



Northern Kentucky University
Board of Regents Materials

November 14, 2018

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, November 13, 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, November 14, 2018 – 9:00 a.m.

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Annual Financial Report (Hales, Kerdolff)
2. Annual Enrollment Report (Scranage, Hales, Rainey, Padgett, Stewart)
3. Student Success Initiatives (Ott Rowlands, Nadler, Durojaiye, Moore, Padgett, Danzo, Johnson, Knox, Childers, Davis, Kuhlmann)

Board Lunch
NKU, Student Union 108 – Wednesday, November 14, 2018 – 11:30 a.m.

11:30 a.m.

Board of Regents Meeting
NKU, Student Union 104 – Wednesday, November 14, 2018 – 1:00 p.m.

1:00 p.m.

- Call to Order
- Roll Call
- Approval of September 12, 2018, Board Minutes
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents
- Audit Committee Report, Secretary of the Board of Regents

1:20 p.m.

B. Presidential Reports:

1. Facilities Management Report (Hales/Southwood)
2. Research/Grants/Contracts Report (July 1, 2018 – September 25, 2018) (Ott Rowlands)
3. Fundraising Report (July 1, 2018 – September 30, 2018) (Gentry)
4. Organizational Change Report (Hales/Southwood)
5. Annual Financial 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. *Center for Law and Entrepreneurship Name Change
6. *Resolution – Master-lease Purchase Agreement

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, November 12, 2018).

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
September 12, 2018**

Regent W. Lee Scheben, Chair, called the regular meeting of the Board of Regents to order at 1:00 pm, Wednesday, September 12, 2018.

Roll Call: Michael Baranowski, David Bauer, Richard Boehne, Normand Desmarais, Hannah Edelen, Ashley Himes, Terry Mann, Dennis Repenning, W. Lee Scheben, Gregory Shumate, Andr Ward.

Other Attendees: Ashish Vaidya, Ben Jager, Wendy Peek, Tammy Knochelmann, Ken Bothof, Joan Gates, Eric Gentry, Daniel Nadler, Sue Ott Rowlands, Kathleen Roberts, Kim Scranage, Mike Hales, Valerie Hardcastle, Lori Southwood, Diana McGill, Greg Martin, Kevin Kirby, Alar Lipping, Dale Stephenson, Michael Whiteman, Robert Zai, James Buss, Chris Bowling, Travis Gibbons, Tracy Insko, Ben Bardgett, Abdou Ndoeye, Melissa Gorbandt, Sara Kelley, Samantha Langley, Larry Meyer, Russ Kerdolff, Mary Paula Schuh, Leah Stewart, Syed Zaidi, Jason Vest, Ryan Padgett, Janel Bloch, Chad Ogle, Scott Bessler, Matthew Zacate, Josh Goad, Trenee Johnson, Leon Boothe, Wil Schroeder, Ken Harper, Eileen Harper, Bryan Harper, Lesley Hugo, Clyde Middleton, John Middleton, Janet Middleton, David Middleton, Laverne Middleton.

Regent Richard Boehne seconded Regent Gregory Shumate’s motion to approve the minutes of the May 2, 2018 Board of Regents meeting. **(Motion carried)**

Regent Terry Mann seconded Regent Richard Boehne’s motion to approve the minutes of the May 17, 2018 Board of Regents meeting. **(Motion carried)**

Regent Normand Desmarais seconded Regent Andr Ward’s motion to approve the minutes of the July 18, 2018 Board of Regents Retreat meeting. **(Motion carried)**

Presidential Comments:

Thank you Chair Scheben and members of the Board.

Introduction

Thank you again to Ken Harper, Clyde Middleton, and their families. It means a lot to us that you were able to join us today to allow us to celebrate your leadership in the creation of Northern Kentucky State College 50 years ago. We definitely would not be here today were it not for each of you.

Student Success & Enrollment Management

Our enrollment picture offers mixed results. We are experiencing a greater than expected enrollment decline. The budget that was approved in May was calculated with an expected 1.1% enrollment decline. This figure was determined by our historical retention and persistence rates

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as well as real-time enrollment tracking. Currently our projected enrollment decline for Fall 18 is approximately 4.0% when excluding our accelerated online students. This has an estimated shortfall to budget of approximately \$2.7 million for Fall 18. While we don't know exactly the reason for the decline, preliminary analysis seems to suggest that many of our students are returning to work or dropping down to part-time status in order to work.

If we do nothing and given our historical fall to spring retention rates, we could expect a similar \$2.7 million shortfall in spring 2019 as well. Based on the analysis from IR and EDM offices, if we retain 540 students over the course of the year, we will make up all of the loss we may incur through the enrollment decrease. I have asked the Cabinet to work collaboratively with our colleges and schools and across divisions, to come up with tactics for retaining and/or recruiting these 540 students.

These 540 students though represent more than just tuition dollars and numbers on a spreadsheet. These are 540 individuals who chose to get their education at NKU. Now let's spend the next few months reminding them why they made the right choice and that this is the university that will provide them with the future they have dreamed of.

I would also like to affirm that this projected budget shortfall will not affect the planned compensation increase set to take effect in January. This is true for two reasons. One is that I am confident that the campus community will work together to retain these additional students. And secondly, I am firmly committed to ensuring that our dedicated faculty and staff are fairly and adequately compensated for the hard work they do on behalf of our students.

It is because of this commitment that our singular purpose must remain on student success. The process by which we will establish the strategic framework that will guide not only the next three years but lay the foundation for several decades for NKU is well underway. I have received all nominations for individuals to serve on the core team. That group will be named very shortly, and they will actually begin their training this week. We will also be launching a strategic framework website, which will serve as the public face of our campaign for individuals to participate in and learn about the process. Stay tuned for more exciting updates.

Regional Engagement

As I mentioned at convocation, the focus of our strategic framework will be on student success that aligns with regional needs. An outstanding example of this is the newly launched Clinical Research Certificate in the Department of Allied Health in the College of Health Professions. This post-baccalaureate certificate is a partnership with the CTI company, and will educate employees to work as business/regulatory managers of clinical trials. There are currently 10 CTI employees enrolled in this program.

Over the past two months I have had numerous meetings with our community and business partners including St. Elizabeth Healthcare, Fifth Third Bank, Corporex, BB&T, Western & Southern, and Duke Energy as well as the Chambers of Commerce for Northern Kentucky and Cincinnati. They say many great things about our students who they employ and continue to ask me how we can work together to meet the talent needs of the region.

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New Appointments

I would like to recognize a couple of new campus leaders with us today. Dr. Valerie Hardcastle is the new St. Elizabeth Healthcare Executive Director for Health Innovation and the Vice President for Health Innovation. Dr. Hardcastle comes to us from the University of Cincinnati where she mostly recently served as their co-director of the Weaver Institute for Law and Psychiatry.

I would also like to welcome Dr. Jim Buss, inaugural dean of the NKU Honors College. Dr. Buss joins us NKU from Salisbury University in Maryland, where he served as Dean of their Honors College.

We are so glad the two of you are here and very much look forward to the exciting work that will happen in the HIC and Honors College.

Highlights & Accomplishments

Congratulations to Dr. Denice Robinson and Dr. Bethany Bowling on being awarded a \$1 million grant from the National Science Foundation to provide STEM scholarships for students with financial need.

Over the summer, the Center for Applied Informatics was honored with the 2018 National Association of Colleges and Employers Chevron Award for outstanding achievement for innovative programs in college career services. Congratulations to all associated with this exemplary work.

In August, we participated in the American Dreams Academy sponsored by the entertainment and lifestyle retailer HSN. The Dreams Academy was a two-day scholarship-based summit aimed at emerging entrepreneurs who were looking to launch their business. As hosts, many of our faculty staff, and even Regents participated in the event. Thanks to Jill Henry, Zac Strobel, Rebecca Volpe, Stephanie Hughes, and Regent Norm Desmarais for their role in making the Dreams Academy such a success.

Upcoming Events

The grand opening for our beautiful new Health Innovation Center will take place on Wednesday, October 17 at 1:30pm. Final details are still being finalized, so stay tuned for more.

That concludes my comments for today's Board meeting.

B. Presidential Reports:

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

- a. Health Innovation Center/Founders Hall Renovation
- b. Condensate Leak Repair

- c. Energy Savings Performance Contract
- d. Science Center Roof Restoration
- e. Elevator Improvements (Lucas Administrative Center)
- f. Switchgear Replacement (MEP – Exterior Unit)
- g. Roadway Maintenance (excludes parking lots)
- h. Water Heater Replacements (Student Union)
- i. Kentucky Hall Renovation
- j. University Center Caulk and Seal
- k. Soccer Clean, Caulk and Seal
- 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 (March 16, 2018 through June 30, 2018)
(Provost and Executive Vice President Sue Ott Rowlands).

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.

3. Fundraising Report (July 1, 2017 through June 30, 2018 and July 1, 2018 through July 31, 2018) (Vice President Eric Gentry).

The Fundraising Report summarized 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.

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

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

5. Organizational Changes Report (Provost and Executive Vice President Sue Ott Rowlands).

The organizational changes report reflected the following:

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

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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.

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Gregory Shumate and seconded by Regent Richard Boehne to approve the Presidential Recommendations as listed; C-1 through C-11. **(Motion carried)**

1. Academic Affairs Personnel Actions:

a. 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.

b. 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.

c. 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.

d. 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.

e. 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.

f. 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.

g. Temporary Faculty Appointments:

Mr. Steve Castellana, Department of Biological Sciences, effective 2018-2019 Academic Year; **Dr. Eric Hugo**, Department of Biological Sciences, effective 2018-2019 Academic Year; **Dr. Anthony-John Avenido**, Department of Biological Sciences, effective 2018-2019 Academic Year; **Dr. Beatriz Russell**, Department of Chemistry and Biochemistry, effective 2018-2019 Academic Year; **Ms. Kristina Bielewicz**, CINSAM, effective 2018-2019 Academic Year; **Mr. Reuben Bullard**, CINSAM, effective 2018-2019 Academic Year; **Ms. Amber Carter**, CINSAM, effective 2018-2019 Academic Year; **Ms. Kristi Brock**, Department of English, effective 2018-2019 Academic Year; **Ms. Lindsey Caldwell Thomas**, Department of English, effective 2018-2019 Academic Year; **Ms. Megan Henson**, Department of English, effective 2018-2019 Academic Year; **Dr. Katherine Elrick**, Department of English, effective 2018-2019 Academic Year; **Mr. Stephen Leigh**, Department of English, effective 2018-2019 Academic Year; **Dr. Mary Bucklin**, Department of History and Geography, effective 2018-2019 Academic Year; **Mr. Joseph Lombardi**, Department of History and Geography, effective 2018-2019 Academic Year; **Ms. Kathleen Quinn**, Department of History and Geography, effective 2018-2019 Academic Year; **Dr.**

Rachel Zlatkin, Honors, effective 2018-2019 Academic Year; **Ms. Rhonda Davis**, Integrative Studies, effective 2018-2019 Academic Year; **Ms. Natalie Williams**, Learning PLUS, effective 2018-2019 Academic Year; **Ms. Marla Lemmon**, Department of Mathematics and Statistics, effective 2018-2019 Academic Year; **Ms. Barbara Phillips**, Department of Mathematics and Statistics, effective 2018-2019 Academic Year; **Ms. Laura Urbanski**, Department of Mathematics and Statistics, effective 2018-2019 Academic Year; **Dr. Joy Burdette**, Department of Music, effective 2018-2019 Academic Year; **Dr. Richard Van Dyke**, Department of Music, effective 2018-2019 Academic Year; **Dr. Hanna Hurwitz**, Department of Music, effective 2018-2019 Academic Year; **Dr. Leanne Wood**, Department of Music, effective 2019 Spring Semester; **Dr. David Cain**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Mr. Mohsen Keshtvartz**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Mr. Roger Miller**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Dr. Fatemesadat Mohammadi**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Ms. Julie Reizner**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Mr. Will Thatcher**, Department of Physics, Geology, and Engineering Technology, effective 2018-2019 Academic Year; **Mr. Jason Farkas**, Department of Political Science, Criminal Justice and Organizational Leadership, effective 2018-2019 Academic Year; **Mr. Jeffrey Girton**, Department of Political Science, Criminal Justice and Organizational Leadership, effective 2018-2019 Academic Year; **Dr. Kristen Lovett**, Department of Political Science, Criminal Justice and Organizational Leadership, effective 2018-2019 Academic Year; **Dr. Smita Ward**, Department of Psychological Science, effective 2018-2019 Academic Year; **Dr. Paul Bishop**, Department of Psychological Science, effective 2018-2019 Academic Year; **Dr. Gary Blahnik**, Department of Sociology/Anthropology/Philosophy, effective 2018-2019 Academic Year; **Dr. Robert Brice**, Department of Sociology/Anthropology/Philosophy, effective 2018-2019 Academic Year; **Dr. Nicole Grant**, Department of Sociology/Anthropology/Philosophy, effective 2018-2019 Academic Year; **Dr. Michel Simonton**, Department of Sociology/Anthropology/Philosophy, effective 2018-2019 Academic Year; **Ms. Kristina Vise**, Department of Sociology/Anthropology/Philosophy, effective 2018-2019 Academic Year; **Ms. Christine Jones**, Department of Theatre, effective 2018-2019 Academic Year; **Mr. Charles Roetting**, Department of Theatre, effective 2018-2019 Academic Year; **Ms. Julia Sebastian**, Department of Visual Arts, effective 2018-2019 Academic Year; **Ms. Sandra Arrone-Bazzani**, Department of World Languages and Literatures, effective 2018-2019 Academic Year; **Dr. Andrea Fieler**, Department of World Languages and Literatures, effective 2018-2019 Academic Year; **Dr. Iliana Rosales-Figueroa**, Department of World Languages and Literatures, effective 2018-2019 Academic Year; **Mr. James Kirtley**, Department of Accounting and Business Law, effective 2018-2019 Academic Year; **Ms. Davette Shorter**, Department of Accounting and Business Law, effective 2018-2019 Academic Year; **Dr. Mei Mei Burr**, Department of Counseling, Social Work and Leadership, effective 2018-2019 Academic Year; **Mr. James Taylor**, Department of Counseling, Social Work and Leadership, effective 2018-2019 Academic Year; **Mr. Keith Collins**, Department of Kinesiology and Health, effective 2018-2019 Academic Year; **Mr. Adam Helbig**, Department of Teacher Education, effective 2018-2019 Fiscal Year; **Mr. Anthony Burk**, Department of Business Informatics, effective 2018-2019 Academic Year; **Mr. Bradley**

Metzger, Department of Business Informatics, effective 2018-2019 Academic Year; **Ms. Crystal Summers**, Department of Business Informatics, effective 2018-2019 Academic Year; **Ms. Susan Thomas**, Department of Business Informatics, effective 2018-2019 Academic Year; **Dr. David R. Brandt**, Department of Communications, effective 2018-2019 Academic Year; **Ms. Michelle Crowley**, Department of Communications, effective 2018-2019 Academic Year; **Ms. Whitney Darnell**, Department of Communications, effective 2018-2019 Academic Year; **Dr. Seth Adjei**, Department of Computer Science, effective 2018-2019 Academic Year; **Mr. Kenneth D. Roth**, Department of Computer Science, effective 2018-2019 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between April 3, 2018 and August 13, 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.

3. Major Gifts Acceptance:

The Board of Regents accepted 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.

4. Naming Recommendations:

The Board of Regents approved 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".

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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”.

5. Faculty Emeritus Status Appointments:

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

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.

6. Faculty Handbook Revision (NTTT Health Insurance):

The Board of Regents approved the amendment to the Faculty Policies and Procedures Handbook, regarding a change from annual to biennial review of faculty RPT materials.

7. Faculty Handbook Revision (Withdrawal of Promotion Application):

The Board of Regents approved the amendment to the Faculty Policies and Procedures Handbook, regarding withdrawal of application for promotion during the RPT process.

8. EDM Reorganization:

The Board of Regents approved the Enrollment and Degree Management reorganization.

9. Policy Recommendation:

The Board of Regents approved the Policy Creation, Revision, Retirement, and Communication Policy and also the Research Data Management: Archiving, Ownership, Retention, Security, Storage, and Transfer Policy.

10. SD1 Easement – St. Elizabeth Medical Office Building:

The Board of Regents authorized the granting of a small sanitary sewer easement to Sanitation District #1 on the site of the future St. Elizabeth’s medical office building.

11. Organizational Chart:

The Board of Regents approved the organizational chart that reflected all NKU Administrative updates through September 12, 2018.

D. Executive Session:

Regent André Ward seconded Regent W. Lee Scheben's motion to enter into executive session pursuant to KRS 61.810(1) (b) and (c). **(Motion carried)**

At 2:21 p.m. Executive Session concluded and the regular meeting was reconvened for further discussion.

Presidential Recommendation:

A motion was made by Regent Gregory Shumate and seconded by Regent David Bauer to approve the Presidential Recommendation listed below.

