Raye	Student Financial Assistance	Specialist	06/01/2018

**ADMINISTRATIVE/EXECUTIVE
04/03/18 – 08/13/18**

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Almquist, Arne	Steely Library	Associate Provost	Departure	08/01/2018
Berland, David	University Housing	Director	New Hire	06/04/2018
Hardcastle, Valerie	Institute for Health Innovations	Executive Director	New Hire	06/04/2018
St. Amand, Gerard	President's Office	President, Interim	Retirement	06/30/2018
Vaidya, Ashish	President's Office	President	New Hire	07/01/2018

***Not on previous report**

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$2,188,218.47** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period April 1, 2018 through July 31, 2018 per the below list.

BACKGROUND:

At the March 12, 2014 Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 04/1/18 through 7/31/18 are itemized below.

Contributions of \$25,000 or More (04/01/2018 - 7/31/2018)				
Donor Name	Gift Date	Gift Designation	Gift Amount	Gift Type
James T. Zumwalt Estate	4/3/2018	Zumwalt Theatre Fund	\$91,678.38	Cash
John J. and Mary R. Schiff Foundation	4/24/2018	Fund for Excellence	\$25,000.00	Cash
L.I.F.E Foundation	4/27/2018	Funding for a second cohort of the L.I.F.E undergraduate fellowship program. The program supports students with promise of attaining Ph.D degrees in biomedical research using computational approaches.	\$205,000.00	Pledge
Chase College Foundation	5/11/2018	Challenge grant of \$49,000 to support creation of the W. Roger Fry Scholarship Endowment; \$75,000 in support of Chase Foundation annual scholarships	\$124,000.00	Cash
Layer Logic, Inc.	5/25/2018	Gift in kind of materials to replace/update microtile wall for the George and Ellen Rieveschl Digitorium located in Griffin Hall.	\$66,317.00	Gift in kind
Anonymous	5/31/2018	School of the Arts	\$625,000.00	Planned Gift
Charles Ratliff Estate	6/12/2018	Charles W. Ratliff	\$121,092.09	Cash

Contributions of \$25,000 or More (04/01/2018 - 7/31/2018)				
Donor Name	Gift Date	Gift Designation	Gift Amount	Gift Type
		Memorial Scholarship		
Thomas J. and Margaret A. Munninghoff	6/21/2018	Men's Basketball Excellence Fund	\$86,050.00	Cash
Emerson L. and Lynn Brumback	6/29/2018	Emerson Brumback Scholarship Lynn Brumback Scholarship	\$80,000.00	Pledge
John A. Schroth Family Charitable Trust	6/29/2018	Cyber Threat Intelligence Lab	\$50,000.00	Cash
Cutter Construction Company	6/29/2018	Norse Athletics BB&T Basketball Locker Room Renovation	\$64,081.00	Gift in Kind
Ohio National Foundation	7/12/2018	Ohio National Financial Services Scholarship	\$100,000.00	Pledge
Stephen E. Newman	7/19/2018	Newman Endowment Fund	\$50,000.00	Cash
Paul and Mary Beth Stegeman	7/31/2019	Research & Education Field Station	\$500,000.00	Planned Gift
		TOTAL	\$2,188,218.47	

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (1) The naming recognition for support of an award in general chemistry. “Laura Padolik Chemistry Award”
- (2) The naming of a fund to provide emergency financial support for students enrolled in the Haile/US Bank College of Business. “Margaret Myers Emergency Grant Fund”
- (3) The naming of an endowed scholarship in support of students in the Chase College of Law “W. Roger Fry Endowed Scholarship”
- (4) The naming of a fund to provide professional development opportunities for students and/or faculty focused in the areas of playwriting and/or improvisation. Support will include outreach projects, conference and festival attendance, play production, and regional and/or national touring of the plays both new and previously created by student and/or faculty in SOTA. “Zumwalt Playwright & Creative Improvisation Support”
- (5) The naming of a non-endowed scholarship for underrepresented populations pursuing tech degrees. “The Ohio National Financial Services Scholarship”
- (6) The naming of an endowed scholarship to support part-time students at the evening division at Chase College of Law. “Camille J. Myers Endowed Scholarship”
- (7) The naming of an endowed scholarship to recruit and retain highly qualified students at Chase College of Law. “Gerry and Peggy St. Amand Endowed Scholarship”

BACKGROUND:

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

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

- (1) The university has received memorial contributions to establish an award that will recognize the top department major in general chemistry coursework for the preceding year and encourage further study in the field. Fundraising efforts are ongoing in support of this scholarship.

Donors: Memorial contributions

Naming Gifts: \$7,485 raised to date

Naming Recognition: Laura Padolik General Chemistry Award

Laura Padolik, was a senior lecturer in the Department of Chemistry & Biochemistry who passed away in February 2018 after a multi-year battle with cancer. Focusing on general chemistry courses, she taught well over 3,000 students during her nearly 25 years in the department. Laura worked with all incoming freshman majors in the department and developed consistent advising strategies that led to significant retention increases in the department.

(2) The university has received contributions to establish a fund that will provide outright financial support for students experiencing a financial emergency that, if left unpaid, may cause a student to stop-out from enrollment in the Haile/US Bank College of Business.

Donor: Numerous contributions made in honor of Margaret Myers

Naming Gifts: \$13,320 raised to date

Naming: Margaret Myers Emergency Grant Fund

The grant is initially funded with gifts received in honor of Margaret Myers upon her retirement from the Haile/US Bank College of Business and will be sustained through alumni, faculty and staff annual solicitations. Margaret was granted faculty emeritus status by the Board of Regents in Spring 2017.

(3) The university has received a major gift to provide a dollar-for-dollar gift-matching program up to \$49,000 to encourage others to make gifts to an endowed scholarship fund in support of Chase College of Law students.

Donor: Chase College of Law Foundation

Naming Gift: \$49,000

Naming: W. Roger Fry Endowed Scholarship

W. Roger Fry was a 1966 alumnus of the Chase College of Law's night school program and served as trustee on the Chase College of Law Foundation. The naming is made in memory of his service to the Foundation and to his practice of law in the Cincinnati region for more than 50 years at Rendigs, Fry, Kiely & Dennis.

