

**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 4<sup>th</sup> 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 17<sup>th</sup> 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 8<sup>th</sup> 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

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**