The Board of Regents authorized the President to sell the Property located in Covington, Kentucky as it is no longer needed by the University and that the this property is sold in conjunction with adjacent property owned by the Northern Kentucky University Foundation ("Foundation"). The Board also authorized this property is not sold by invitation of sealed bids or by public auction.

At 2:25 p.m., Regent Hannah Edelen 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, 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 regular meeting held on September 12, 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

This major construction project was completed on time and within allocated budget; the dedication ceremony was held on October 17, 2018.

2. 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) were duly reviewed and CMTA obtained costs for the selected measures. Confirmation has been obtained that financing is available at the state rate for performance contracts, which is favorable. The final contract review is underway and work is tentatively scheduled to begin in spring 2019.

Engineer: CMTA Energy Solutions

Estimated Scope: \$4,100,000

Fund Source: Guaranteed Energy Savings

Anticipated Completion: TBD

3. Herrmann Science Center Roof Restoration

The Herrmann Science Center (SC) roof restoration project is nearly complete. The roof membrane restoration is complete. The rooftop lightning protection system is scheduled to be reinstalled before winter. The restored roof has a 20 year warranty.

Contractor: Imbus Roofing

Scope: \$600,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: November 2018

4. Elevator Improvements (Lucas Administrative Center)

The elevators in 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. Both elevators are scheduled to be modernized and upgraded to improve safety and performance. Pedco E&A Services prepared the bid documents. The contract was recently awarded to ThyssenKrupp. All necessary equipment has been ordered to enable work to begin in spring 2019.

Engineer: Pedco E&A Services

Contractor: ThyssenKrupp

Elevator Improvements (Lucas Administrative Center) – Continued

Scope: \$610,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: October 2019

5. Switchgear Replacement (Mathematics-Education-Psychology - Exterior Unit)

Switchgear equipment distributes 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.

Bid documents were prepared by CMTA and DeBra Kuempel was the successful bidder. The project scope includes provision of a supplemental generator to provide electricity during part of the new equipment installation. The work is tentatively planned for winter break 2018 with a building shutdown planned between December 26, 2018 and January 1, 2019. After January 1, 2019 the building will be powered by a generator for the remainder of the project, which is scheduled for completion in early January.

Engineer: CMTA

Contractor: DeBra Kuempel

Scope: \$242,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: January 2019

6. 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 useful life. The caulk joints around the panels/windows/doors and the water repellent applied to the panels creates a moisture barrier that requires periodic maintenance. Both barriers on the University Center were in need of replacement

THP Limited wrote the bid specifications and is providing construction administration services. Coon Caulking & Sealants was the successful bidder. The cleaning and sealing of the exterior concrete panels is complete. The caulk replacement is underway and will be complete before winter.

Engineer: THP Limited Inc.

Contractor: Coon Caulking & Sealants

Scope: \$200,000

University Center Caulk and Seal – Continued

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: November 2018

7. US 27 Development

Fairmount Properties continues their due diligence and planning for the US 27 Development. The project will be a mixed-use development with a pedestrian-friendly, ground floor street presence. Current planning includes a 65,000 square foot office building and associated parking garage on the north side of the Nunn Drive intersection for St. Elizabeth Healthcare and OrthoCincy. 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.

The State TIF (Tax Increment Financing) application has been submitted and has received preliminary approval. State and local TIF funds are needed to help with the cost of structured parking and other infrastructure development. OKI recently approved the \$861,704 STP/SNK Transit infrastructure support grant for the project. Funds were allocated through two federal programs, the Surface Transportation Block Grant program and the Transportation Alternatives program, and will be spent on road, transit and pathway improvements benefitting the project. Fairmount will match the grant funds with \$369,302 in project funds.

Phase I Progress - North side of Nunn Drive:

- The Ground Lease with St. Elizabeth Healthcare has been executed.
- A groundbreaking ceremony was held on October 18, 2018.
- Demolition of the buildings within this construction site is complete.
- Danis Construction is the construction manager.

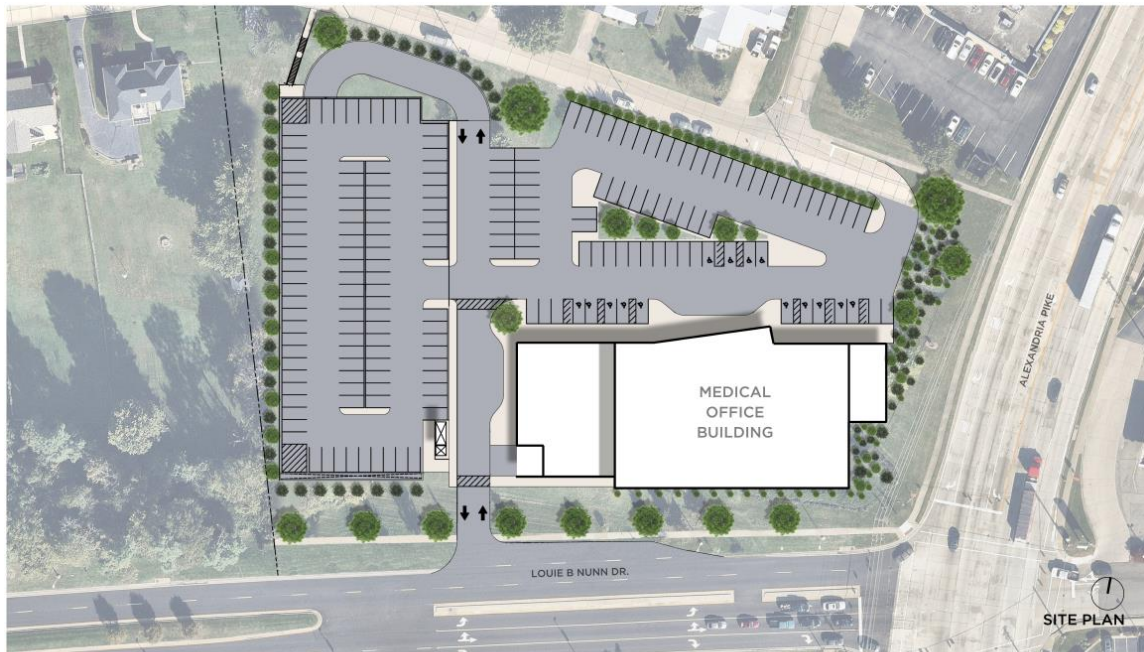
Phase II Progress - South side of Nunn Drive:

- Fairmount continues to have discussions with potential hoteliers and retailers.
- 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.

US 27 Development - Continued



St. Elizabeth Medical Office Building, October 16, 2018 Rendering, View from Nunn Drive



ST. ELIZABETH MEDICAL OFFICE BUILDING
AT NORTHERN KENTUCKY UNIVERSITY GATEWAY



ARCHITECT: BIALOSKY • INTERIOR ARCHITECT: CASLER DESIGN GROUP • CM: DANIS • CIVIL ENGINEER: THE KLEINGER GROUP • MEP ENGINEER: KLH ENGINEERS • LANDSCAPE ARCHITECT: REALM COLLABORATIVE • STRUCTURAL: THP LIMITED

St. Elizabeth Medical Office Building Site Plan

8. UK College of Medicine-Northern Kentucky Campus

Joint efforts to create the University of Kentucky College of Medicine-Northern Kentucky Campus have resulted in 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 is being renovated to meet the needs and program requirements of College of Medicine. Design and construction is being managed by NKU and 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/support space.

Construction began in September 2018 and is scheduled to be complete by March 2019. UK will then install their audio-visual and lab equipment as well as all furnishings. The first class of students will be enrolled for fall 2019. The University has signed a lease with UK for use of the space.

Architects: OMNI Architects

Engineers: CMTA

Contractor: Century Construction

Scope: \$1.99M

Fund Source: University of Kentucky

Anticipated Completion: Spring 2019

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 July 1, 2018 through September 25, 2018, for Fiscal Year 2018-19:

- During the July 1, 2018 through September 25, 2018 time period **28** grants were awarded. The total amount of money awarded was **\$3,258,333**.
- For the fiscal year 2018 – 2019 the cumulative total number of grants awarded is **28** totaling **\$3,258,333**.

NKU Office of Research, Grants and Contracts
Grants Awarded Funding - July 1, 2018 - September 25, 2018
FY 2018-2019

| <u>Category</u> | <u>Type</u> | <u>College/Administrative Office Department</u> | <u>Project Title</u> | <u>Sponsor</u> | <u>Sponsor Total</u> |
|--|-------------|---|---|---|----------------------|
| <i>Chase College of Law</i> | | | | | |
| Public Service | New | Career Development | Legal Services to the Poor and for the Administration of Justice | Kentucky Interest on Lawyer Trust Accounts Fund | \$25,793 |
| <i>College of Arts & Sciences</i> | | | | | |
| Applied Research | New | Biological Science | Sustainable, Scalable Scholarships, Opportunities, Achievement, and Results (S3OAR) | National Science Foundation | \$1,068,593 |
| Applied Research | New | Biological Science | Testing of a Novel Antimicrobial Agent | REM Brands, Inc. | \$13,231 |
| Applied Research | New | Biological Science | Soil Money: a community-university relationship building fellowship | American Association for the Advancement of Science | \$3,000 |
| Public Service | New | Political Science, Criminal Justice & Organizational Leadership | Future Leaders Internship Program 2018-2019 | Murray & Agnes Seasongood Foundation | \$10,000 |
| Instruction | New | Psychological Science | Bingocize: An evidence-based health promotion program | Western Kentucky University - FFT | \$10,000 |
| Basic Research | New | Sociology, Anthropology & Philosophy | Occupying new landscapes: Late Archaic shell rings and the coastline of the Georgia Bight | National Science Foundation | \$42,522 |
| Basic Research | New | Sociology, Anthropology & Philosophy | National Register Eligibility Testing at the Pockoy Island Shell Rings | South Carolina Department of Archives & History - FFT | \$29,075 |
| <i>College of Education and Human Services</i> | | | | | |
| Public Service | New | Counseling, Social Work & Leadership | University Training Consortium | Eastern Kentucky University - FFT | \$125,230 |
| Public Service | New | Counseling, Social Work & Leadership | Public Child Welfare Certification Program | Eastern Kentucky University - FFT | \$13,012 |

| <u>Category</u> | <u>Type</u> | <u>College/Administrative Office Department</u> | <u>Project Title</u> | <u>Sponsor</u> | <u>Sponsor Total</u> |
|---|--------------|---|---|--|----------------------|
| Student Support | New | Counseling, Social Work & Leadership | Norse Violence Prevention Project | U.S. Department of Justice | \$299,432 |
| Public Service | New | Teacher Education | Catholic Diocese of Kentucky | Kentucky Department of Education - FFT | \$49,709 |
| Instruction | New | Teacher Education | Kentucky Non-Public Schools Commission | Kentucky Department of Education - FFT | \$59,077 |
| Instruction | Continuation | COEHS Dean's Office | Minority Educator Recruitment and Retention (MERR) FY19 | Kentucky Department of Education | \$15,000 |
| <i>College of Informatics</i> | | | | | |
| Applied Research | New | Computer Science | Strategic Recruitment and Retention Plan | National Center for Women & Information Technology | \$10,000 |
| <i>Enrollment and Degree Management</i> | | | | | |
| Student Support | New | Student Support Services | Student Support Services Year 4 | U.S. Department of Education | \$359,457 |
| <i>Haile/US Bank College of Business</i> | | | | | |
| Public Service | New | Center for Innovation & Entrepreneurship | Kentucky 2018 Idea State U Competition | Kentucky Science and Technology Corporation | \$250 |
| <i>Health Innovation Center</i> | | | | | |
| Applied Research | New | Institute for Health Innovation | The Owen County Collaborative Addiction Treatment Initiative (OCCATI) | Health Resources and Services Administration | \$197,184 |
| Public Service | New | Institute for Health Innovation | Teen Science Café Program Implementation | Teen Science Café Network | \$3,000 |
| <i>Outreach Services</i> | | | | | |
| Student Support | Continuation | Upward Bound | Upward Bound 2018-2019 (Year 5) | U.S. Department of Education | \$340,318 |
| <i>Vice Provost for Graduation Education, Research & Outreach</i> | | | | | |
| Public Service | New | Kentucky Campus Compact | TASK VISTA 2018-2019 | Corporation for National and Community Service | \$29,000 |
| Public Service | New | Kentucky Campus Compact | KHEAA Kentucky College Coaches 18-19 | Corporation for National and Community Service | \$423,450 |
| Public Service | New | Kentucky Campus Compact | KyCC ATC Sites 18-19 | Kentucky Department of Education - FFT | \$35,000 |

| <u>Category</u> | <u>Type</u> | <u>College/Administrative Office Department</u> | <u>Project Title</u> | <u>Sponsor</u> | <u>Sponsor Total</u> |
|-----------------------|-------------|---|---|--|----------------------|
| Public Service | New | Kentucky Campus Compact | KyCC Host Sites 18-19 | Multiple CNCS Partners | \$54,000 |
| Instruction | New | Scripps Howard Center for Civic Engagement | Mayerson Student Philanthropy Project 18-19 | Artswave | \$10,000 |
| Instruction | New | Scripps Howard Center for Civic Engagement | Mayerson Student Philanthropy Project 18-19 | Manuel D. and Rhoda Mayerson Foundation | \$21,000 |
| Instruction | New | Scripps Howard Center for Civic Engagement | Mayerson Student Philanthropy Project 18-19 | The Horizon Fund | \$2,000 |
| Institutional Support | New | Vice Provost GERO | NIGMS Tech Transfer Accelerator Hub | University of Louisville Research Foundation - FFT | \$10,000 |

Total Number of Awards 07/01/2018 - 09/25/2018 **28** **Total Funds Awarded** \$ **3,258,333**

| | | | | | |
|--------------------------------------|--|------------------|-----------------------------------|--|---------------------------|
| <i>Total Number of Awards</i> | | <u>28</u> | <i>Total Funds Awarded</i> | | <u>\$3,258,333</u> |
| <i>FY 2018-19</i> | | | <i>FY 2018-19</i> | | |

FUNDRAISING REPORT

The following Fundraising Report **summarizes fundraising resources committed from July 1, 2018 through September 30, 2018 totaling \$1,512,192** in support of the university.

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2019.

FY19 Fundraising Resources Through 9/30/2018

| Designation | FY 2019 at 09/30/2018 |
|---|--------------------------------------|
| Academic Affairs/Univ. Designated | 93,667 |
| Athletics | 243,166 |
| Chase College of Law | 297,831 |
| College of Arts & Sciences | 616,368 |
| College of Education & Human Services | 4,646 |
| College of Health Profession | 1,085 |
| College of Informatics | 229,781 |
| Haile US Bank College of Business | 21,858 |
| Honors College | 30 |
| Institute for Health Innov./Health Innov Ctr. | - |
| Steely Library | 2,817 |
| Student Affairs | 943 |
| Total | 1,512,192 |

ORGANIZATIONAL CHANGES REPORT

University Advancement

University Advancement Restructure

University Advancement seeks to merge various organizational units and align positions within evolving units to better serve key constituents including students, alumni and donors. The restructure facilitates collaboration, enhances the division's ability to make data driven decisions and aligns resources to take advantage of divisional teams' strengths.

These changes include:

- Created a new organizational unit titled Campaign Operations & Donor Relations
- Made the following organizational unit name changes:
 - From Donor Relations to Special Events
 - From Advancement Services to Advancement Operations & Annual Giving

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Annual Financial Report
June 30, 2018



2017-2018 FINANCIAL REPORT

BOARD OF REGENTS

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Vice President for University Advancement

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Ms. Kim Scranage
Vice President Enrollment and Degree Management

Ms. Lori Southwood
Co-Interim Chief Administration Officer/Chief Human
Resources Officer

Mr. Russell Kerdolff
Comptroller

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October 16, 2018

Northern Kentucky University Board of Regents
Highland Heights, KY 41099

Dear Members of the Board:

I am pleased to share the University's 2017-18 Annual Financial Report. The firm of BKD, LLP, has audited the attached statements and accompanying footnotes.

Despite the continued growth in pension related liabilities, the University continues to show solid operating performance as measured by cash flows. The former have had a significant impact on the University's unrestricted net position. The University continues to implement new and enhanced strategies around enrollment and financial aid. These strategies are designed to increase enrollment, support students from diverse backgrounds, increase student retention rates, maintain academic quality and generate additional funds as evidenced by the \$1.7 million increase in cash generated from tuition and fees for the year ending June 30, 2018. Management is also continuing its efforts to diversify revenue sources, contain costs and redirect resources to core mission priorities.

Fueled by excellent investment returns and new endowment gifts, the endowment funds that are managed by the NKU Foundation have grown from \$82.7 million on June 30, 2013 to \$105.3 million on June 30, 2018. The continued growth in funds provided through endowments, gifts and other sources of revenues will be essential as the University strives to meet the needs of our students.

This is another big year for NKU. We will conclude our yearlong 50th Anniversary celebration this fall. Since our homecoming festivities in the spring, we have celebrated our historic past and looking forward to an exciting future. In addition we celebrated the 125th Anniversary of the Chase College of Law.