(4) The university has received an estate gift to provide professional development opportunities for students and/or faculty focused in the areas of playwrighting and/or improvisation. Support will include outreach projects, conference and festival attendance, play production, and regional and/or national touring of the plays both new and previously created by student and/or faculty in SOTA.

Donor: James Thomas Zumwalt

Naming Gift: \$91,000

Naming: Zumwalt Playwright & Creative Improvisation Support

This is the result of an estate gift made by James Thomas Zumwalt, Jr. who contacted then SOTA Director Ken Jones about writing a play about his experience as a Vietnam veteran. Mr. Zumwalt also frequently attended NKU's Summer Dinner Theatre.

(5) The university received a major gift to provide scholarship support for underrepresented populations pursuing undergraduate "tech" degrees in the College of Informatics: Business Information Systems, Computer Information Technology, Computer Science, Data Science, Health Informatics or Media Informatics.

Donor: Ohio National Financial Services
Naming Gift: \$100,000
Naming: Ohio National Financial Services Scholarship

Ohio National Financial Services/Ohio National Foundation is a significant contributor to the university's Center for Applied Informatics and continues their support by investing in scholarship support for students that have traditionally been under-represented in tech fields including women. The non-endowed scholarship program will establish a cohort group of student scholars connected to enrichment, peer-study and social events.

(6) The university received a major gift to provide scholarship support to recruit and retain students of high academic promise in the part-time evening division at Chase College of Law.

Donor: Anonymous
Naming Gift: \$25,000
Naming: Camille J. Myers Endowed Scholarship

Camille J. Meyers, of Cincinnati, Ohio, passed away in 2015 at 90 years of age. She was the mother of Karen Meyers (Chase '78) and Paul Meyers (Chase '78). Meyers' husband, Willard, died tragically in a construction accident when her daughter, Karen, was 2 years of age and when she was pregnant with her son, Paul. Meyer's lived an active and independent life with her two children, and thanks to her courage and direction, her children became the first two college graduates in the extended family and both also graduated from Chase College of Law.

(7) The university received a contribution to provide scholarship support to recruit and retain highly qualified students at Chase College of Law.

Donor: Chase Unrestricted Donor Funds
Naming Gift: \$25,000
Naming: Gerry and Peggy St. Amand Endowed Scholarship

The scholarship recognizes and thanks Gerry and Peggy St. Amand for their nineteen years of dedicated leadership and service at Northern Kentucky University.

RECOMMENDATION:

That Emeritus status for the following individuals receive Board of Regents approval:

Dr. Tripta Desai, professor in the Department of History and Geography, College of Arts of Sciences, effective May 2018.

Mr. Gerard St. Amand, professor of law in the Chase College of Law, effective July 1, 2018.

Mini Vitas Follow

BACKGROUND

The faculty members recommended for Emeritus status have received the endorsement of the faculty, the dean, the provost, and the president.

MINI VITA

Name: Tripta Desai

Title: Professor

Education: Ph.D. in History, 1977, University of Indore, India

Ph.D. in History, 1977, Washington State University

M.A.in History, 1959, University of Delhi, India

B.A. in History, 1957, University of Delhi, India

Experience: 1991-2018, Professor of History, Northern Kentucky University

1980-1990, Associate Professor of History, Northern Kentucky University

1968-1979, Assistant Professor of History, Northern Kentucky University

MINI VITA

Name: Gerard St. Amand

Title: Professor

Education: J.D. 1974, Boston College

M.S. National Defense University

A.B. 1971, Boston College

Experience: 2017-2018, Interim President, Northern Kentucky University

2014-2017, Professor of Law, Salmon P. Chase College of Law, Northern Kentucky University

2006-2013, Vice President for University Advancement, Northern Kentucky University

1999-2006 Dean and Professor of Law, Salmon P. Chase College of Law, Northern Kentucky University

RECOMMENDATION:

That the following amendment to the Faculty Policies and Procedures Handbook, regarding a change from annual to biennial review of faculty RPT materials, receive Board of Regents approval.

BACKGROUND:

At its meeting of January 29, 2018, the Faculty Senate approved a change in section 1.4 of the Faculty Handbook to more accurately reflect health care coverage for full-time, non-tenure track, temporary faculty and bring the university into compliance with the Affordable Care Act. Language was added to section 1.4 to reflect health insurance now being provided to all full-time faculty who work an average of 30 hours or more per week for three months or more, even if those faculty are contracted to work for less than a complete academic year.

PROPOSAL:

Thus, the following amendments to the 2018 Faculty Handbook are recommended:

Current Faculty Handbook Language:

1.4. Full-time, Non-Tenure Track, Temporary Faculty (fourth paragraph)
Non-tenure track, temporary faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year.

Proposed Amendment:

1.4. Full-time, Non-Tenure Track, Temporary Faculty (fourth paragraph)
Non-tenure track, temporary faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year. **If the appointment is full-time for less than one complete academic year, health insurance is provided by the university as needed to comply with local, state, or federal laws and regulations.**

RECOMMENDATION:

That the following amendment to the Faculty Policies and Procedures Handbook, regarding withdrawal of application for promotion during the RPT process, receive Board of Regents approval.

BACKGROUND:

At its meeting on March 26, 2018, the Faculty Senate approved change in section 3.2.6 of the Faculty Handbook to enable faculty to withdraw an application and materials for promotion following a negative recommendation from a departmental review committee. The change in 3.2.7 of the Faculty Handbook is to ensure that the department chair does not take action on a recommendation from an RPT committee before an applicant has time to withdraw the application and materials following a negative recommendation from the committee.

PROPOSAL:

Thus, the following amendments to the 2018 Faculty Handbook are recommended:

Current Faculty Handbook Language:

3.2.6. DEPARTMENT/SCHOOL COMMITTEE: VOTING AND REPORTING

Each member of the committee shall have one vote. Each member is required to vote on each matter before the committee. A member who has not reviewed materials submitted by the applicant or fully participated in the committee discussion of the applicant cannot vote on that applicant.

The recommendation of the committee shall be reported in writing to the department chair or school director and must be characterized as either unanimous or non-unanimous. The recommendation of the committee will reflect the committee's deliberations and must be signed by all committee members. In cases where the committee vote is not unanimous, support for both positive and negative votes must be included in the recommendation. In the case of a tie vote, the committee's recommendation will be deemed a positive recommendation. A copy of the recommendation will be given to the applicant.

3.2.7. CHAIR/DIRECTOR

After receipt of the committee recommendation, the department chair or school director shall make a recommendation to the dean in writing. The chair or director may consult with the department or school committee prior to making a recommendation, but not with committee members individually. As part of his or her deliberations, the department chair or school director may meet with the applicant to aid in his or her decision. The reasons for the department chair's or school director's recommendation, whether positive or negative, shall be included in the recommendation. The department chair or school

director shall forward his or her recommendation, the department or school committee's recommendation, and the applicant's file to the appropriate dean. A copy of the department chair's or school director's recommendation shall be given to the applicant and all members of the department or school committee.

Proposed Amendment:

3.2.6. DEPARTMENT/SCHOOL COMMITTEE: VOTING AND REPORTING

Each member of the committee shall have one vote. Each member is required to vote on each matter before the committee. A member who has not reviewed materials submitted by the applicant or fully participated in the committee discussion of the applicant cannot vote on that applicant.

The recommendation of the committee shall be reported in writing to the department chair or school director and must be characterized as either unanimous or non-unanimous. The recommendation of the committee will reflect the committee's deliberations and must be signed by all committee members. In cases where the committee vote is not unanimous, support for both positive and negative votes must be included in the recommendation. In the case of a tie vote, the committee's recommendation will be deemed a positive recommendation. A copy of the recommendation will be given to the applicant. **After receiving a negative recommendation from the committee, the applicant may elect within three business days to withdraw the application and terminate the RPT process.**

3.2.7. CHAIR/DIRECTOR

No sooner than three business days after receipt of the committee recommendation, the department chair or school director shall make a recommendation to the dean in writing. The chair or director may consult with the department or school committee prior to making a recommendation, but not with committee members individually. As part of his or her deliberations, the department chair or school director may meet with the applicant to aid in his or her decision. The reasons for the department chair's or school director's recommendation, whether positive or negative, shall be included in the recommendation. The department chair or school director shall forward his or her recommendation, the department or school committee's recommendation, and the applicant's file to the appropriate dean. A copy of the department chair's or school director's recommendation shall be given to the applicant and all members of the department or school committee.

RECOMMENDATION:

That the following Enrollment and Degree Management reorganization receive Board of Regents approval.

BACKGROUND:

The reorganization within Enrollment and Degree Management will streamline functions, create efficiencies while enhancing student service by merging Transfer Services and New Student Orientation and Parent Programs under Undergraduate Admissions. This will include centralizing application processing (undergraduate, graduate, transfer, online, etc.). This will also allow for a One Stop approach to enrollment services. Further, this reorganization will align resources to critically needed areas that directly support recruitment efforts. In addition, the reassignment of New Student Orientation and Parent Programs from Enrollment and Student Success to Undergraduate Admissions will offer the opportunity for the AVP for Enrollment and Student Success to expand upon student success programming and initiatives and develop corporate alignment around enrollment growth opportunities.

This request has received the approval of the Provost.

RECOMMENDATION:

That the Board of Regents approve the following policies:

**POLICY CREATION, REVISION, RETIREMENT, AND COMMUNICATION
BACKGROUND:**

The purpose of this policy is to define the process of creating and maintaining university policies. Using a consistent process and format ensures that university policies are properly developed and regularly updated to remain compliant with relevant laws, regulations, and standards; are easy to find, read, and understand; and are aligned with the academic mission of NKU as an institution of higher education. This revision updates the policy to encompass all university policy types and reflect current processes.

**RESEARCH DATA MANAGEMENT: ARCHIVING, OWNERSHIP, RETENTION,
SECURITY, STORAGE, AND TRANSFER**

BACKGROUND:

NKU has developed this new policy to protect NKU investigators and the integrity of research data generated under the auspices of NKU. Investigators have the right to choose the nature and the direction of their investigations, to use research data generated to pursue future research, to publish their results, and to share their findings within academic communities. The exercise of these rights, however, is subject to compliance with laws and regulations, as well as contractual obligations governing the conduct of research. In conducting research as part of the NKU community, investigators are obligated to assist NKU in fulfilling its responsibilities of complying with applicable federal, state, and local laws, and sponsor requirements governing the conduct of research, including the management and sharing of research data.

NKU's responsibility for stewardship of research data, including access to data, derives from Uniform Guidance, Section 200.333. While this regulatory authority applies specifically to federally funded activities, the principle that it espouses informs good management practices with respect to all research activities undertaken at NKU. This policy guides NKU investigators in complying with those requirements. Further, an increasing number of sponsors (e.g., National Science Foundation [NSF], National Institutes of Health [NIH]) have requirements for sharing research data and disseminating research results.

POLICY CREATION, REVISION, RETIREMENT, AND COMMUNICATION

POLICY NUMBER: HYB_POLICYCREATION

POLICY TYPE: HYBRID

RESPONSIBLE OFFICIAL TITLE: VICE PRESIDENT FOR LEGAL AFFAIRS & GENERAL COUNSEL AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST

RESPONSIBLE OFFICE: OFFICE OF GENERAL COUNSEL AND/OR PROVOST

EFFECTIVE DATE: UPON BOARD OF REGENTS APPROVAL

NEXT REVIEW DATE: BOARD OF REGENTS APPROVAL PLUS FOUR YEARS

SUPERSEDES POLICY DATED: 6/24/2014

BOARD OF REGENTS REPORTING (CHECK ONE):

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM):

PRESIDENTIAL REPORT (INFORMATION ONLY)

I. POLICY STATEMENT

A policy is a statement of management philosophy and direction, established to provide guidance and assistance to the university community in the conduct of university affairs.

A university policy:

- Is a governing principle that mandates or constrains actions;
- Has institution-wide application;
- Changes infrequently and sets a course for the foreseeable future;
- Helps ensure compliance with applicable laws and regulations;
- Reduces institutional risk; and
- Is approved at the executive levels of the university (president, provost, vice presidents) or Board of Regents (See "Section VI: Board of Regents Approval" below).

The policy process will be transparent, honor shared governance by seeking participation from stakeholders, have a mechanism for timely evaluation and improvement, and strengthen efficiency.