This month, we launched the development of the strategic framework to guide our direction and focus for the next several years. We are engaging the entire NKU community — faculty, staff, alumni, friends, donors, and, perhaps most importantly, our students. This strategic framework will set the course for 2019-2022, and we have asked members of our community to participate in focus groups to share ideas to help ensure our students' success here at NKU, particularly as it relates to access, completion and career and community engagement. We hope to complete the strategic framework process by March.

The framework will focus on our core mission — serving our students. We transform lives by providing opportunities for economic and social mobility. In order to do that, we want to ensure that our students receive a superior education and earn highly valued degrees, credentials and certificates. Each year, thousands of students come from across the commonwealth, this region, and around the world and grow and thrive at NKU. They arrive with a desire to change the world and they leave with the skills to do just that, supported by faculty and staff who share a deep commitment to their success.

With a focus on being a student-focused, entrepreneurial and engaged university, I look forward to another great year at NKU.

Sincerely



Ashish K. Vaidya
President

Attachment

Independent Auditor's Report

Board of Regents
Northern Kentucky University
Highland Heights, Kentucky

Report on the Financial Statements

We have audited the accompanying financial statements of the business-type activities and the discretely presented component unit of Northern Kentucky University (University), collectively a component unit of the Commonwealth of Kentucky, as of and for the year ended June 30, 2018, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the discretely presented component unit of the University as of June 30, 2018, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in Note 1r. to the financial statements, in 2018 the University adopted GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*. Our opinions are not modified with respect to this matter.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, pension and other postemployment benefits information as listed in the table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the University's basic financial statements. The letter from the president is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

BKD, LLP

Cincinnati, Ohio
October 5, 2018

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Management's Discussion and Analysis
Year Ended June 30, 2018

Northern Kentucky University's (the University) Management's Discussion and Analysis of its financial condition provides an overview of the financial performance of the University and its affiliated corporations for the year ended June 30, 2018, with selected comparative information for the year ended June 30, 2017. This discussion has been prepared by management and should be read in conjunction with the accompanying financial statements and notes.

As a public comprehensive university located in a major metropolitan area, the University delivers innovative, student-centered education and engages in impactful scholarly and creative endeavors, all of which empower our graduates to have fulfilling careers and meaningful lives, while contributing to the economic, civic, and social vitality of the region.

Financial Highlights

At June 30, 2018, the University's liabilities totaled \$533.7 million compared to the previous year's \$441.8 million. This \$91.9 million increase in liabilities is attributable, in part, to the recognition of the University's proportionate share of the net liability related to the post employment health insurance coverage provided through the Kentucky Employees Retirement System (KERS) in accordance with Governmental Accounting Standards Board (GASB) Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions* (GASB 75). GASB 75 requires governmental employers participating in a cost-sharing plan to recognize their long-term obligations for other post-employment benefits (OPEB) as a liability on their financial statements for the first time. As a participating employer in the KERS, the University reported a net OPEB liability of \$59.5 million as of June 30, 2018, in addition to a net pension liability of \$315.9 million. The cumulative impact of the pension and OPEB reporting changes since inception resulted in a reduction of \$318.2 million in the University's unrestricted net position as of June 30, 2018. Excluding the impact of the pension and OPEB reporting changes, the University's unrestricted net position would have increased by \$11.0 million for the year ended June 30, 2018.

The University's operating and nonoperating revenues totaled \$222.7 million for the year ended June 30, 2018, an increase of \$4.8 million compared to 2017. Operating revenues declined by \$2.8 million for the year ended June 30, 2018, including a \$0.8 million decrease in net tuition and fees and a \$1.4 million decrease in operating grants and contracts. Nonoperating revenues grew by \$7.6 million for the year ended June 30, 2018 primarily due to a \$4.8 million increase in the University's state appropriations for the year ended June 30, 2018. Operating and nonoperating expenses increased by \$20.3 million, or 8.4 percent, to a total of \$260.5 million for the year ended June 30, 2018, primarily due to an increase in pension and OPEB expenses.

Construction of the University's new transformative Health Innovations Center was completed during the summer of 2018. In addition to the \$97 million capital appropriation the University received from the state, the University also received an \$8 million gift commitment from St. Elizabeth Healthcare to help pay for the design and construction of a virtual care facility within the Center that will help students simulate medical procedures and facilitate transdisciplinary research at the University. The Center will increase the University's capacity to meet the growing demand for graduates in the health professions and management expects enrollment and the associated tuition revenues related to these programs to be positively impacted.

The University's state-funded endowments totaled \$13.4 million as of June 30, 2018. These funds, along with the private endowed gifts donated to benefit the University, are managed by Northern Kentucky University Foundation, Inc. (Foundation). The endowment funds managed by the Foundation, including the University's endowment funds, totaled \$105.3 million at June 30, 2018. For the five-year period ended June 30, 2018, the endowment funds managed by the Foundation have grown from \$82.7 million to \$105.3 million as a result of excellent investment returns and the receipt of several major endowment gifts. The growth in endowment funds has provided a significant increase in the funds available to support the University's mission.

Using the Financial Statements

The University's financial report includes three financial statements: the statement of net position; the statement of revenues, expenses and changes in net position and the statement of cash flows. These financial statements and accompanying footnotes are prepared in accordance with GASB principles, which establish standards for external financial reporting for public colleges and universities and require that financial statements be presented on a comprehensive, entity-wide basis to focus on the University as a whole.

The University is a component unit of the Commonwealth of Kentucky. The financial statements of the University include the University and its blended component unit, the Northern Kentucky University Research Foundation, Inc. (Research Foundation). Financial statements for the University's discretely presented component unit, Northern Kentucky University Foundation, Inc., have also been included in accordance with GASB pronouncements. Financial statements presented for the Foundation consist of the consolidated statement of financial position and the consolidated statement of activities. These statements are prepared in accordance with Financial Accounting Standards Board (FASB) pronouncements.

Statement of Net Position

The statement of net position reflects the financial position of the University as of June 30, 2018, with comparative information as of June 30, 2017, and includes all assets, deferred outflows and inflows of resources, liabilities and net position. It is prepared under the accrual basis of accounting, whereby revenues and assets are recognized when the service is provided and expenses and liabilities are recognized when others provide the service, regardless of when cash is exchanged. Net position, consisting of the net amount of the assets, deferred outflows of resources, liabilities, and deferred inflows of resources, is one indicator of the current financial condition of the University. Assets, liabilities, deferred inflows and outflows of resources are generally measured using current values. A major exception is capital assets, which are stated at historical cost less accumulated depreciation.

A summary of the University's net financial position at June 30, 2018 and 2017 follows:

Condensed Statements of Net Position (in thousands)

| | <u>2018</u> | <u>2017</u> |
|---------------------------------------|------------------|-------------------|
| ASSETS | | |
| Current assets | \$ 118,758 | \$ 109,159 |
| Capital assets, net | 388,690 | 369,470 |
| Noncurrent assets | 32,269 | 30,653 |
| Total assets | <u>539,717</u> | <u>509,282</u> |
| DEFERRED OUTFLOWS OF RESOURCES | <u>70,980</u> | <u>44,078</u> |
| LIABILITIES | | |
| Current liabilities | 39,765 | 38,395 |
| Noncurrent liabilities | 493,918 | 403,406 |
| Total liabilities | <u>533,683</u> | <u>441,801</u> |
| DEFERRED INFLOWS OF RESOURCES | <u>12,104</u> | <u>6,045</u> |
| NET POSITION | | |
| Net investment in capital assets | 280,404 | 253,064 |
| Restricted | | |
| Nonexpendable | 7,616 | 7,616 |
| Expendable | 5,076 | 5,491 |
| Unrestricted | (228,186) | (160,657) |
| Total net position | <u>\$ 64,910</u> | <u>\$ 105,514</u> |

Assets

The University's assets increased by \$30.4 million, or 6.0 percent, for the year ended June 30, 2018 and now total \$539.7 million. Current assets increased by \$9.6 million for the year ended June 30, 2018 primarily due to an increase in cash generated from operations and cash reserves committed to construction projects. Noncurrent assets increased by \$20.8 million for the year ended June 30, 2018 primarily due to a \$19.2 million increase in net capital assets. A \$0.5 million increase in investments resulting from excellent investment returns on the University's endowments funds also contributed to the increase in noncurrent assets for the year.

Net capital assets increased by \$19.2 million for the year ended June 30, 2018 and \$23.4 million the prior year, resulting in a combined increase of \$42.6 million, or 12.3 percent, since June 30, 2016. This increase is the net result of an \$83.1 million increase in capitalized construction project costs, land improvements, equipment and other capital assets, less \$40.5 million in depreciation. Net capital assets totaled \$388.7 million, or 72.0 percent of total assets as of June 30, 2018.

Deferred Outflows of Resources

Deferred outflows of resources totaled \$71.0 million and \$44.1 million as of June 30, 2018 and 2017, respectively. Deferred outflows of resources related to the University's defined benefit pension and OPEB plans totaled \$67.7 million and \$40.4 million as of June 30, 2018 and 2017, respectively. The deferred outflows of resources that represent the unamortized difference between the reacquisition price and the net carrying amount of refunded debt totaled \$3.3 million and \$3.7 million at June 30, 2018 and 2017, respectively.

Liabilities

At June 30, 2018, the University's liabilities totaled \$533.7 million compared to the previous year's \$441.8 million. This \$91.9 million increase in liabilities is attributable, in part, to the recognition of the University's proportionate share of the net liability related to the OPEB, primarily health insurance coverage, provided through the KERS in accordance with GASB Statement No. 75. The cumulative effect of the adoption of GASB 75 resulted in a decrease of \$47.1 million in the University's unrestricted net position at July 1, 2017. For the year ended June 30, 2018, the University's net liability related to the post employment health insurance coverage increased by \$12.4 million. An increase of \$40.3 million in the University's net pension liability related to its participation in the KERS also contributed to the increase in total liabilities for the year. At June 30, 2018, the University's proportionate share of the nonhazardous and hazardous net OPEB liability totaled \$59.5 million while the University's net pension liability grew to \$315.9 as of June 30, 2018.

Noncurrent liabilities, excluding the insurance and pension liabilities, declined by \$9.3 million for the year as a result of a decrease in outstanding bonds, notes and capital leases. Current and noncurrent bonds, notes and capital leases payable, net of discounts and premiums, totaled \$112.8 million and \$119.9 million at June 30, 2018 and 2017, respectively.

Deferred Inflows of Resources

The University's deferred inflows of resources totaled \$12.1 million and \$6.0 million as of June 30, 2018 and 2017, respectively. Deferred inflows of resources related to the University's defined benefit pension and OPEB plans totaled \$10.5 million and \$4.5 million as of June 30, 2018 and 2017, respectively.

Net Position

Net position represents the difference between the University's total of assets and deferred outflows of resources and the total of liabilities and deferred inflows of resources. The University's net position totaled \$64.9 million and \$105.5 million at June 30, 2018 and 2017, respectively. The cumulative effect of the adoption of GASB 75 resulted in a decrease in the University's unrestricted net position at July 1, 2017 of \$47.1 million. For the year ended June 30, 2018, the University also recognized noncash expenses totaling \$2.7 million in accordance with GASB 75 and noncash expenses of \$28.8 million in accordance with the pension reporting changes under GASB 68 and GASB 71 resulting in noncash expenses totaling \$31.5 million for the year. Excluding the impact of the pension reporting changes, the University's unrestricted net position would have increased by \$11.0 million for the year ended June 30, 2018.

Net invested in capital assets totaled \$280.4 million and \$253.1 million at June 30, 2018 and 2017, respectively. This \$27.3 million increase is primarily attributable to the \$41.2 million of state capital appropriations the University received in fiscal year 2018 for the construction of the Health Innovations Center.

Statement of Revenues, Expenses and Changes in Net Position

The statement of revenues, expenses and changes in net position presents the revenues earned and expenses incurred during the year. Activities are reported as either operating or nonoperating. GASB requires state appropriations and nonexchange grants and contracts to be classified as nonoperating revenues. Accordingly, the University will generate an operating loss prior to the addition of nonoperating revenues.

This statement is prepared on the accrual basis of accounting whereby revenues and assets are recognized when the service is provided and expenses and liabilities are recognized when others provide the service, regardless of when cash is exchanged.

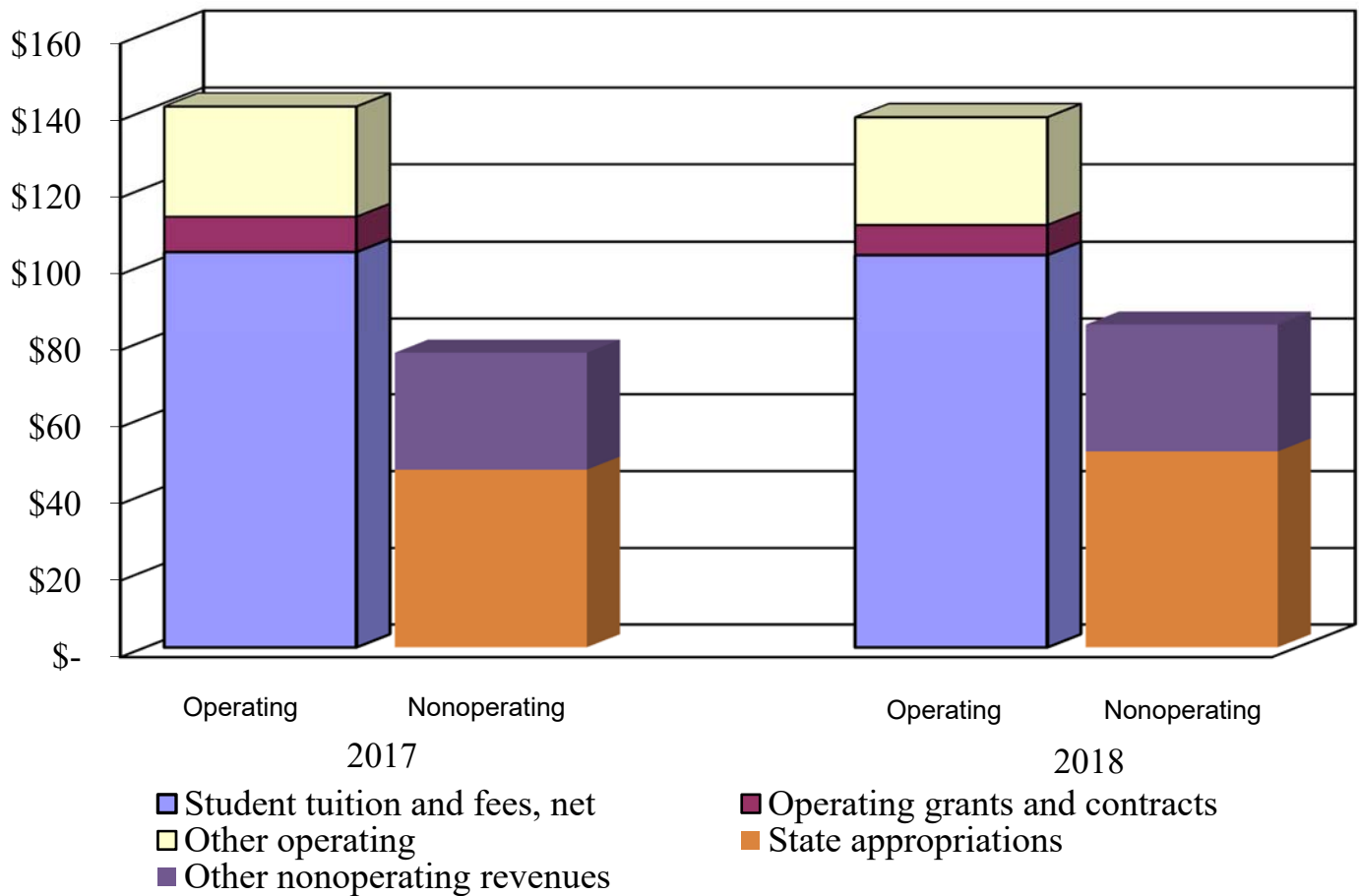
The utilization of long-lived assets, referred to as capital assets, is reflected in the financial statements as depreciation, which amortizes the cost of an asset over its expected useful life. A summarized comparison of the University's revenues, expenses and changes in net position for years ended June 30, 2018 and June 30, 2017 follows:

Condensed Statements of Revenues, Expenses and Changes in Net Position (in thousands)

| | <u>2018</u> | <u>2017</u> |
|--|------------------|-------------------|
| OPERATING REVENUES | | |
| Student tuition and fees, net | \$ 102,537 | \$ 103,311 |
| Grants and contracts | 7,818 | 9,197 |
| Sales and services of educational departments | 4,745 | 4,969 |
| Auxiliary enterprises | 14,951 | 15,697 |
| Other operating revenues | 8,206 | 7,865 |
| Total operating revenues | <u>138,257</u> | <u>141,039</u> |
| OPERATING EXPENSES | | |
| Educational and general | 227,576 | 206,258 |
| Depreciation | 16,521 | 16,892 |
| Auxiliary enterprises (including depreciation) | 12,097 | 12,188 |
| Other expenses | 279 | 62 |
| Total operating expenses | <u>256,473</u> | <u>235,400</u> |
| Net loss from operations | <u>(118,216)</u> | <u>(94,361)</u> |
| NONOPERATING REVENUES (EXPENSES) | | |
| State appropriations | 51,105 | 46,353 |
| Gifts, grants and contracts | 29,358 | 28,159 |
| Investment income (loss) | 2,500 | 2,300 |
| Interest on capital asset-related debt | (4,063) | (4,345) |
| Other nonoperating revenues (expenses) | 1,432 | (498) |
| Net nonoperating revenues | <u>80,332</u> | <u>71,969</u> |
| Income (loss) before other revenues, expenses, gains or losses | <u>(37,884)</u> | <u>(22,392)</u> |
| Capital appropriations | 41,155 | 36,864 |
| Capital grants and gifts | 3,189 | 728 |
| Total other revenues | <u>44,344</u> | <u>37,592</u> |
| Increase (decrease) in net position | <u>6,460</u> | <u>15,200</u> |
| Net position-beginning of year, as previously reported | 105,514 | 90,314 |
| Cumulative effect of change in accounting principle | <u>(47,064)</u> | <u>-</u> |
| Net position-beginning of year, as restated | 58,450 | 90,314 |
| Net position-end of year | <u>\$ 64,910</u> | <u>\$ 105,514</u> |

Operating and Nonoperating Revenues

The following chart illustrates the University's revenues by source (both operating and nonoperating), which were used to fund its operating activities for fiscal years 2017 and 2018. Significant recurring sources of revenues, including state appropriations and nonexchange grants and contracts, are considered nonoperating revenues as defined by GASB. These revenues support operating expenses; therefore, they are included in the graph of revenues by source (presented in millions).



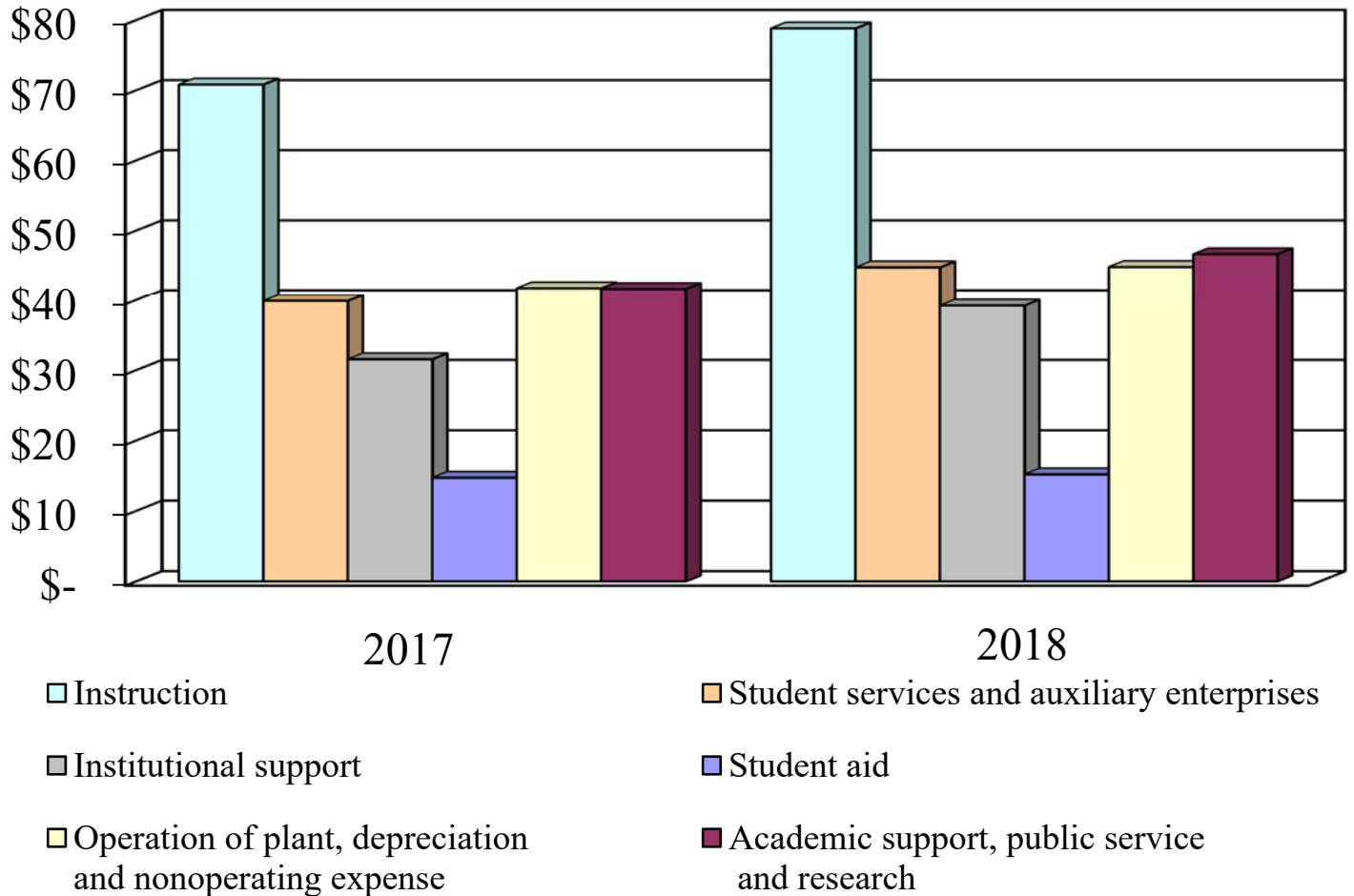
The University's operating and nonoperating revenues totaled \$222.7 million for the year ended June 30, 2018, an increase of \$4.8 million compared to 2017. Operating revenues totaled \$138.3 million, or 62.0 percent of revenues, while nonoperating revenues totaled \$84.4 million, or 38.0 percent of revenues, for the year. The most significant sources of revenue for the University are net student tuition and fees (46.0 percent) and state appropriations (23.0 percent).

Operating revenues declined by \$2.8 million for the year ended June 30, 2018, including a \$0.8 million decrease in net tuition and fees and a \$1.4 million decrease in operating grants and contracts. A \$0.8 million decrease in contracts revenue earned by the Center for Environmental Restoration contributed to a \$0.2 million decrease in sales and services of educational department's revenues for the year. Auxiliary enterprises revenues decreased by \$0.7 million due to a decrease in housing room rentals due to the closure of a housing facility for renovations and a decline in parking services revenues. Other operating revenues increased by \$0.3 million for the year.

Nonoperating revenues grew by \$7.6 million for the year ended June 30, 2018. The University's state appropriations increased by \$4.8 million for the year ended June 30, 2018. State nonoperating grant revenues increased by \$0.8 million for the year due to an increase in state financial aid program revenues, including the new dual credit scholarship program. Federal nonoperating grant revenues increased by \$0.6 million for the year primarily due to an increase in federal financial aid program revenues, including a \$0.5 million growth in federal Pell grant revenues. Other nonoperating revenues increased by \$1.9 million primarily due to a gain on the sale of the University's radio stations.

Operating and Nonoperating Expenses

The following chart illustrates the University's expenses by function (both operating and nonoperating) for fiscal years 2017 and 2018 (presented in millions).



Operating and nonoperating expenses increased by \$20.3 million, or 8.4 percent, to a total of \$260.5 million for the year ended June 30, 2018. The adoption of GASB 75 for the year ended June 30, 2018 resulted in the recognition of OPEB expenses totaling \$5.7 million for the year, including noncash OPEB expenses of \$2.7 million. For fiscal year 2017, which does not reflect the impact of GASB 75, the University recognized OPEB expenses of \$3.1 million. In accordance with GASB 68 and GASB 71, the University recognized pension expenses in fiscal years 2018 and 2017 of \$43.6 million and \$30.3 million, respectively. The \$15.9 million increase in OPEB and pension expenses in fiscal year 2018, contributed to a \$21.1 million increase in operating expenses for the year. Pension and OPEB expenses for the year increased in all functional expense categories including significant increases in institutional support (\$4.6 million), student services (\$3.4 million), academic support (\$3.2 million), operation and maintenance of plant (\$2.5 million) and instruction (\$0.9 million).

In addition to the increase in OPEB and pension expenses, instruction expenses increased by \$7.4 million for the year primarily due to the acquisition of furniture and equipment for the new state-of-the-art Health Innovations Center and Founders Hall renovation project. Public service expenses decreased by \$1.1 million for the year resulting from the operating savings realized from the closure of the University's radio station, the loss of several federal grants, and a decline in contract expenses associated with the Center for Environmental Restoration. In addition to the \$3.2 million increase in pension and OPEB expenses, academic support expenses increased due to an increase in information technology expenses and advising expenses. Institutional support expenses, excluding pension and OPEB expenses, increased by \$0.5 million due to an increase in information technology expenses. Student services expenses, excluding pension and OPEB expenses, decreased by \$0.8 million due to a decrease in new student orientation program expenses and a reduction in student services renovation projects. Tuition and fee scholarship allowances and housing scholarship allowances increased by \$4.8 million and student aid expenses increased by \$0.5 million. Institutionally funded scholarships increased by \$3.9 million for the year. State funded financial aid program expenses increased by \$0.8 million, including \$0.3 million for the new dual credit scholarship program. Federal financial aid program expenses increased by \$0.6 million for the year, including a \$0.5 million growth in Pell grant expenses.

Statement of Cash Flows

Another important factor to consider when evaluating financial viability is the University's ability to meet financial obligations as they become due. The statement of cash flows presents information related to cash inflows and outflows, summarized by operating, noncapital financing, capital and related financing, and investing activities. A comparative summary of the University's statements of cash flows for the years ended June 30, 2018 and 2017 follows:

Condensed Statements of Cash Flows (in thousands)

| | <u>2018</u> | <u>2017</u> |
|--|-------------------|-------------------|
| Net cash provided (used) by: | | |
| Operating activities | \$ (66,052) | \$ (62,658) |
| Noncapital financing activities | 79,762 | 75,911 |
| Capital and related financing activities | (5,257) | (19,234) |
| Investing activities | 1,894 | 1,127 |
| Net increase (decrease) in cash and cash equivalents | 10,347 | (4,854) |
| Cash and cash equivalents, beginning of year | 105,295 | 110,149 |
| Cash and cash equivalents, end of year | <u>\$ 115,642</u> | <u>\$ 105,295</u> |

The University's cash and cash equivalents increased by \$10.3 million in 2018. Major sources of funds generated by operating activities in 2018 included student tuition and fees (\$101.1 million), grants and contracts (\$8.7 million) and auxiliary enterprises (\$14.5 million). The largest cash payments for operating activities were for salaries and benefits (\$143.6 million), vendor payments (\$44.0 million) and student financial aid (\$15.6 million). Net cash used by operating activities increased by \$3.4 million for the year primarily due to a \$4.3 million increase in payments to vendors, including payments for furniture and equipment for the new Health Innovations Center.

Net cash provided by noncapital financing activities increased by \$3.9 million for the year ended June 30, 2018. Cash used by capital and related financing activities totaled \$5.3 million for 2018. Purchases of capital assets totaling \$44.9 million were funded by \$43.6 million in state capital appropriations received for the Health Innovations Center project as well as capital gifts and institutional funds. The University's principal and interest payments totaled \$11.2 million for the year. The University received proceeds from the sale of capital assets totaling \$6.7 million.

Capital Asset and Debt Administration

Capital Assets

As of June 30, 2018, capital assets, net of accumulated depreciation, totaled \$388.7 million, or 72.0 percent of total assets. Net capital assets increased by \$19.2 million for the year ended June 30, 2018. Additions to capital assets, net of disposals, during the year ended June 30, 2018 totaled \$39.3 million. Depreciation expenses totaled \$20.1 million for the year ended June 30, 2018. Additions to capital assets, net of disposals, during the year ended June 30, 2017 totaled \$43.8 million, including the expansion and renovation of the University's campus recreation center. Depreciation expenses totaled \$20.4 million for the year ended June 30, 2017.

The \$83.1 million increase in capital assets, net of disposals, for the years ended June 30, 2018 and 2017 was primarily attributable to the construction of the new state-of-the-art Health Innovations Center. The Kentucky General Assembly approved a \$97.0 million capital appropriation to the University in its 2014-16 biennial budget to fund the construction of a Health Innovations Center and to renovate Founders Hall. In addition to the capital appropriation, the University also received an \$8 million gift commitment from St. Elizabeth Healthcare to help pay for the design and construction of a virtual care facility within the Center that will help students simulate medical procedures and facilitate transdisciplinary research at the University. The Health Innovations Center opened in summer 2018.

Debt

The following is a summary of the University's outstanding capital debt summarized by trust indenture and type as of June 30, 2018 and 2017 (in thousands):

| | <u>2018</u> | <u>2017</u> |
|---|-------------------|-------------------|
| General Receipts Bonds, net of discounts and premiums | \$ 111,891 | \$ 119,107 |
| Housing and Dining System Revenue Bonds | 600 | 785 |
| Notes payable and municipal lease obligations | 275 | 23 |
| | <u>\$ 112,766</u> | <u>\$ 119,915</u> |

Debt decreased by \$7.1 million for the year ended June 30, 2018 resulting from principal payments of \$6.8 million on bonds, notes and capital lease obligations, a \$0.6 million decline in net discounts and premiums and the issuance of \$0.3 million in capital lease obligations for the year. In May 2018, the University entered into a new capital lease obligation through a third party financial institution, in the amount of \$0.3 million, with an interest rate of 4.43 percent. This obligation was used to fund computer equipment.

The University's current bond ratings assigned by Moody's Investors Service (A1 negative) to the University's General Receipts bonds reflects the University's continued funding challenges related to the KERS pension and OPEB plans.

ECONOMIC FACTORS IMPACTING FUTURE PERIODS

President Vaidya is leading a new strategic framework process focused on student success and aligning the University's goals to meet the needs of the region it serves. The strategic framework will be built around enhancing student access, completion and career success for current and future students.

The enacted budget for 2018-20 (House Bill 200) appropriated \$31.0 million to the Postsecondary Education Performance Fund in fiscal year 2019. These funds are being distributed among institutions according to provisions of Kentucky Revised Statute 164.092 which established the performance funding model that allocates funding based on: student success, course completion and operational support. For fiscal year 2019, the University will receive \$4.8 million from the Performance Fund and \$48.5 million in regular appropriations, resulting in a total state appropriation of \$53.3 million.

The University's Board of Regents approved a 3.1 percent increase in undergraduate resident tuition rates for fiscal year 2019. This increase was within the tuition and fee ceiling approved for the University by the Council on Postsecondary Education.

The University's state-funded endowments totaled \$13.4 million as of June 30, 2018. These funds, along with the private endowed gifts donated to benefit the University, are managed by Northern Kentucky University Foundation, Inc. (Foundation). The endowment funds managed by the Foundation, including the University's endowment funds, totaled \$105.3 million at June 30, 2018. For the five-year period ended June 30, 2018, the endowment funds managed by the Foundation have grown from \$82.7 million to \$105.3 million as a result of excellent investment returns and the receipt of several major endowment gifts. The growth in endowment funds has provided a significant increase in the funds available to support the University's mission.

Construction on the University's new transformative Health Innovations Center was completed in the summer of 2018. The Center was funded by a \$97.0 million appropriation from the Commonwealth in the 2014-16 biennium and an \$8 million gift from St. Elizabeth Healthcare to help pay for the design and construction of a virtual care facility within the Center that will help students simulate medical procedures and facilitate transdisciplinary research at the University. The Center will increase the University's capacity to meet the growing demand for graduates in the health professions and management expects enrollment and the associated tuition revenues related to these programs to be positively impacted.

For the year ended June 30, 2018 the University adopted GASB 75 which requires governmental employers participating in a cost-sharing plan to recognize their long-term obligations for OPEB as a liability on their financial statements for the first time. As a participating employer in the KERS, the University reported a net OPEB liability of \$59.5 million as of June 30, 2018, in addition to the University's net pension liability of \$315.9 million. The combined impact of pension and OPEB reporting changes resulted in a cumulative reduction of \$318.2 million in the University's unrestricted net position as of June 30, 2018. Excluding the impact of the pension and OPEB reporting changes, the University's unrestricted net position would have increased by \$11.0 million for the year ended June 30, 2018. The University's required contribution rate for fiscal year 2019 is 49.5 percent of covered payroll for all of its employees that participate in the nonhazardous KERS.