RATIONALE

The purpose of this policy is to define the steps to create, revise, and communicate university policies. Using this consistent process and format will ensure that university policies are properly developed and regularly updated to remain compliant with the law; are easy to find, read, and understand; and are aligned with the academic mission of Northern Kentucky University (NKU) as an institution of higher education.

II. ENTITIES AFFECTED

All employees, divisions, and students of the University.

III. AUTHORITY

NKU Board of Regents Bylaws Article II Section A and Article III Section B

Southern Association of Colleges & Schools Commission on Colleges (SACSCOC) standards

IV. DEFINITIONS

University Open Comment Period: A period of time allotted, as part of the policy development and review process, to allow members of the University community to comment on proposed policies. University Open Comment Periods include weekends and holidays.

Responsible Official: A member of the President's Cabinet with a direct reporting line to the President whose authority covers the subject matter of the policy. If a proposed university policy (or substantive revision of an existing policy) involves matters within the purview of more than one Responsible Official, the Responsible Official initiating the policy proposal or revisions should consult and coordinate with other such official(s).

Drafter/Drafting Team: An individual or small workgroup formed for the purpose of writing and editing a policy draft, placing that draft in the policy template, and incorporating feedback from stakeholders and Responsible Official(s) into draft and revised policies. The Drafting Team may or may not include the Policy Initiator.

Policy Initiator: Any faculty member, staff member, or student who identifies a university-level issue and submits a Policy Request Form. A Policy Initiator may be an individual representing themselves, an individual representing a university department, governing body such as Staff Congress or Faculty Senate, or an individual representing another group, such as an employee resource group.

Procedures: Guidelines or series of interrelated steps taken to help implement the policy. Unless necessary to implement the policy, procedures are not considered part of the policy. University procedures:

- Identify and link to the applicable university policy
- Are written in a clear format, using numbers or bullets to delineate steps to be followed
- Are reviewed and updated as necessary to ensure agreement with the policy's most recent revision, and
- Do not require formal approval by senior university officials.

Major Revision: A revision that, as implemented, would result in a significant material change to university operations or the nature of behavior of a significant number of employees. Combining two or more policies and separating policies are considered major revisions.

Minor Revision: A revision that, as implemented, would be limited in scope to either a small number of employees or would be insignificant in the operations of a particular department.

Editorial Revision: A revision that does not have a material effect on the behavior of employees or operations of the university. Examples would be grammatical clarifications, changes to employee titles or contact information, corrections of misspellings, or website/link corrections.

Policy Type: A policy type is determined by the expected nature and scope of the policy and mandates the procedural steps through which the policy draft in question moves. There are six policy types:

Academic Policy: A policy where scope of enforcement primarily affects the faculty alone.

Graduate Council Policy: A policy where the scope of enforcement primarily affects matters of graduate level education, students, or graduate faculty alone.

Academic & Admissions Policy Committee (AAPC) Policy: A policy where the scope of enforcement primarily affects enrollment or admissions activities of the university.

University Curriculum Committee (UCC) Policy: Changes to academic curriculum or courses.

Hybrid Policy: A policy where the scope of enforcement affects faculty plus staff and/or students, but is not otherwise classified as an administrative policy. All hybrid policy types must be reviewed by Legal and Compliance.

Administrative Policy: A policy where the scope of enforcement affects matters related only to the administrative activities of the university (examples include Key Control, Parking, Service and Assistance Animals). All administrative policy types must be reviewed by Legal and Compliance.

V. RESPONSIBILITIES

A. Responsible Official

1. Identifies the need for a university policy within his/her area of authority;
2. Directs and supports a Policy Initiator through the policy creation/review process;
3. Reviews and incorporates stakeholder comments as appropriate;
4. Communicates and enforces the approved policy; and
5. Ensures proper training is provided as needed.

B. Policy Initiator/Drafting Team

1. Completes and submits the Policy Request Form with the support of the Responsible Official;
2. Upon approval of the Policy Request Form, drafts or revises the proposed policy;
3. Incorporates stakeholder comments with the assistance of the Responsible Official; and
4. Participates in the communication, enforcement, and training for the new/revised policy.

C. Office of Legal Affairs & General Counsel and the Office of Compliance & Institutional Ethics

1. Informs Responsible Officials and the Policy Coordinator of the need for new/revised policies to comply with current laws, regulations, and best practice;
2. Reviews all administrative policies and certain other policies as deemed appropriate by the Provost, prior to the University Comment Period to ensure compliance with current laws, regulations, and best practice;
3. Recommends to the President whether a draft policy/revision/retirement should be approved by the Board of Regents.

D. Office of Legal Affairs and General Counsel

1. Drafts Presidential recommendation of policies for Board of Regents approval.

E. University Policy Administrator (designated by the President)

1. Enforces this policy and, in conjunction with the Provost, makes a final determination regarding categorization of policies;
2. Facilitates and enforces the University Comment Period;
3. Maintains the current and archived policies;
4. Maintains the university policy website;
5. Coordinates the responsibility of the President's Cabinet in the policy development and revision process; and
6. Communicates newly enacted, retired, or revised policies that do not require Board of Regents approval to the Board of Regents via Presidential Report.

F. President

1. Makes final determination if a policy draft/revision requires approval by the Board of Regents
2. In cases where Board of Regents approval is not needed, is the final signatory authorizing university policy.

VI. BOARD OF REGENTS APPROVAL

Per the approved minutes of the January 2015 regular meeting of the Northern Kentucky University Board of Regents:

- All new policies, revisions to current policies, and retirement of current policies approved by the President shall be presented to the Board of Regents by way of Presidential Report.
- Policies that require Board of Regents approval shall go to the Board by way of consent agenda item when the draft meets the following criteria:
 - The policy identifies a major university strategic initiative;
 - The policy involves the Board's fiduciary responsibilities;
 - The policy is associated with an issue of significant risk; and/or
 - The policy must be approved by the Board of Regents for legal or compliance purposes.
- The President retains sole authority and responsibility among university faculty and staff for referring policies to the Board of Regents for approval.

VII. REPORTING REQUIREMENTS

University Policy Administrator (designated by the President): Ensures that all policies approved in finality (whether by Presidential or Board of Regents approval) and the date of approval are communicated and accessible to all members of the university community.