Fortunately, as the Commonwealth and the University continue to face significant budget challenges related to funding the state pension systems, the Kentucky economy continues to perform well. According to the 2018 annual edition of Commonwealth of Kentucky Quarterly Economic & Revenue Report, Kentucky's general fund receipts rose for the eighth consecutive year in fiscal year 2018. Final 2018 general fund revenues were \$119.8 million, or 1.1 percent, more than the official revenue estimate which had projected 2.3% growth. The report indicates that the 2018 revenue surplus has made the 2019 growth hurdle much less formidable, now requiring only 1.5 percent growth over 2018 collections. The report indicates the solid underlying economic conditions will persist well into fiscal year 2019.

Another factor impacting the University is the trend in high school graduations. The number of high school graduates have remained relatively flat in the Kentucky feeder counties and have decreased slightly in the Ohio and Southeast Indiana counties that the University draws the majority of students from. Projections for the next five years show expected declines in these areas. This along with the strong economy will make growing enrollments a challenge. To address these enrollment challenges, the University is expanding its outreach to other student groups (*e.g.*, adult learners, online, etc.) and new markets.

Management is continuing its efforts to diversify revenue sources, contain costs and redirect resources to core mission priorities. The University is working with a partner to develop property at the University's main entrance. The mixed-use development is expected to include office and retail space, restaurants and a hotel and will generate revenue for the University through ground leases. St. Elizabeth Healthcare will occupy a new medical office building in the development. The University recently discontinued several operations that were being subsidized by the University, including several radio stations, and redirected the resources to core mission priorities. In addition to the net gain realized from the sale of the radio stations, the University realized recurring cash savings of approximately \$0.9 million per year from the closure of the radio stations. The University is working with a partner to significantly increase the University's online program offerings. Enrollments in the new online programs, which launched in the spring 2018 semester, have exceeded expectations.

In summary, while the impact of the new pension reporting requirements on the University's unrestricted net position is significant, the University continues to show solid operating performance as measured by cash flows. The University is in the process of implementing new and enhanced strategies around enrollment, including enhanced online programs, and financial aid. These strategies are designed to increase enrollment, support students from diverse backgrounds, increase student retention rates, maintain academic quality, and increase net tuition revenue. The continued growth in funds provided through endowments, gifts, and other sources of revenues will be essential as the University strives to meet the needs of our students. The University will launch the public phase of a multi-year fundraising campaign in the spring of 2019 with a public goal between \$70 and \$75 million.

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of June 30, 2018
(in thousands)

ASSETS

| | |
|---|-----------|
| Current Assets | |
| Cash and cash equivalents | \$ 98,916 |
| Notes, loans and accounts receivable, net | 17,186 |
| Other current assets | 2,656 |
| Total current assets | 118,758 |
| | |
| Noncurrent Assets | |
| Cash and cash equivalents | 16,726 |
| Investments | 13,431 |
| Notes, loans and accounts receivable, net | 1,914 |
| Capital assets, net | 388,690 |
| Other noncurrent assets | 198 |
| Total noncurrent assets | 420,959 |
| Total assets | 539,717 |

DEFERRED OUTFLOWS OF RESOURCES

| | |
|--------------------------------------|--------|
| Bond refunding loss | 3,277 |
| Pension and OPEB | 67,703 |
| Total deferred outflows of resources | 70,980 |

LIABILITIES

| | |
|---|---------|
| Current Liabilities | |
| Accounts payable and accrued liabilities | 25,509 |
| Unearned revenue | 5,425 |
| Long-term debt-current portion | 8,247 |
| Other long-term liabilities-current portion | 584 |
| Total current liabilities | 39,765 |
| | |
| Noncurrent Liabilities | |
| Deposits | 11,768 |
| Long-term debt | 104,519 |
| Other long-term liabilities | 2,262 |
| Net pension and OPEB liability | 375,369 |
| Total noncurrent liabilities | 493,918 |
| Total liabilities | 533,683 |

DEFERRED INFLOWS OF RESOURCES

| | |
|-------------------------------------|--------|
| Service agreements | 1,565 |
| Pension and OPEB | 10,539 |
| Total deferred inflows of resources | 12,104 |

NET POSITION

| | |
|----------------------------------|-----------|
| Net investment in capital assets | 280,404 |
| Restricted | |
| Nonexpendable | 7,616 |
| Expendable | 5,076 |
| Unrestricted | (228,186) |
| Total net position | \$ 64,910 |

See accompanying notes to the financial statements

Northern Kentucky University Foundation, Inc.

Consolidated Statement of Financial Position

As of June 30, 2018

(in thousands)

ASSETS

| | |
|---------------------------------------|-------------------|
| Cash and cash equivalents | \$ 13,796 |
| Loans and accounts receivable, net | 97 |
| Contributions receivable, net | 4,449 |
| Prepaid expenses and deferred charges | 38 |
| Investments | 108,297 |
| Land and land improvements | 548 |
| Accumulated depreciation | (208) |
| Total assets | <u>\$ 127,017</u> |

LIABILITIES AND NET ASSETS

| | |
|--|---------------|
| Accounts payable | \$ 3,140 |
| Deferred revenue | 215 |
| Funds held in trust for Northern Kentucky University | 13,431 |
| Total liabilities | <u>16,786</u> |

NET ASSETS

| | |
|---|-------------------|
| Unrestricted | |
| For current operations | 1,344 |
| Amounts functioning as endowment funds | 2,614 |
| Invested in land and land improvements | 340 |
| Total unrestricted | <u>4,298</u> |
| Temporarily restricted | |
| Unexpended funds received for restricted purposes | 12,038 |
| Contributions receivable | 3,663 |
| Loan funds | 219 |
| Endowment funds | 43,769 |
| Total temporarily restricted | <u>59,689</u> |
| Permanently restricted | |
| Contributions receivable | 786 |
| Endowment funds | 45,458 |
| Total permanently restricted | <u>46,244</u> |
| Total net assets | <u>110,231</u> |
| Total liabilities and net assets | <u>\$ 127,017</u> |

See accompanying notes to the financial statements

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Revenues, Expenses and Changes in Net Position
For the Year Ended June 30, 2018
(in thousands)

OPERATING REVENUES

| | |
|--|----------------|
| Student tuition and fees (net of scholarship allowances of \$44,157) | \$ 102,537 |
| Federal grants and contracts | 2,162 |
| State and local grants and contracts | 3,202 |
| Nongovernmental grants and contracts | 2,454 |
| Sales and services of educational departments | 4,745 |
| Auxiliary enterprises | |
| Housing and food service (net of scholarship allowances of \$1,416) | 11,006 |
| Other auxiliaries | 3,945 |
| Other operating revenues | 8,206 |
| Total operating revenues | <u>138,257</u> |

OPERATING EXPENSES

| | |
|------------------------------------|------------------|
| Educational and general | |
| Instruction | 78,161 |
| Research | 1,443 |
| Public service | 13,156 |
| Libraries | 6,344 |
| Academic support | 23,635 |
| Student services | 30,215 |
| Institutional support | 36,641 |
| Operation and maintenance of plant | 22,806 |
| Depreciation | 16,521 |
| Student aid | 15,175 |
| Auxiliary enterprises | |
| Housing and food service | 6,944 |
| Other auxiliaries | 1,605 |
| Auxiliary depreciation | 3,548 |
| Other expenses | 279 |
| Total operating expenses | <u>256,473</u> |
| Net income (loss) from operations | <u>(118,216)</u> |

NONOPERATING REVENUES (EXPENSES)

| | |
|--|-----------------|
| State appropriations | 51,105 |
| Federal grants and contracts | 18,252 |
| State and local grants and contracts | 11,071 |
| Private gifts and grants | 35 |
| Investment income (loss) | 2,500 |
| Interest on capital asset-related debt | (4,063) |
| Other nonoperating revenues (expenses) | 1,432 |
| Net nonoperating revenues | <u>80,332</u> |
| Income (loss) before other revenues, expenses, gains or losses | <u>(37,884)</u> |
| Capital appropriations | 41,155 |
| Capital grants and gifts | 3,189 |
| Total other revenues | <u>44,344</u> |
| Increase (decrease) in net position | <u>6,460</u> |

NET POSITION

| | |
|--|------------------|
| Net position-beginning of year, as previously reported | 105,514 |
| Cumulative effect of change in accounting principle | (47,064) |
| Net position-beginning of year, as restated | <u>58,450</u> |
| Net position-end of year | <u>\$ 64,910</u> |

See accompanying notes to the financial statements

Northern Kentucky University Foundation, Inc.
Consolidated Statement of Activities
For the Year Ended June 30, 2018
(in thousands)

| | <u>Unrestricted Net Assets</u> | <u>Temporarily Restricted Net Assets</u> | <u>Permanently Restricted Net Assets</u> | <u>Total</u> |
|---|------------------------------------|--|--|-------------------|
| REVENUES, GAINS AND OTHER SUPPORT | | | | |
| Gifts and bequests | \$ 2 | \$ 4,144 | \$ 954 | \$ 5,100 |
| Rental income | 131 | - | - | 131 |
| Investment return | 346 | 6,663 | - | 7,009 |
| Other revenue | 115 | 308 | - | 423 |
| Total revenues and gains | <u>594</u> | <u>11,115</u> | <u>954</u> | <u>12,663</u> |
| Net assets released from restrictions | 9,352 | (9,352) | - | - |
| Reclassifications of net assets | - | (93) | 93 | - |
| Total revenues, gains and other support | <u>9,946</u> | <u>1,670</u> | <u>1,047</u> | <u>12,663</u> |
| EXPENSES AND LOSSES | | | | |
| Program Expenses | | | | |
| Instruction | 693 | - | - | 693 |
| Research | 38 | - | - | 38 |
| Public service | 175 | - | - | 175 |
| Libraries | 40 | - | - | 40 |
| Academic support | 725 | - | - | 725 |
| Student services | 524 | - | - | 524 |
| Institutional support | 1,002 | - | - | 1,002 |
| University facilities and equipment acquisition | 3,187 | - | - | 3,187 |
| Student financial aid | 2,469 | - | - | 2,469 |
| Other program expenses and losses | - | 32 | - | 32 |
| Total program expenses | <u>8,853</u> | <u>32</u> | <u>-</u> | <u>8,885</u> |
| Support Expenses | | | | |
| Management and general | 428 | - | - | 428 |
| Fund raising support | 179 | - | - | 179 |
| Total support expenses | <u>607</u> | <u>-</u> | <u>-</u> | <u>607</u> |
| Total expenses and losses | <u>9,460</u> | <u>32</u> | <u>-</u> | <u>9,492</u> |
| Increase (decrease) in net assets | 486 | 1,638 | 1,047 | 3,171 |
| Net assets-beginning of year | 3,812 | 58,051 | 45,197 | 107,060 |
| Net assets-end of year | <u>\$ 4,298</u> | <u>\$ 59,689</u> | <u>\$ 46,244</u> | <u>\$ 110,231</u> |

See accompanying notes to the financial statements

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Cash Flows
For the Year Ended June 30, 2018
(in thousands)

CASH FLOWS FROM OPERATING ACTIVITIES

| | |
|--|-----------------|
| Tuition and fees | \$ 101,120 |
| Grants and contracts | 8,666 |
| Payments to suppliers | (44,007) |
| Payments for salaries and benefits | (143,646) |
| Payments for student financial aid | (15,636) |
| Loans issued to students | (568) |
| Collection of loans to students | 341 |
| Auxiliary enterprise receipts: | |
| Housing operations | 10,720 |
| Other auxiliaries | 3,783 |
| Sales and service of educational departments | 4,650 |
| Other receipts (payments) | 8,525 |
| Net cash used by operating activities | <u>(66,052)</u> |

CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES

| | |
|--|-----------------|
| State appropriations | 51,105 |
| Gifts and grants for other than capital purposes | 29,241 |
| Agency and loan program receipts | 78,808 |
| Agency and loan program disbursements | <u>(79,392)</u> |
| Net cash provided by noncapital financing activities | <u>79,762</u> |

CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES

| | |
|--|----------------|
| Proceeds from capital debt and leases | 275 |
| Capital appropriations | 43,649 |
| Capital grants, gifts, and advances received | 229 |
| Proceeds from sale of capital assets | 6,685 |
| Purchases of capital assets | (44,898) |
| Principal paid on capital debt and leases | (6,813) |
| Interest paid on capital debt and leases | <u>(4,384)</u> |
| Net cash provided (used) by capital and related financing activities | <u>(5,257)</u> |

CASH FLOWS FROM INVESTING ACTIVITIES

| | |
|---|--------------|
| Proceeds from sales and maturities of investments | 253 |
| Interest on investments | <u>1,641</u> |
| Net cash provided (used) by investing activities | <u>1,894</u> |

NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS 10,347

| | |
|---|--------------------------|
| Cash and cash equivalents-beginning of year | <u>105,295</u> |
| Cash and cash equivalents-end of year | <u><u>\$ 115,642</u></u> |

See accompanying notes to the financial statements

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Cash Flows
For the Year Ended June 30, 2018
(in thousands)

**RECONCILIATION OF NET OPERATING LOSS TO
NET CASH USED BY OPERATING ACTIVITIES:**

| | |
|---|--------------|
| Net loss from operations | \$ (118,216) |
| Adjustments to reconcile operating loss to net cash used by operating activities: | |
| Depreciation expense | 20,069 |
| Deferred inflows of resources | 6,059 |
| Deferred outflows of resources | (24,190) |
| Changes in assets and liabilities: | |
| Receivables, net | 1,556 |
| Other assets | (167) |
| Accounts payable, accrued liabilities and deposits | (433) |
| Unearned revenue | (239) |
| Pension and OPEB | 49,640 |
| Long-term liabilities | (131) |
| Net cash used by operating activities | \$ (66,052) |

SUPPLEMENTAL CASH FLOWS INFORMATION

| | |
|--|--------|
| Capital assets acquired through capital lease | \$ 162 |
| Gifts of capital assets | 167 |
| Capital asset acquisitions in accounts payable | 8,337 |

See accompanying notes to the financial statements

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Notes to the Financial Statements
For the Year Ended June 30, 2018

Note 1 – Organization and Summary of Significant Accounting Policies

a. Reporting Entity

Northern Kentucky University (the University) is a component unit of the Commonwealth of Kentucky (Commonwealth) and is included in the general-purpose financial statements of the Commonwealth. The financial statements of the University include the operations of the Northern Kentucky University Research Foundation (Research Foundation) which is a legally separate, tax-exempt organization supporting the University. In accordance with Governmental Accounting Standards Board (GASB) Statement No. 61, the Research Foundation is reported as a blended component unit of the University and condensed financial information is provided in Note 12.

The Northern Kentucky University Foundation, Inc. (the Foundation) is a legally separate, tax-exempt organization supporting the University. The Foundation acts primarily as a fund-raising organization to supplement the resources that are available to the University in support of its programs. The Foundation's Board of Directors is self-perpetuating and consists of graduates and friends of the University. Although the University does not control the timing or amount of receipts from the Foundation, the majority of resources the Foundation holds and invests are restricted to the activities of the University by the donors. Because these restricted resources held by the Foundation can only be used by, or for the benefit of, the University, the Foundation is considered a component unit of the University and is discretely presented in the University's financial statements.

The accompanying financial statements do not include the financial position or operating results of the Chase College Foundation, Inc. This foundation is a separately incorporated not-for-profit entity organized for the purpose of promoting the educational mission of the University's Salmon P. Chase College of Law. Although this entity benefits the University's Salmon P. Chase College of Law, it is governed by an independent Board of Directors and is not controlled by the University.

b. Basis of Presentation

The accompanying financial statements of the University have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the GASB. In accordance with GASB Statement No. 35, *Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities* (GASB 35) and subsequent standards issued by GASB, the University has elected to report as an entity engaged in business-type activities (BTA). BTAs are those activities that are financed in whole or part by fees charged to external parties for goods and services. GASB 35 establishes standards for external financial reporting for public colleges and universities and requires that resources be classified for accounting and reporting purposes into the following net position categories:

- **Net investment in capital assets:** Capital assets, net of accumulated depreciation and outstanding principal balances of debt attributable to the acquisition, construction or improvement of those assets.
- **Restricted:**
 - Nonexpendable* – Net position subject to externally imposed stipulations that they be maintained permanently by the University.
 - Expendable* – Net position whose use by the University is subject to externally imposed stipulations that can be fulfilled by actions of the University pursuant to those stipulations or that expire by the passage of time. Expendable net position consists primarily of amounts for specified capital construction projects.
- **Unrestricted:** Net position whose use by the University is not subject to externally imposed stipulations. Unrestricted net position may be designated for specific purposes by action of management or the Board of Regents or may otherwise be limited by contractual agreements with outside parties.