VIII. EXCEPTIONS

A. Interim Policies:

1. Under extenuating circumstances, Responsible Officials may request interim university policies when new or substantial revision to a policy is needed within a time-period that does not allow for complete drafting and review as outlined in this policy.
2. Extenuating circumstances include external compliance deadlines, issues relating to the potential safety or well-being of the university community, or as needed to facilitate orderly and efficient campus operations.
3. The Responsible Official may draft a policy and seek approval from the President on an interim basis after review by the compliance officer and university counsel. Review of interim policies by internal governing bodies or through the university open comment period is subject to the discretion of the President.
4. Interim policies will remain effective for up to six months, which may be extended by the President for good cause. Thus the Responsible Official will initiate the procedural steps outlined above to draft a new policy as soon as practical.

B. University Open Comment Period:

1. For administrative policies, the University Open Comment Period shall not be shorter than 14 days and may be extended by written request by the Responsible Official from the University Policy Administrator.
2. For hybrid policies, the University Open Comment Period shall not be shorter than 45 days, except in the case of an interim policy.

IX. COMMUNICATIONS

All policy notifications (including major announcements, approvals/revisions/retirements, and open comment periods) are communicated to the university community by the University Policy Administrator.

X. REFERENCES AND RELATED MATERIALS

REFERENCES & FORMS

Policy Toolkit (<https://inside.nku.edu/policy/policy-toolkit.html>)

NKU Policy Approval Procedures (<https://inside.nku.edu/content/dam/policy/docs/toolkit/Policy-Approval-Procedures-1-23-2018.pdf>)

RELATED POLICIES

NKU Board of Regents Meeting Minutes – January 2015 Regular Meeting

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Revision	
Revision	June 24, 2014
Policy	May 8, 2013
Choose an item.	

POLICY CREATION, REVISION, RETIREMENT, & COMMUNICATION

PRESIDENTIAL APPROVAL

PRESIDENT

Signature

Gerard St. Amand

Date

6/25/18

Gerard St. Amand

BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.
Date of Board of Regents meeting at which this policy was reported: ____/____/____.
- This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
 - The Board of Regents approved this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
 - The Board of Regents rejected this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

EXECUTIVE ASSISTANT TO THE PRESIDENT/SECRETARY TO THE BOARD OF REGENTS

Signature

Date

Benjamin Jager

RESEARCH DATA MANAGEMENT: ARCHIVING, OWNERSHIP, RETENTION, SECURITY, STORAGE, AND TRANSFER

POLICY NUMBER: HYB-RESDATAMGMT

POLICY TYPE: HYBRID

RESPONSIBLE OFFICIAL TITLE: VICE PROVOST FOR GRADUATE EDUCATION, RESEARCH, & OUTREACH (GERO)

RESPONSIBLE OFFICE: OFFICE OF THE VICE PROVOST FOR GRADUATE EDUCATION, RESEARCH, & OUTREACH (GERO)

EFFECTIVE DATE: UPON BOARD OF REGENTS APPROVAL

NEXT REVIEW DATE: BOARD OF REGENTS APPROVAL PLUS FOUR YEARS

SUPERSEDES POLICY DATED: N/A

BOARD OF REGENTS REPORTING (CHECK ONE):

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM):

PRESIDENTIAL REPORT (INFORMATION ONLY)

I. POLICY STATEMENT

Collection and generation of research data are integral aspects of research activity at Northern Kentucky University (NKU), whether the data are primary in nature or compiled, assembled, or otherwise derived. Data are defined as “units of information observed, collected, or created during the course of research” (Erway, 2013). These data have several purposes: to serve as a record of the investigation, to form the basis on which conclusions are made, and to enable the reconstruction of procedures and protocols. In keeping with its commitment to promote integrity in the scholarly process, NKU's research data management practices should ensure open and timely secured access to and secured sharing of research data. Access, secured sharing, and retention are especially vital with respect to questions about compliance with legal or regulatory requirements governing the conduct of research, accuracy or authenticity of data, primacy of findings, and reproducibility of results.

Management of research data is a shared responsibility among the Office of the Vice Provost for Graduate Education, Research and Outreach; the Office of the Chief Information Officer; the University Library; the colleges; and the Principal Investigator (PI).

NKU has developed this policy to protect NKU investigators and the integrity of research data generated under the auspices of NKU. Investigators have the right to choose the nature and the direction of their investigations, to use research data generated to pursue future research, to publish their results, and to share their findings within academic communities. The exercise of these rights, however, is subject to compliance with laws and regulations, as well as contractual obligations governing the conduct of research. In conducting research as part of the NKU community, investigators are obligated to assist NKU in fulfilling its responsibilities of complying with applicable federal, state, and local laws, and sponsor requirements governing the conduct of research, including the management and sharing of research data.

NKU's responsibility for stewardship of research data, including access to data, derives from [Uniform Guidance, Section 200.333](#). While this regulatory authority applies specifically to federally funded activities, the principle that it espouses informs good management practices with respect to all research activities undertaken at NKU. Further, an increasing number of sponsors (e.g., National Science Foundation [NSF], National Institutes of Health [NIH]) have requirements for sharing research data and disseminating research results.

II. ENTITIES AFFECTED

Academic Affairs, including the Provost's Office, Graduate Education, Research, & Outreach (GERO), Research, Grants, & Contracts (RGC); Legal Affairs; NKU Library staff; Information Technology (IT); faculty; staff; and students

III. DEFINITIONS

Principal Investigator (PI)

The individual or individuals primarily responsible for and in charge of a research project.

Research Data

Recorded factual material commonly accepted in the scientific or scholarly community as necessary to validate research findings, excluding preliminary analyses, drafts of scholarly or scientific work, plans for future research, peer reviews, and communications with colleagues and physical objects (e.g., laboratory samples). Research data may be in hard-copy form (including research notes, laboratory notebooks, or photographs) or in electronic form, such as computer software, computer storage/backup, or digital images.

Research data are not limited to raw experimental results and instrument outputs; they encompass associated protocols, numbers, graphs, tables, and charts used to collect and reconstruct the data. Research data include numbers; field notes or observations; procedures for data analysis and/or reduction; data obtained from interviews, surveys, computer files and databases; research notebooks or laboratory journals; slides; audio/video recordings; and/or photographs.

Research materials are tangible physical objects from which data are obtained, such as environmental samples, biological specimens, cell lines, derived reagents, drilling core samples, or genetically-altered microorganisms. While these are not considered to be research data, they should be retained consistent with disciplinary standards.

Research data do not include unreported preliminary analyses of data, drafts of scientific papers, future research plans, peer reviews, or communications with colleagues; trade secrets, commercial information, materials necessary to be held confidential by a researcher until they are published, or similar information protected under law; and personnel, medical, and similar information, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy. (See [Uniform Guidance, Section 200.315](#).)

IV. RESPONSIBILITIES

Vice Provost for Graduate Education, Research & Outreach (VP-GERO), Chief Information Officer (CIO), and the Dean of the Library

Jointly responsible for ensuring that research data management needs and regulatory obligations, including preservation and long-term accessibility, are met for critical, high-value research data, and operational considerations with respect to the various types of research data are captured.

- Evaluate existing research data management solutions across the University.
- Determine future research data management requirements.

Colleges, Schools

Work with VP-GERO and CIO to identify and track their research data management needs, including future capacity needs, and inform the VP-GERO and Provost about those needs.

Office of the Chief Information Officer (CIO)

Responsible for the information technology strategy for the University, which includes a strategy for research data storage, archiving, and information security and addresses the information technology needs of the University, including the needs of research data storage.

Office of the Vice Provost for Graduate Education, Research and Outreach (GERO)

The VP GERO is responsible for ensuring that

- research data management practices meet state and federal regulations, sponsor requirements, and University policies; and
- research data management practices do not conflict with other University policies or interests, such as the protection of research subjects, national security interests, intellectual property, or technology transfer.

Principal Investigator (PI)

- Determines what needs to be retained in sufficient detail and for an adequate period of time.
- Manages access to research data.
- Selects the vehicle for publication or presentation of the data.
- Shares research data, including placing research data in public repositories, unless specific terms of sponsorship or other agreements supersede these rights.
- Is responsible for ensuring that critical, high-value research data under their stewardship are preserved.
- Educates all participants in the research project about their obligations regarding research data.
- Alerts Office of Research, Grants & Contracts (RGC) if a grant or contract may require management of research data that goes beyond standard requirements.

Office of Research, Grants and Contracts (RGC)

- Identifies and tracks sponsor requirements for research data management, including security and retention needs that go beyond standard requirements.
- Communicates exceptional sponsor requirements for research data management to the PI and administering unit of the grant or contract, and if needed, to other units, such as the Libraries.
- Trains and supports researchers in the creation and implementation of data management plans.

Dean of the Library

- Ensures accessibility and preservation of research data through curation, metadata, repositories, and other access and retrieval mechanisms to meet federal, state, sponsor, and University requirements.
- Trains and supports researchers in the creation and implementation of data management plans.
- Assists campus library directors if their assigned responsibilities exceed campus capacity.
- Works with campus library directors to develop research data management solutions system-wide, where appropriate.

V. PROCEDURES

Recording Research Data

Investigators shall record research data consistent with the standard practices of their discipline. In the absence of such standards, NKU's minimum standard is that research records are written/recorded, dated, and identified by the project title and name(s) of the individual(s) conducting the activity, experiment(s), or other investigation(s). Whatever the organizational system used, the Investigator should ensure that all personnel involved with the research project/activity, including any key administrative personnel, understand and adhere to the system.

Maintaining/Retaining Research Data

Research data and associated materials/correspondence must be retained in sufficient detail and duration to allow appropriate response to questions about research accuracy, authenticity, primacy, and compliance with laws and regulations governing the conduct of research.

The recordkeeping systems/practices used by Investigators should allow unmediated access by NKU over their entire retention period when necessary to comply with laws and regulations.

Investigators are responsible for the physical storage and security of research data during collection and retention periods, consistent with the standard practices of their discipline and/or the terms of a sponsored agreement. Of particular importance are issues involving confidentiality and general management of data obtained from human subjects, security of research data against theft or loss, and maintenance of backup or archival copies of research data that may be needed in the event of a disaster, as well as any software. Adherence to the University's [Information Security](#) policy and all other state requirements concerning data security are required.

The PI is the steward of the research data that are under his or her control. PIs are responsible for managing access to research data under their stewardship. PIs will select the vehicle(s) for publication or presentation of the data. PIs decide whether or not to share research data, including placing research data in public repositories, unless specific terms of sponsorship or other agreements supersede this right.

The PI is responsible for determining what needs to be retained in sufficient detail to enable appropriate responses to questions about accuracy, authenticity, primacy, and compliance with laws and regulations governing the conduct of research.

The University has the option to take custody of primary research data to ensure appropriate access in case of an allegation of research misconduct.

Data Retention Period. NKU complies with the State University Model Records Retention Schedule, which can be found at <http://kdl.ky.gov/records/retentionschedules/Documents/StateRecordsSchedules/KYUniversityModel.PDF> as required by state law and NKU policy for all research data.

PIs may choose to retain the data beyond the minimum period, up to any deadline specified by laws, regulations, or other agreements.

Accessing Research Data

Reasonable access to research data should normally be available to any member of the research group in which the data were collected, when such access is not limited otherwise by written agreement, policy, or regulation. Prior to the initiation of a research project/activity, the PI should come to a written understanding with each Student Investigator and/or member of the research group, specifying who has access to what research data and when. If there is any possibility that a copyright or patent application might emerge from a group project or other collaborative effort, the PI should promptly contact the NKU Office of GERO for guidance.

There may be instances in which it is necessary for NKU to access research data in situations including, but not limited to, sponsor requests, patent disputes, allegations of data misuse, subpoena, or Freedom of Information Act/Right to Know Law requests. To facilitate necessary, timely, and appropriate access to research data, NKU reserves the right to take physical possession of such data. This responsibility lies with the VP-GERO.