The financial statement presentation required by GASB is intended to provide a comprehensive, entity-wide perspective of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, net position, revenues, expenses, changes in net position and cash flows.

c. Accrual Basis

The financial statements have been prepared on the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when an obligation has been incurred.

d. Cash and Cash Equivalents

Cash and cash equivalents include all readily available sources of cash such as petty cash, demand deposits, certificates of deposit and temporary investments in marketable debt securities with original maturities less than three months. Funds held by the Commonwealth of Kentucky are also considered cash equivalents.

e. Notes, Loans and Accounts Receivable

This classification consists of tuition and fee charges to students, charges for auxiliary enterprise services provided to students, faculty and staff, loans to students and amounts due from sponsors for reimbursement of expenses made pursuant to contracts and grants. Accounts receivable are recorded net of estimated uncollectible amounts based upon a review of outstanding receivables, historical collection information and existing economic conditions.

f. Capital Assets

All capital assets are recorded at cost at date of acquisition, or acquisition value at date of donation. Equipment with a unit cost of \$5,000 or more and having an estimated useful life of greater than one year is capitalized. Renovations to buildings, infrastructure and land improvements that significantly increase the value or extend the useful life of the structure are capitalized. The University capitalizes interest costs as a component of construction in progress based on the interest cost of borrowing specifically for the project, net of interest earned on investments acquired with the proceeds of the borrowing. Routine repairs and maintenance are charged to operating expense in the year in which the expense is incurred.

Depreciation of capital assets is computed on a straight-line basis over the estimated useful lives of the respective assets, generally 40 years for land improvements, 10 – 40 years for buildings and fixed equipment, 10 years for library books and 3 – 10 years for equipment. The University capitalizes, but does not depreciate, works of art and historical treasures that are held for exhibition, education, research and public service.

g. Compensated Absences

University policies permit employees to accumulate vacation and sick leave benefits that may be realized as paid time off or, in limited circumstances, as a cash payment. Expense and the related liability are recognized as vacation benefits are earned whether the employee is expected to realize the benefit as time off or in cash. Sick leave benefits are recognized as expense when the time off occurs and no liability is accrued for such benefits employees have earned but not yet realized except for employees currently eligible to retire from the Kentucky Employers Retirement System (KERS). A liability is accrued equal to the estimated amount to be paid to KERS for sick leave converted to time worked at retirement. Compensated absence liabilities are computed using the regular pay rates in effect at the statement of net position date plus an additional amount for compensation-related payments such as social security and Medicare taxes computed using rates in effect at that date.

h. Investments

Investments in equity and debt securities are carried at fair value. Fair value is determined using quoted market prices. Investments in nonnegotiable certificates of deposit are carried at cost. Investment income consists of interest and dividend income, realized gains and losses and the net change for the year in the fair value of investments carried at fair value.

i. Unearned Revenue

Unearned revenue includes amounts received for tuition and other student fees prior to the end of the fiscal year but related to the subsequent accounting period. Unearned revenue also includes amounts received from grants and contracts sponsors that have not yet been earned.

j. Deposits

Noncurrent deposits consist primarily of deposits held in a wetland restoration fund pursuant to a memorandum of agreement with a federal agency.

k. Cost-Sharing Defined Benefit Pension Plan

The University participates in a cost-sharing multiple-employer defined benefit pension plan Kentucky Retirement Systems (KRS). For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Plan and additions to/deductions from the Plan's fiduciary net position have been determined on the same basis as they are reported by the Plan. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

l. Cost-Sharing Defined Benefit Other Postemployment Benefit Plan

The University participates in a cost-sharing multiple-employer defined benefit other postemployment benefit plan, KRS, (the OPEB Plan). For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the OPEB Plan and additions to/deductions from the OPEB Plan's fiduciary net position have been determined on the same basis as they are reported by the OPEB Plan. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

m. Deferred Outflows and Inflows of Resources

A deferred outflow of resources is a loss in net position by the University that is applicable to a future reporting period. Deferred outflows of resources are reported in the statement of net position, but are not recognized in the financial statements as expense until in the related period. Deferred outflows of resources include \$3,277,000 of losses on bond refunding for the year ended June 30, 2018. The remaining balance of deferred outflows for year ended June 30, 2018 consists of the KERS pension and OPEB related unamortized balances.

A deferred inflow of resources is a gain in net position by the University that is applicable to a future reporting period. Deferred inflows of resources are reported in the statement of net position but are not recognized in the financial statements as revenue until in the related period. The agreement between the University and the University's food service providers resulted in a deferred inflow of resources of \$1,565,000 at June 30, 2018. The deferred inflows of resources related to this agreement are recognized evenly over the life of the contract. The remaining deferred inflows of resources for the year ended June 30, 2018 consist of the KERS pension and OPEB related unamortized balances.

See Notes 7 and 8 for details of pension and OPEB related deferred outflows of resources and deferred inflows of resources.

n. Scholarship Allowances

Student tuition and fee revenues and other student related revenues are reported net of scholarship allowances in the statement of revenues, expenses and changes in net position. Scholarship allowances are the differences between the stated charge for services provided by the University, and the amounts that are paid by the students or third parties making payments on a student's behalf. To the extent that revenues from such programs are used to satisfy tuition and fees, and other student charges, the University has recorded a scholarship allowance.

o. Income Taxes

The University is an agency and instrumentality of the Commonwealth, pursuant to Kentucky Revised Statutes sections 164.290 through 164.475. Accordingly, the University is generally exempt from federal income taxes as an organization described in Section 115 of the Internal Revenue Code of 1986, as amended. The Research Foundation has received a determination from the Internal Revenue Service granting exemption from federal income taxation pursuant to the provisions of Internal Revenue Code section 501(c)(3).

p. Restricted Asset Spending Policy

The University's policy states that restrictions on assets cannot be fulfilled by the expenditure of unrestricted funds for similar purposes. The determination on whether restricted or unrestricted funds are expended for a particular purpose is made on a case-by-case basis. Restricted funds remain restricted until spent for the intended purpose.

q. Operating Activities

The University defines operating activities, as reported on the statement of revenues, expenses and changes in net position, as those that generally result from exchange transactions, such as payments received for providing goods and services and payments made for services and goods received. Nearly all of the University's expenses are from exchange transactions. Certain significant revenues relied upon for operations, such as state appropriations, gifts, and investment income, are recorded as nonoperating revenues, in accordance with GASB 35. In accordance with GASB Statement No. 24, *Accounting and Financial Reporting for Certain Grants and Other Financial Assistance* and related GASB implementation guidance, Pell Grants, College Access Program (CAP) Grants and Kentucky Educational Excellence Scholarship (KEES) are considered nonexchange transactions and are recorded as nonoperating revenues in the accompanying financial statements.

r. Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and deferred inflows and outflows of resources and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

s. Component Unit Disclosure

The accompanying financial statements of the Foundation have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the Financial Accounting Standards Board. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features.

See Note 13 for further details of related party transactions between the University and Foundation. Complete financial statements for the Foundation can be obtained from the Northern Kentucky University Foundation, Inc. at Lucas Administrative Center Room 820, Nunn Drive, Highland Heights, KY 41099.

t. Change in Accounting Principle

During fiscal year 2018, the University adopted GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pension* (GASB 75): GASB 75 replaces the requirements of GASB Statement No. 45, *Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions*. Employers that participate in a cost-sharing OPEB plan that is administered through a trust that meets specified criteria will report a liability equal to the employer's proportionate share for the collective OPEB liability for all employers participating in the plan.

GASB 75 requires extensive note disclosures and required supplementary information (RSI) about the OPEB liabilities. See Note 8 for required note disclosures.

The adoption of GASB 75 resulted in a decrease in net position at July 1, 2017 of \$47,064,000. This change is in accordance with generally accepted accounting principles.

u. Recent Accounting Pronouncements

In June 2017, the GASB approved Statement No. 87, *Leases*. The objective of this Statement is to improve the accounting and financial reporting for leases by governments. This Statement requires recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. Under this Statement, a lessee is required to recognize a lease liability and an intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and a deferred inflow of resources, thereby enhancing the relevance and consistency of information about governments' leasing activities. The provisions of this statement are effective for reporting periods beginning after December 15, 2019. The University is currently evaluating the effects of this statement on its financial statements.

In June 2018, the GASB approved Statement No. 89, *Accounting for Interest Cost Incurred before the end of a Construction Period*. The objectives of this Statement are to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and to simplify accounting for interest cost incurred before the end of a construction period. This Statement requires that interest cost incurred before the end of a construction period be recognized as an expense in the period in which the cost is incurred for financial statements prepared using the economic resources measurement focus. As a result, interest cost incurred before the end of a construction period will not be included in the historical cost of a capital asset reported in a business-type activity or enterprise fund. The requirements of this Statement are effective for reporting periods beginning after December 15, 2019. The University is currently evaluating the effects of this statement on its financial statements.

Note 2 – Cash, Cash Equivalents and Investments

At June 30, 2018, petty cash funds totaled \$57,000 and the carrying amount of the deposits was \$115,585,000 with a corresponding total bank balance of \$119,300,000. Of the bank balance, \$22,231,000 was covered by federal depository insurance, or collateralized with securities held by the pledging bank, or bank's agents, in the University's name and \$97,069,000 was held and invested by the Commonwealth. These deposits were covered by federal depository insurance or by collateral held by the Commonwealth in the Commonwealth's name.

Investments

The investments which the University may purchase are limited by the Commonwealth's law and the University's bond resolutions to the following (1) securities or obligations which are fully guaranteed by the U.S. Government or agencies of the U.S. Government as to principal and interest; (2) certificates of deposit or time deposits of banks, trust companies or national banking associations which are insured by the Federal Deposit Insurance Corporation; and (3) mutual funds investing solely in U.S. securities.

Custodial credit risk: Custodial credit risk for deposits is the risk that in the event of a bank failure, a government's deposits or collateral securities may not be returned to it. The University currently uses commercial banks and the Commonwealth as its depositories. Deposits with commercial banks are substantially covered by federal depository insurance or collateral held by the bank in the University's name. At the Commonwealth, the University's accounts are pooled with other agencies of the Commonwealth. These Commonwealth-pooled deposits are substantially covered by federal depository insurance or by collateral held by the

Commonwealth in the Commonwealth's name. The custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, a government will not be able to recover the value of investment or collateral securities that are in the possession of an outside party.

The fair value of the University's investments at June 30, 2018 was \$13,431,000. These investments represent the University's Regional University Excellence Trust Fund endowments which are invested in an investment pool managed by the Foundation. See Note 13 (c) for the required GASB fair value disclosures for the University's investments that are included in the Foundation's investment pool. University assets in the Foundation investment pool at June 30, 2018 are invested as follows:

| Type of Investment: | |
|----------------------------|-------------|
| Fixed income funds | 14% |
| Domestic equity funds | 33% |
| International equity funds | 13% |
| Emerging markets | 9% |
| Private equity | 5% |
| Natural resources | 13% |
| Other | 13% |
| Total Investments | 100% |

Interest Rate Risk: Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. As stated in the University's investment policy, the bond resolution governs the investment of bond reserves. The bond resolution limits the investment maturities by the lesser of the remaining life of the bond issue or ten years. Certificates of deposit can have a maturity of not more than two years from the date of issue.

Credit Risk: Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. The University's investment policy requires investments to be in compliance with state statute. University investments that are managed by the Foundation are governed by the Foundation's investment policy. This policy contains several provisions which are intended to limit credit risk, including a requirement that fixed income portfolios maintain a weighted average credit rating of at least AA (Standard and Poor's) and have no more than 10 percent of the portfolio in below investment grade bonds.

Concentration of Credit Risk: Concentration of credit risk is the risk of loss attributed to the magnitude of a government's investment in a single user. The University debt service reserves are invested by the bond trustees in accordance with the governing bond resolutions. There are no specific limits on the maximum amount of investment securities held in bond debt service reserve funds that may be invested in one issuer. However, such investments are limited to interest bearing direct obligations of the U.S. government or obligations fully guaranteed by the U.S. government.

Foreign Currency Risk: This risk relates to adverse effects on the fair value of an investment from changes in exchange rates. The University had no investments denominated in foreign currency at June 30, 2018.

Note 3 – Notes, Loans and Accounts Receivable

Notes, loans and accounts receivable as of June 30, 2018 are as follows (in thousands):

| | Gross | | Net |
|---|-------------------|-------------------|-------------------|
| | Receivable | Allowance | Receivable |
| Student loans | \$ 1,478 | \$ (488) | \$ 990 |
| Student accounts receivable | 12,339 | (4,768) | 7,571 |
| Reimbursement receivable grants and contracts | 738 | - | 738 |
| State appropriations receivable | 4,447 | - | 4,447 |
| NKU Foundation receivable | 3,058 | - | 3,058 |
| Other | 3,536 | (1,240) | 2,296 |
| Total | <u>\$ 25,596</u> | <u>\$ (6,496)</u> | <u>\$ 19,100</u> |
| Current portion | | | \$ 17,186 |
| Noncurrent portion | | | 1,914 |
| Total | | | <u>\$ 19,100</u> |

Note 4 – Capital Assets, net

Capital assets for the year ended June 30, 2018 is summarized as follows (in thousands):

| | <u>Beginning Balance</u> | <u>Additions</u> | <u>Reductions</u> | <u>Ending Balance</u> |
|-----------------------------------|------------------------------|------------------|-------------------|---------------------------|
| Cost: | | | | |
| Indefinite life intangible assets | \$ 4,206 | \$ - | \$ 4,206 | \$ - |
| Land | 9,607 | 316 | 294 | 9,629 |
| Land improvements | 37,964 | 5,756 | 1,638 | 42,082 |
| Buildings | 452,166 | 80,512 | 1,512 | 531,166 |
| Equipment | 69,760 | 8,864 | 962 | 77,662 |
| Library books | 16,788 | 271 | 2,058 | 15,001 |
| Construction in process | 53,764 | 877 | 50,545 | 4,096 |
| | <u>644,255</u> | <u>96,596</u> | <u>61,215</u> | <u>679,636</u> |
| Accumulated Depreciation: | | | | |
| Land improvements | 9,192 | 1,076 | 223 | 10,045 |
| Buildings | 190,538 | 14,751 | 776 | 204,513 |
| Equipment | 60,809 | 3,669 | 851 | 63,627 |
| Library books | 14,246 | 573 | 2,058 | 12,761 |
| | <u>274,785</u> | <u>20,069</u> | <u>3,908</u> | <u>290,946</u> |
| Capital assets, net | <u>\$ 369,470</u> | <u>\$ 76,527</u> | <u>\$ 57,307</u> | <u>\$ 388,690</u> |

The estimated cost to complete construction under contract at June 30, 2018 was approximately \$5,177,000.

As of June 30, 2018, the net book value of equipment acquired through capital leases included in the above schedules totaled \$162,000.

In 2018, the University discontinued operations of three radio stations that were being subsidized by the University and redirected the resources to core mission priorities. In August and September of 2017, the radio stations, WNKU, WNKE and WNKN, were sold. The sales resulted in a gain of \$1,659,000 which is included on the Statement of Revenues, Expenses and Changes in Net Position as other nonoperating revenue.

Note 5 – Accounts Payable and Accrued Liabilities

Accounts payable and accrued liabilities as of June 30, 2018 are as follows (in thousands):

| | |
|---|------------------|
| Payable to vendors and contractors | \$ 14,791 |
| Accrued expenses, primarily payroll and vacation leave | 6,089 |
| Employee withholdings and deposits payable to third parties | 3,246 |
| Self-insured health liability | 1,383 |
| Total | <u>\$ 25,509</u> |

Note 6 – Long-term Liabilities

The changes in long-term liabilities for the year ended June 30, 2018 are summarized as follows (in thousands):

| | <u>Beginning Balance</u> | <u>Additions</u> | <u>Reductions</u> | <u>Ending Balance</u> | <u>Current Portion</u> | <u>Noncurrent Portion</u> |
|--|------------------------------|-------------------|-------------------|---------------------------|----------------------------|-------------------------------|
| Housing and Dining Revenue Bonds | \$ 785 | \$ - | \$ 185 | \$ 600 | \$ 195 | \$ 405 |
| General Receipts Bonds (net of discounts and premiums) | 119,107 | - | 7,216 | 111,891 | 7,992 | 103,899 |
| Total bonds | <u>119,892</u> | <u>-</u> | <u>7,401</u> | <u>112,491</u> | <u>8,187</u> | <u>104,304</u> |
| Municipal lease obligations | - | - | - | - | - | - |
| Notes and leases payable | 23 | 275 | 23 | 275 | 60 | 215 |
| Total debt | <u>119,915</u> | <u>275</u> | <u>7,424</u> | <u>112,766</u> | <u>8,247</u> | <u>104,519</u> |
| Deferred compensation | 227 | - | 82 | 145 | 39 | 106 |
| Federal portion of loan programs | 1,558 | - | 487 | 1,071 | - | 1,071 |
| Unearned revenue | 5,712 | 5,462 | 5,701 | 5,473 | 5,425 | 48 |
| KERS-sick leave | 674 | 220 | 131 | 763 | 76 | 687 |
| Other | 700 | - | 175 | 525 | 175 | 350 |
| Total other long-term liabilities | <u>8,871</u> | <u>5,682</u> | <u>6,576</u> | <u>7,977</u> | <u>5,715</u> | <u>2,262</u> |
| Deposits | 12,798 | 1,483 | 2,219 | 12,062 | 294 | 11,768 |
| Net pension and OPEB liability* | 275,585 | 99,784 | - | 375,369 | - | 375,369 |
| Total long-term liabilities | <u>\$ 417,169</u> | <u>\$ 107,224</u> | <u>\$ 16,219</u> | <u>\$ 508,174</u> | <u>\$ 14,256</u> | <u>\$ 493,918</u> |

*The additions column includes the cumulative effect as a result of the adoption of GASB 75.

a. Bonds

The gross revenues of the Housing and Dining system operations are pledged for the retirement of the Housing and Dining System Revenue Bonds. The \$210,000 reserve requirement for the Housing and Dining issue was fully funded as of June 30, 2018. The \$348,000 required housing repair and replacement fund was fully funded as of June 30, 2018.