Where there exists a legitimate official need to take physical possession of research data in situations not covered by existing NKU policies such as those on Intellectual Property, Responsible Conduct of Research, and Financial Conflict of Interest in Research, the VP-GERO will notify the PI, the department chair, and the dean in writing of such need. The VP-GERO's request will describe the data sought and set forth the legitimate official need(s) sufficient to justify the request. The PI may appeal the request to the NKU Provost. Any such appeal must be in writing and submitted to the Provost within 5 days of the VP-GERO's request. The Provost shall review the appeal, make any further inquiry deemed appropriate, determine whether there is sufficient legitimate official need, and inform the PI of the decision in writing within 5 working days of receipt of the appeal. The Provost's decision shall be final.

Without Prior Notification. If the VP-GERO determines it would be impractical (e.g., deceased Investigator) or would be contrary to NKU's interests (e.g., Investigator has violated an NKU contractual obligation) to notify the PI that the VPGERO intends to take physical possession of the research data, the VPGERO will present the written request and justification to the NKU Provost. The Provost will determine whether to grant the request, and her/his decision shall be final. If the request is granted, the NKU President will communicate this decision to the PI, the department chair, and the dean after the research data have been secured by the VP-GERO.

Sharing Research Data

Certain external sponsors (e.g., the National Science Foundation and the U.S. Public Health Service) require that data gathered in the course of research supported with their funds be shared broadly in a timely manner after the associated research results have been published or provided to the sponsor. When data sharing is not governed otherwise by another written agreement or an applicable policy or regulation, research data created by Investigators may be shared in a manner consistent with standard practices of their discipline. Tangible research materials (e.g., cell lines, technical data, manufactures of matter, or any unique material) shall be shared only by specific agreement with persons or entities outside NKU (or vice-versa). Such specific agreements may include but are not limited to Material Transfer Agreements, License Agreements, Grants, and Contracts.

Archiving Research Data

Some funding agencies have begun to require that the data they fund be deposited in a public archive. Researchers should plan for eventual archiving and dissemination of project data before the data even come into existence. Organization of the research documents and data, file naming conventions, file format selection, the creation and preservation of accurate metadata, to name a few, ensure the usability of the research data and support the long term preservation of research records.

The PI needs to create a data management plan to identify the following items: project personnel and their responsibilities for data management; the types of data to be generated by the research project; data formats and contextual details (metadata) necessary to make the data meaningful to the project team and others; the level of access to/sharing of data including privacy or restrictions; data storage tasks and preservation needs; and potential costs for data management. Data management plans must adhere to NKU's [Information Security](#) policy and all other state requirements concerning data security.

Records selected to document a research project or for preservation should be originals for all analog formats. Records should be selected based on their information content, not their format. Records are likely to fall into one of three general categories: short term records that will be destroyed at the end of their retention period, records for which public access is needed, and records to be preserved for long term use. The PI is responsible for maintaining short term records until the end of their retention period and filing a Records Destruction Certificate to obtain approval for their authorized destruction. If the PI leaves NKU prior to destruction of the records, the responsibility falls to the respective department chair. Stealy Library is able to provide public access to digital research records and datasets via the Digital Repository it manages for the university. Digital files identified for public access should not contain private, confidential, or restricted information; however, pre-publication articles can be embargoed. Contact the University Archives for specifics about supported file formats, file transfer methods, and other details that are part of developing a data management plan. The University Archives also manages the long term preservation of permanent university records whether analog or digital. Digital files requiring long term preservation are likely to overlap those requiring public access but not fully. Actively curating digital data for long term preservation is not inexpensive. Not everything generated should be preserved. Preservation and access copies are managed in two separate systems.

Transfer of Research Data

If a PI leaves or joins the University or a project is moved to or from another institution, the PI may request that a copy of the research data be transferred. If/when the PI permanently leaves NKU, s/he may normally take original research data for which s/he is custodian. In doing so, s/he must notify her/his department chair and Dean/Director of the location of such data. However, original research data must remain at NKU when (a) the data have been used for a patent application filed or pending filing by NKU; (b) the research data are relevant to an ongoing inquiry/investigation under NKU's policy on Responsible Conduct of Research; (c) the funding sponsor of the project/activity specifically requires that NKU retain original data; or (d) NKU is otherwise required to maintain the original research data.

Student Investigators. Upon departure from NKU, a Student Investigator may take a copy of NKU-owned data related to her/his research project/activity (including thesis or dissertation). However, s/he must leave the original research data, including laboratory notebooks, with the Sponsoring PI.

Destroying Research Data

PIs must destroy research data when required by laws, regulations, or other agreements, on or before a specified deadline, and follow the applicable process for destroying research data.

VI. EXCEPTIONS

For Student Investigators, research data must be retained in an authorized manner until the pertinent controlling period (above) has elapsed, the student's degree is awarded, or the research project/activity is closed or completed, whichever is longer. In addition, if the student's department requires a longer retention period, the latter would prevail.

When existing research data are relevant to an allegation of misconduct in scholarly activity or of financial conflict of interest, records must be retained until seven (7) years after the end of the investigation before they can be destroyed; or to an open case of litigation, claim, or audit, maintain the records until all litigation, claims or audit findings involving the records have been resolved and final action taken, then destroy.

Data relevant to intellectual property interests must be retained for as long as may be necessary to protect those interests, at minimum for the (above) controlling period

Data subject to specific federal, state, or local regulation must be retained for the period indicated by the regulation, or the controlling period (above), whichever is longer.

When records are transferred to or maintained by the federal awarding agency, the retention requirement is not applicable to the award recipient.

VII. REFERENCES AND RELATED MATERIALS

REFERENCES & FORMS

Erway, Ricky. 2013. [Starting the Conversation: University-Wide Research Data Management Policy](#). Dublin, Ohio: OCLC Research.

UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS, Subpart D-Post-Federal Award Requirements, Record Retention and Access, Uniform Guidance, Section 200.333 – [Retention Requirements for Records - https://www.gpo.gov/fdsys/pkg/CFR-2014-title2-vol1/pdf/CFR-2014-title2-vol1-part200.pdf](https://www.gpo.gov/fdsys/pkg/CFR-2014-title2-vol1/pdf/CFR-2014-title2-vol1-part200.pdf)

REVISION HISTORY

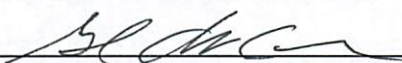
REVISION TYPE	MONTH/YEAR APPROVED
New Policy	
Choose an item.	