The outstanding obligation as of June 30, 2018 for the Northern Kentucky University General Receipts Bonds are reported net of discounts totaling \$9,000 and premiums of \$7,520,000. General Receipts Bonds are collateralized by the operating and nonoperating income of the University excluding income which as a condition of the receipt is not available for payment of debt service charges.

On August 25, 2016, Northern Kentucky University General Receipts Bonds were issued in the amount of \$15,225,000 and a net interest cost of 2.02 percent. The proceeds partially refunded the General Receipts Bonds, 2008 Series A maturing on or after September 1, 2019. The refunding reduced the University's total debt service payments over the term by \$1,818,000, representing an economic gain of \$1,600,000. Economic gain is determined by calculating the difference between the present value of the debt service payments on the old and new debt. As of June 30, 2018, a balance of \$15,794,000 is being held in escrow by the trustee to fund the debt service on the refunded portion of the 2008 Series A until the bonds are called for redemption on September 1, 2018.

b. Leases

In May 2018, the University entered into a new capital lease obligation through a third party financial institution, in the amount of \$275,000, with an interest rate of 4.43 percent. This obligation was used to fund computer equipment.

The total bonds payable and leases as of June 30, 2018 are as follows (in thousands):

| | |
|---|-------------------|
| Housing and Dining System Revenue bonds payable | |
| Series B, dated November 1, 1980, with an interest rate of 3.00%. Final principal payment date November 1, 2020. | \$ 600 |
| Total Housing and Dining System Revenue bonds payable | <u>600</u> |
| General Receipts bonds payable | |
| Series A 2007, dated May 23, 2007, with an interest rate of 4.00%. Final principal payment date September 1, 2018. | 2,395 |
| Series A 2008, dated June 18, 2008, with interest rates from 3.50% to 4.00%. Final principal payment date September 1, 2018. | 995 |
| Series A 2010, dated June 29, 2010, with interest rates from 2.00% to 3.50%. Final principal payment date September 1, 2020. | 935 |
| Series B 2010, dated October 21, 2010, with interest rates from 2.00% to 3.75%. Final principal payment date September 1, 2027. | 8,350 |
| Series A 2011, dated August 4, 2011, with interest rates from 2.00% to 4.00%. Final principal payment date September 1, 2030. | 7,200 |
| Series A 2013, dated February 26, 2013, with an interest rate of 2.00%. Final principal payment date September 1, 2022. | 2,620 |
| Series A 2014, dated January 7, 2014, with interest rates from 2.00% to 5.00%. Final principal payment date September 1, 2033. | 41,120 |
| Series A 2016, dated May 17, 2016, with interest rates from 2.00% to 5.00%. Final principal payment date September 1, 2027. | 25,640 |
| Series A 2016, dated August 25, 2016, with interest rates from 2.00% to 4.00%. Final principal payment date September 1, 2028. | 15,125 |
| Total General Receipts bonds payable | <u>104,380</u> |
| Capital lease payables | |
| Capital equipment lease, dated May 1, 2018, with an interest rate of 4.43%. Final principal payment date May 1, 2023. | 275 |
| Total capital lease payable | <u>275</u> |
| Plus: Net discounts and premiums | 7,511 |
| Total debt | <u>\$ 112,766</u> |

Principal maturities and interest on debt for the next five years and in subsequent five-year periods are as follows (in thousands):

| <u>Fiscal Year</u> | <u>Principal</u> | <u>Interest</u> | <u>Total</u> |
|----------------------------------|-------------------|------------------|-------------------|
| 2019 | \$ 7,590 | \$ 4,123 | \$ 11,713 |
| 2020 | 7,455 | 3,851 | 11,306 |
| 2021 | 7,743 | 3,563 | 11,306 |
| 2022 | 7,585 | 3,263 | 10,848 |
| 2023 | 7,947 | 2,950 | 10,897 |
| 2024-2028 | 43,760 | 9,494 | 53,254 |
| 2029-2033 | 19,585 | 2,918 | 22,503 |
| 2034 | 3,590 | 85 | 3,675 |
| Subtotal | 105,255 | 30,247 | 135,502 |
| Plus: Net discounts and premiums | 7,511 | - | 7,511 |
| Total | <u>\$ 112,766</u> | <u>\$ 30,247</u> | <u>\$ 143,013</u> |

Note 7 – Pension Plans and Accrued Compensated Absences

Employees of the University are covered by one of the following plans:

a. Defined Contribution Plan

A Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA CREF) sponsored plan, adopted by the Board of Regents in July 1970, is available upon completion of ninety days of service, to all regular full-time members of the faculty, administrative officers and others who have educational related duties. The TIAA CREF retirement plan is a defined contribution, money purchase retirement plan. The employees contribute 5 percent of their base salary to the plan, and the University contributes 10 percent. All payments are vested immediately and the contracts with the providers are owned by the individual employees. The employee is entitled to various payment options upon retirement. Benefit payments at retirement depend on the total contributions with interest deposited into the employee's account. Retirement benefits can begin upon retirement or termination of employment with the University. Covered payroll totaled \$47,000,000 for the year ended June 30, 2018. The University's contribution totaled \$4,700,000 for the year ended June 30, 2018.

b. Defined Benefit Plan

Plan Description - All regular employees not participating in the above plan are required to participate in either the Nonhazardous or Hazardous cost-sharing multiple employer defined benefit pension plan, both of which are under the KERS, that is administered by the Board of Trustees of the KRS. The defined benefit plans provide for retirement, disability and death benefits. Participants have a fully vested interest after the completion of 60 months of service, 12 of which are current service. KERS issues a publicly available financial report that includes financial statements and required supplementary information. That report may be obtained by writing to Kentucky Retirement Systems, Perimeter Park West, 1260 Louisville Road, Frankfort, Kentucky, 40601-6124 or by calling (502) 696-8800.

| | Tier 1 Participation Prior to 9/1/2008 | Tier 2 Participation 9/1/2008 through 12/31/2013 | Tier 3 Participation on or after 1/1/2014 |
|--|---|--|--|
| Nonhazardous | | | |
| Benefit Formula: | Final Compensation X Benefit Factor X Years of Service | | Cash Balance Plan |
| Final Compensation: | Average of the highest 5 fiscal years (must contain at least 48 months). Includes lump-sum compensation payments (before and at retirement). | 5 complete fiscal years immediately preceding retirement; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation. | No Final Compensation |
| Benefit Factor: | 1.97%, or 2.0% for those retiring with service for all months between 1/1998 and 1/1999. | 10 years or less = 1.10%. Greater than 10 years, but no more than 20 years = 1.30%. Greater than 20 years, but no more than 26 years = 1.50%. Greater than 26 years, but no more than 30 years = 1.75%. Additional years above 30 = 2.00% (2.00% benefit factor only applies to service earned in excess of 30 years). | No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance. |
| Cost of Living Adjustment (COLA): | No COLA unless authorized by the Legislature with specific criteria. This impacts all retirees regardless of Tier. | | |
| Unreduced Retirement Benefit: | Any age with 27 years of service. Age 65 with 48 months of service. Money purchase for age 65 with less than 48 months based on contributions and interest. | Rule of 87: Member must be at least age 57 and age plus earned service must equal 87 years at retirement to retire under this provision. Age 65 with 5 years of earned service. No money purchase calculations. | |
| Reduced Retirement Benefit: | Any age with 25 years of service. Age 55 with 5 years of service. | Age 60 with 10 years of service. Excludes purchased service (exception: refunds, omitted, free military). | No reduced retirement benefit. |

| | Tier 1 Participation Prior to 9/1/2008 | Tier 2 Participation 9/1/2008 through 12/31/2013 | Tier 3 Participation on or after 1/1/2014 |
|--|---|---|--|
|--|---|---|--|

Hazardous

| | | | |
|--|---|--|--|
| Benefit Formula: | Final Compensation X Benefit Factor X Years of Service | | Cash Balance Plan |
| Final Compensation: | Highest 3 fiscal years (must contain at least 24 months). Includes lump-sum compensation payments (before and at retirement). | 3 highest salaries; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation. | No Final Compensation |
| Benefit Factor: | 2.49% | 10 years or less = 1.30%. Greater than 10 years, but no more than 20 years = 1.50%. Greater than 20 years, but no more than 25 years = 2.25%. Greater than 25 years = 2.50%. | No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance. |
| Cost of Living Adjustment (COLA): | No COLA unless authorized by the Legislature with specific criteria. This impacts all retirees regardless of Tier. | | |
| Unreduced Retirement Benefit: | Any age with 20 years of service. Age 55 with 60 months of service. | Any age with 25 years of service. Age 60 with 5 years of service. | Any age with 25 years of service. Age 60 with 5 years of service. |
| Reduced Retirement Benefit: | Age 50 with 15 years of service. | Age 50 with 15 years of service. | No reduced retirement benefit |

Contributions- Benefit and contribution rates are established by state statute. Per Kentucky Revised Statute 61.565 contribution requirements of the active employees and the participating organizations are established and may be amended by the KRS Board. For the fiscal year ended June 30, 2018, University employees were required to contribute 5 percent of their annual covered salary for retirement benefits. The University was contractually required to contribute 41.06 percent of covered payroll to the nonhazardous KERS pension plans. The University also was contractually required to contribute 21.44 percent of covered payroll to the hazardous KERS pension plans.

The required contribution is actuarially determined as an amount that, when combined with employee contributions, is expected to finance the cost of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. The University's total required contribution to the KERS nonhazardous pension plan for the year ended June 30, 2018 was \$14,596,000. The required contribution to the KERS hazardous pension plan for the year ended June 30, 2018 was \$180,000.

Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions - At June 30, 2018, the University reported a liability of \$314,022,000, for its proportionate share of the nonhazardous net pension liability. The University's hazardous pension liability was \$1,844,000 for the year ended June 30, 2018. The net pension liability was measured as of June 30, 2017 and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The University's proportion of the net pension liability was based on a projection of the University's long-term share of contributions to the pension plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2018, the University's proportion was 2.345 percent for nonhazardous and 0.371 percent for hazardous.

For the year ended June 30, 2018, the University recognized nonhazardous pension expense of \$43,243,000; and hazardous pension expense of \$308,000.

At June 30, 2018 the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources (in thousands):

| | <u>Deferred Outflows of Resources</u> | <u>Deferred Inflows of Resources</u> |
|--|---|--|
| Nonhazardous | | |
| Differences between expected and actual experience | \$ 56 | \$ 2,022 |
| Change of assumptions | 39,841 | - |
| Net difference between projected and actual earnings on investments | 1,519 | - |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | - | 7,041 |
| Contributions subsequent to the measurement date | 14,596 | - |
| Hazardous | | |
| Differences between expected and actual experience | 70 | - |
| Change of assumptions | 339 | - |
| Net difference between projected and actual earnings on investments | 20 | - |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 7 | 109 |
| Contributions subsequent to the measurement date | 180 | - |
| Total | <u>\$ 56,628</u> | <u>\$ 9,172</u> |

At June 30, 2018, the University reported \$14,776,000 as deferred outflows of resources related to pensions resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the year ended June 30, 2018. Other amounts reported as deferred outflows of resources and deferred inflows of resources at June 30, 2018, related to pensions will be recognized in pension expense as follows (in thousands):

| Year Ending June 30 | |
|---------------------|------------------|
| 2019 | \$ 20,764 |
| 2020 | 11,920 |
| 2021 | 452 |
| 2022 | <u>(456)</u> |
| | <u>\$ 32,680</u> |

Pension Actuarial assumptions – The total pension liability was determined by an actuarial valuation as of June 30, 2017, using the following actuarial assumptions, applied to all periods included in the measurement for nonhazardous and hazardous pensions.

| | <u>Nonhazardous</u> | <u>Hazardous</u> |
|---------------------------|--|--|
| Inflation | 2.30% | 2.30% |
| Salary Increases | 3.05%, average, including inflation | 3.05%, average, including inflation |
| Investment Rate of Return | 5.25%, net of pension plan investment expense, including inflation | 6.25%, net of pension plan investment expense, including inflation |

The mortality table used for active members is RP-2000 Combined Mortality Table projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females). For healthy retired members and beneficiaries, the mortality table used is the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (setback one year for females). For disabled members, the RP-2000 Combined Disabled Mortality Table projected with Scale BB to 2013 (setback four years for males) is used for the period after disability retirement. There is some margin in the current mortality table for possible future improvement in mortality rates and that margin will be reviewed again when the next experience investigation is conducted.

The long-term expected return on plan assets is reviewed as part of the regular experience studies prepared every five years for the System. The most recent actuarial experience study was for the period July 1, 2008 through June 30, 2013. The long-term expected rate of return was determined by using a building-block method in which best estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target allocation and best estimates of arithmetic real rate of return for each major asset class are summarized in the tables below. The KRS Board of Trustees plans to have the next experience study conducted using the plan's experience for the five-year period ended June 30, 2018. The actuarial assumptions that result from that experience study will be first used to prepare the June 30, 2019 valuation.

The target asset allocation and best estimates of arithmetic nominal rates of return for each major asset class are summarized in the following tables:

| <u>Asset Class</u> | <u>Nonhazardous Target Allocation</u> | <u>Long Term Expected Real Rate of Return</u> |
|-----------------------|---|---|
| US equity* | 17.50% | 5.75% |
| International equity* | 17.50% | 7.38% |
| Global bonds | 10.00% | 2.63% |
| Global credit | 17.00% | 3.63% |
| High yield | 0.00% | 5.75% |
| Emerging market debt | 0.00% | 5.50% |
| Private credit | 0.00% | 8.75% |
| Real estate* | 5.00% | 6.63% |
| Absolute return | 10.00% | 5.63% |
| Real return* | 10.00% | 5.13% |
| Private equity | 10.00% | 8.25% |
| Cash | 3.00% | 1.88% |
| Total | <u>100.00%</u> | |

| Asset Class | Hazardous Target Allocation | Long Term Expected Real Rate of Return |
|-----------------------|--|---|
| US equity* | 17.50% | 5.97% |
| International equity* | 17.50% | 7.85% |
| Global bonds | 4.00% | 2.63% |
| Global credit | 2.00% | 3.63% |
| High yield | 7.00% | 5.75% |
| Emerging market debt | 5.00% | 5.50% |
| Private credit | 10.00% | 8.75% |
| Real estate* | 5.00% | 7.63% |
| Absolute return | 10.00% | 5.63% |
| Real return* | 10.00% | 6.13% |
| Private equity | 10.00% | 8.25% |
| Cash Equivalent | 2.00% | 1.88% |
| Total | <u>100.00%</u> | |

*Long-Term Expected Real Rates of Return may vary by plans depending on the risk tolerance of the plan.

Pension Discount rate – The discount rate used to measure the total pension liability was 5.25 percent for the nonhazardous plan, and 6.25 percent for the hazardous plan. The projection of cash flows used to determine the discount rate assumed that local employers would contribute the actuarially determined contribution rate of projected compensation over the remaining 26 year (closed) amortization period of the unfunded actuarial accrued liability. As the assets are deemed sufficient to pay future benefits, the discount rate determination does not use a municipal bond rate.

Sensitivity of the University’s proportionate share of the net pension liability to changes in the discount rate - The University’s proportionate share of the net pension liability has been calculated using a discount rate of 5.25 percent for the nonhazardous and 6.25 percent for hazardous. The following presents the University’s proportionate share of the net pension liability calculated using a discount rate 1 percent higher and 1 percent lower than the current rate (in thousands):

| | 1% Decrease (4.25%) | Current Discount Rate (5.25%) | 1% Increase (6.25%) |
|--|--------------------------------|--|--------------------------------|
| Nonhazardous | | | |
| Proportionate share of the Collective Net Pension Liability | \$ 358,542 | \$ 314,022 | \$ 277,006 |
| | 1% Decrease (5.25%) | Current Discount Rate (6.25%) | 1% Increase (7.25%) |
| Hazardous | | | |
| Proportionate share of the Collective Net Pension Liability | \$ 2,345 | \$ 1,844 | \$ 1,428 |

Payable to the pension plan - The University reported payables of \$1,637,000 for the outstanding amount of employer contributions to the pension plan required for the year ended June 30, 2018.