RESEARCH DATA MANAGEMENT: ARCHIVING, OWNERSHIP, RETENTION, SECURITY, STORAGE, AND TRANSFER

PRESIDENTIAL APPROVAL

PRESIDENT

Signature



Date 5/23/18

Gerard St. Amand

BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.
Date of Board of Regents meeting at which this policy was reported: ____/____/____.
- This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
 - The Board of Regents approved this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
 - The Board of Regents rejected this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

EXECUTIVE ASSISTANT TO THE PRESIDENT/SECRETARY TO THE BOARD OF REGENTS

Signature

Date

Benjamin Jager

RECOMMENDATION:

That the Board of Regents authorize the granting of a small sanitary sewer easement to Sanitation District #1 on the site of the future St. Elizabeth's medical office building.

BACKGROUND:

The easement is located at the west end of the construction site, and will tie the sanitary sewer line serving the medical office building to Sanitation District #1's (SD1) existing trunk line. The easement extends from a new sanitary sewer manhole to a direct tap into the SD1 line. The easement is approximately 20 feet by 38 feet.

RECOMMENDATION:

That the attached organizational chart receives the Board of Regents approval.

BACKGROUND:

The attached organizational chart reflects all NKU Administrative updates through September 12, 2018. The reporting lines listed are for Director level and above, but include; individuals who directly report to the President; Department Chairs under Academic Affairs; Coaching areas under Intercollegiate Athletics; and the Manager of the Bookstore/Barnes & Noble and Food Services/Chartwells, which are separate entities from the University.

NORTHERN KENTUCKY UNIVERSITY ORGANIZATIONAL STRUCTURE¹

BOARD OF REGENTS

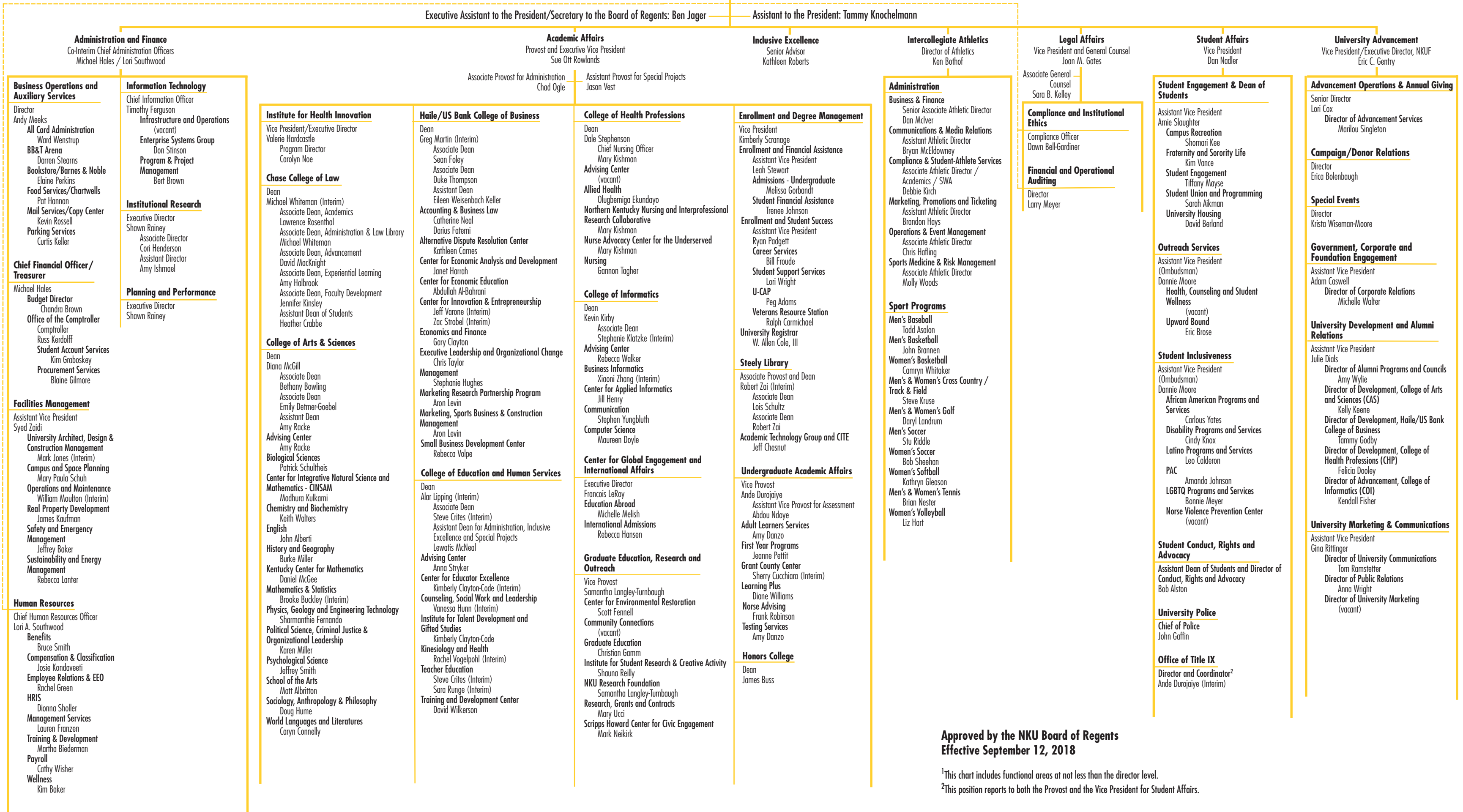
William L. Scheben (Chair), Andr  R. Ward (Vice Chair), Normand G. Desmarais (Secretary), Michael Baranowski, David C. Bauer, Richard Boehne, Hannah Edelen, Ashley F. Himes, Terry L. Mann, Dennis Repenning, Gregory S. Shumate

PRESIDENT

Ashish K. Vaidya

Executive Assistant to the President/Secretary to the Board of Regents: Ben Jager

Assistant to the President: Tammy Knochelmann



Approved by the NKU Board of Regents
Effective September 12, 2018

¹This chart includes functional areas at not less than the director level.
²This position reports to both the Provost and the Vice President for Student Affairs.