Effective July 1, 2010 KRS 61.546 states “the value of any accumulated sick leave that is added to the member’s service credit in the KERS on or after July 1, 2010, shall be paid to the retirement system by the last participating KERS employer based upon a formula adopted by the Board.” The KERS sick leave liability as of June 30, 2018 was \$763,000.

c. Compensated Absences

University employees begin to accumulate annual vacation allowance from the initial date of employment; however, no vacation is granted until three months of continuous employment have been completed. The maximum accumulation of vacation leave is limited to the number of days that can be accumulated in twelve months, based upon length of service and employment classification. Eligible employees are paid their accumulated vacation upon termination, subject to certain limitations. At June 30, 2018, the University had recognized an accrued vacation liability of \$3,020,000.

Note 8 – Other Post-Employment Benefits

a. Defined Benefit Plan

Plan Description - The University contributes to the KRS Insurance Fund, a cost-sharing multiple employer defined benefit other post-employment plan (the OPEB plan), which was established to provide hospital and medical insurance for eligible members receiving benefits from KERS. The OPEB plan pays a prescribed contribution for whole or partial payment of required premiums to purchase hospital and medical insurance. The OPEB plan is administered by the Board of Trustees of the KRS. Benefit provisions are contained in the plan document and were established and can be amended by action of the Commonwealth of Kentucky Legislature. KERS issues a publicly available financial report that includes financial statements and required supplementary information. That report may be obtained by writing to Kentucky Retirement Systems, Perimeter Park West, 1260 Louisville Road, Frankfort, Kentucky, 40601-6124 or by calling (502) 696-8800.

| <i>Benefits Provided –</i> | | | |
|--|---|---|--|
| | Tier 1 Participation Prior to 7/1/2003 | Tier 2 Participation 7/1/2003 through 8/31/2008 | Tier 3 Participation on or after 9/1/2008 |
| Nonhazardous | | | |
| Eligibility: | Recipient of a retirement allowance | Recipient of a retirement allowance, with at least 120 months of service at retirement | Recipient of a retirement allowance, with at least 180 months of service at retirement |
| Benefit: | Allowance for medical insurance coverage based on years and type of service. Less than 4 years = 0%. At least 4 years, but less than 10 = 25%. At least 10 years, but less than 15 = 50%. At least 15 years, but less than 20 = 75%. 20 or more years = 100%. | Monthly contribution of \$10 for each year of earned service. | |
| Cost of Living Adjustment (COLA): | N/A | Monthly contribution is increased by 1.5% each July 1. As of July 1, 2016, the nonhazardous monthly contribution was \$12.99/year of service. | |
| | Tier 1 Participation Prior to 7/1/2003 | Tier 2 Participation 7/1/2003 through 8/31/2008 | Tier 3 Participation on or after 9/1/2008 |
| Hazardous | | | |
| Eligibility: | Recipient of a retirement allowance | Recipient of a retirement allowance, with at least 120 months of service at retirement | Recipient of a retirement allowance, with at least 180 months of service at retirement |
| Benefit: | Allowance for medical insurance coverage based on years and type of service. Less than 4 years = 0%. At least 4 years, but less than 10 = 25%. At least 10 years, but less than 15 = 50%. At least 15 years, but less than 20 = 75%. 20 or more years = 100%. | Monthly contribution of \$15 for each year of earned service. | |
| Cost of Living Adjustment (COLA): | N/A | Monthly contribution is increased by 1.5% each July 1. As of July 1, 2016, the hazardous monthly contribution was \$19.48/year of service. | |

Contributions- Benefit and contribution rates are established by state statute. Per Kentucky Revised Statute 61.565, contribution requirements of the participating organizations are established and may be amended by the KRS Board. Employees with a participation date after September 1, 2008 are required to contribute 1 percent of their covered salary for retiree healthcare benefits. For the fiscal year ended June 30, 2018, the University was contractually required to contribute 8.41 percent of covered payroll to the nonhazardous KERS OPEB plan. The University also was contractually required to contribute 2.26 percent of covered payroll to the hazardous KERS OPEB plan.

The required contributions to the KERS nonhazardous OPEB plan for the year ended June 30, 2018 was \$2,989,000. The required contributions to the KERS hazardous OPEB plan for the year ended June 30, 2018 was \$19,000.

OPEB liabilities, OPEB expense and deferred outflows of resources and deferred inflows of resources related to OPEB – At June 30, 2018, the University reported a liability of \$59,481,000 for its proportionate share of the nonhazardous net OPEB liability. The University’s hazardous net OPEB liability was \$22,000. The net OPEB liability was measured as of June 30, 2017 and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of June 30, 2016 rolled forward to the measurement date. The University’s proportion of the net OPEB liability was based on the University’s actual contributions to the OPEB plan relative to the contributions of all participating employers for the measurement period. At June 30, 2018, the University’s proportion was 2.345 percent for nonhazardous and 0.371 percent for hazardous.

For the year ended June 30, 2018, the University recognized nonhazardous OPEB expense of \$5,690,000 and hazardous OPEB expense of \$49,000.

At June 30, 2018 the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources (in thousands):

| | <u>Deferred Outflows of Resources</u> | <u>Deferred Inflows of Resources</u> |
|---|---|--|
| Nonhazardous | | |
| Differences between expected and actual experience | \$ - | \$ 74 |
| Changes in assumptions | 7,788 | - |
| Net difference between projected and actual earnings on investments | - | 770 |
| Changes in proportion and differences between the University's contributions and proportionate share of contributions | - | 437 |
| Contributions subsequent to the measurement date | 2,989 | - |
| Hazardous | | |
| Differences between expected and actual experience | - | 3 |
| Changes in assumptions | 279 | - |
| Net difference between projected and actual earnings on investments | - | 80 |
| Changes in proportion and differences between the University's contributions and proportionate share of contributions | - | 3 |
| Contributions subsequent to the measurement date | 19 | - |
| Total | <u>\$ 11,075</u> | <u>\$ 1,367</u> |

At June 30, 2018, the University reported \$3,008,000 as deferred outflows of resources related to OPEB resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net OPEB liability in the following year. Other amounts reported as deferred outflows of resources and deferred inflows of resources at June 30, 2018, related to OPEB will be recognized in OPEB expense as follows (in thousands):

| Year Ending June 30 | |
|---------------------|-----------------|
| 2019 | \$ 1,654 |
| 2020 | 1,654 |
| 2021 | 1,654 |
| 2022 | 1,654 |
| 2023 | 69 |
| Thereafter | 15 |
| | <u>\$ 6,700</u> |

Actuarial assumptions - The total OPEB liability was determined by an actuarial valuation as of June 30, 2016, using the following actuarial assumptions, applied to all periods included in the measurement for nonhazardous and hazardous OPEB.

| | |
|------------------------------|--|
| Inflation | 2.30% |
| Salary Increases | 3.05%, average, including inflation |
| Health care cost trend rates | |
| Pre-65 | Initial trend starting at 7.25% at January 1, 2019, and gradually decreasing to an ultimate trend rate of 4.05% over a period of 13 years. |
| Post-65 | Initial trend starting at 5.10% at January 1, 2019, and gradually decreasing to an ultimate trend rate of 4.05% over a period of 11 years. |
| Investment Rate of Return | 6.25% |
| Mortality | RP-2000 Combined Mortality Table, projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females). |

The mortality table used for active members is RP-2000 Combined Mortality Table projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females). For healthy retired members and beneficiaries, the mortality table used is the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (set back 1 year for females). For disabled members, the RP-2000 Combined Disabled Mortality Table projected with Scale BB to 2013 (set back 4 years for males) is used for the period after disability retirement. There is some margin in the current mortality table for possible future improvement in mortality rates and that margin will be reviewed again when the next experience investigation is conducted.

The long-term expected rate of return on OPEB Plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB Plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following tables:

OPEB Asset Allocations

| Asset Class | Target Allocation | Long Term Expected Real Rate of Return* |
|----------------------|-------------------|---|
| US Equity | 17.5% | 5.97% |
| International Equity | 17.5% | 7.85% |
| Global Bonds | 4.0% | 2.63% |
| Global Credit | 2.0% | 3.63% |
| High Yield | 7.0% | 5.75% |
| Emerging Market Debt | 5.0% | 5.50% |
| Private Credit | 10.0% | 8.75% |
| Real Estate | 5.0% | 7.63% |
| Absolute Return | 10.0% | 5.63% |
| Real Return | 10.0% | 6.13% |
| Private Equity | 10.0% | 8.25% |
| Cash | 2.0% | 1.88% |
| Total | 100% | |

*Long-term Expected Real Rates of Return may vary by plans depending on the risk tolerance of the plan.

Discount rate - The discount rate used to measure the total OPEB liability was 5.83% for the nonhazardous plan, and 5.87% for the hazardous plan. The projection of cash flows used to determine the discount rate assumed that local employers would contribute the actuarially determined contribution rate of projected compensation over the remaining 26 years (closed) amortization period of the unfunded actuarial accrued liability. The discount rate determination used an expected rate of return of 6.25%, a municipal rate of 3.56%, as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2017. However, the cost associated with the implicit employer subsidy was not included in the calculation of the System's actuarial determined contributions, and any cost associated with the implicit subsidy will not be paid out of the System's trusts. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rate - The University's proportionate share of the net OPEB liability has been calculated using a discount rate of 5.83% for the nonhazardous and 5.87% for hazardous. The following presents the University's share of the net OPEB liability calculated using a discount rate 1% higher and 1% lower than the current rate (in thousands):

| | <u>1% Decrease (4.83%)</u> | <u>Current Discount Rate (5.83%)</u> | <u>1% Increase (6.83%)</u> |
|--|------------------------------------|--|------------------------------------|
| Nonhazardous | | | |
| Proportionate share of the Collective Net OPEB Liability | \$ 69,540 | \$ 59,481 | \$ 51,121 |
| | | | |
| | <u>1% Decrease (4.87%)</u> | <u>Current Discount Rate (5.87%)</u> | <u>1% Increase (6.87%)</u> |
| Hazardous | | | |
| Proportionate share of the Collective Net OPEB Liability (Asset) | \$ 272 | \$ 22 | \$ (183) |

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the health care cost trend rates - The University's proportionate share of the net OPEB liability has been calculated using an initial pre-65 health care trend rate of 7.25%, gradually decreasing to an ultimate trend rate of 4.05% over a period of 13 years. The post-65 health care trend rate starts at 5.10%, gradually decreasing to an ultimate trend rate of 4.05% over a period of 11 years.

| | <u>1% Decrease</u> | <u>Current Health Care Cost Trend Rates</u> | <u>1% Increase</u> |
|--|------------------------|---|------------------------|
| Nonhazardous | | | |
| Proportionate share of the Collective Net OPEB Liability | \$ 50,539 | \$ 59,481 | \$ 70,708 |
| | | | |
| | <u>1% Decrease</u> | <u>Current Health Care Cost Trend Rates</u> | <u>1% Increase</u> |
| Hazardous | | | |
| Proportionate share of the Collective Net OPEB Liability (Asset) | \$ (184) | \$ 22 | \$ 279 |

OPEB plan fiduciary net position - Detailed information about the OPEB plan's fiduciary net position is available in the separately issued plan annual report.

Payable to the OPEB plan - The University reported payables of \$333,000 for the outstanding amount of employer contributions to the OPEB plan required for the year ended June 30, 2018.

Note 9 – Operating Expenses By Natural Classification

The University's operating expenses by natural classification are as follows for the year ended June 30, 2018 (in thousands):

| | |
|--|-------------------|
| Salaries and wages | \$ 99,919 |
| Employee benefits-pension and OPEB | 49,510 |
| Employee benefits-other | 27,602 |
| Utilities | 5,414 |
| Supplies and other services | 38,322 |
| Depreciation | 20,069 |
| Student scholarships and financial aid | 15,637 |
| Total | <u>\$ 256,473</u> |

Note 10 – Risk Management

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. These risks are covered by (1) the State Fire and Tornado Insurance Fund (the Fund), (2) Sovereign Immunity and the Kentucky Claims Commission, or (3) in the case of risks not covered by the Fund and Sovereign Immunity, commercial insurance, participation in insurance risk retention groups or self-insurance.

The Fund covers losses to property from fire, wind, earthquake, flood and most other causes of loss between \$5,000 and \$1 million per occurrence. Losses in excess of \$1 million are insured by commercial carriers up to \$1.5 billion per occurrence with buildings insured at replacement cost and contents on an actual cash value basis. As a state agency, the University is vested with Sovereign Immunity and is subject to the provisions of the *Board of Claims Act*, under which the University's liability for certain negligence claims is limited to \$250,000 for any one person or \$400,000 for all persons damaged by a single act of negligence. Claims against educators' errors and omissions and wrongful acts are insured through a reciprocal risk retention group. There have been no significant reductions in insurance coverage from 2017 to 2018. Settlements have not exceeded insurance coverage during the past three years.

The University began self-insuring employee health insurance as of January 1, 2014. Accrued expenses are based on the estimated costs of health care claims based on claims filed subsequent to year end and an additional amount for incurred but not yet reported claims based on prior experience. The University purchases both specific and aggregate stop loss coverage on medical and prescription drug claims. The stop loss insurance limits its exposure for claims to \$250,000 per individual and 125 percent of projected aggregate claims.

The health self-insurance liability as of June 30, 2018 is detailed below (in thousands):

| | |
|---------------------------------|-----------------|
| Liability, beginning of year | \$ 1,415 |
| Claims and changes in estimates | 13,992 |
| Claims paid | (14,024) |
| Liability, end of year | <u>\$ 1,383</u> |

The University also self-insures certain other employee benefits, including worker's compensation claims to the extent not covered by insurance. The University has recorded an estimate for asserted claims at June 30, 2018.

Note 11 – Contingencies

The University is a party to various litigation and other claims in the ordinary course of business. University officials are of the opinion, based upon the advice of legal counsel, that the ultimate resolution of these matters will not have a material effect on the financial position of the University.

Note 12 – Blended Entity Condensed Financial Information

Condensed financial information for Northern Kentucky University Research Foundation (NKURF) is provided below for the year ended June 30, 2018 (in thousands):

Condensed Statement of Net Position

| | |
|---------------------------------|---------------|
| ASSETS | |
| Current assets | \$ 1,161 |
| Noncurrent assets | 11,730 |
| Total assets | <u>12,891</u> |
| LIABILITIES | |
| Current liabilities | 279 |
| Due to the University - current | 77 |
| Noncurrent liabilities | 11,730 |
| Total liabilities | <u>12,086</u> |
| NET POSITION | |
| Restricted expendable | 4 |
| Unrestricted | 801 |
| Total net position | <u>\$ 805</u> |

Condensed Statement of Revenues, Expenses, and Changes in Net Position

| | |
|--|---------------|
| OPERATING REVENUES | |
| Grants and contracts | \$ 2,267 |
| Recoveries of facilities and administrative costs | 179 |
| Total operating revenues | <u>2,446</u> |
| OPERATING EXPENSES | |
| Educational and general | 2,279 |
| Total operating expenses | <u>2,279</u> |
| Net income (loss) from operations | <u>167</u> |
| NONOPERATING REVENUES (EXPENSES) | |
| Non-capital transfers (to)/from the University | <u>(206)</u> |
| Net nonoperating revenues (expenses) | <u>(206)</u> |
| Income (loss) before other revenues, expenses, gains or losses | <u>(39)</u> |
| Capital transfers (to) the University | <u>(6)</u> |
| Total other revenues (expenses) | <u>(6)</u> |
| Increase (decrease) in net position | <u>(45)</u> |
| NET POSITION | |
| Net position-beginning of year | 850 |
| Net position-end of year | <u>\$ 805</u> |

Condensed Statement of Cash Flows

| | |
|---|------------------|
| Net cash provided (used) by operating activities | \$ 471 |
| Net cash provided (used) by noncapital financing activities | (1,110) |
| Net cash provided by (used in) capital and related financing activities | <u>(6)</u> |
| Net increase (decrease) in cash and cash equivalents | <u>(645)</u> |
| Cash and cash equivalents-beginning of year | 13,319 |
| Cash and cash equivalents-end of year | <u>\$ 12,674</u> |

Note 13 – Northern Kentucky University Foundation, Inc. Notes to Financial Statements

Selected disclosures from the Foundation are included as follows:

a. Summary of Significant Accounting Policies

1. Scope of Statements

The consolidated financial statements of the Northern Kentucky Foundation, Inc. include the operations of the Foundation and several single member limited liability companies. All material intercompany transactions and balances have been eliminated for the year ended June 30, 2018.

2. Basis of Presentation

The consolidated financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (GAAP) which require management to make estimates and assumptions that affect the reported amounts and disclosures in the financial statements. Actual results could differ from those estimates. The following is a summary of the significant accounting policies consistently followed by the Foundation in preparation of its consolidated financial statements.

These statements are presented on the accrual basis of accounting, and have been prepared to focus on the Foundation as a whole and to present transactions according to the existence or absence of donor-imposed restrictions. This has been accomplished by classification of balances and transactions into three classes of net assets - permanently restricted, temporarily restricted and unrestricted net assets.

Net assets and changes therein are classified as follows:

- **Permanently restricted net assets** - Net assets subject to donor-imposed stipulations that they be maintained permanently by the Foundation. Generally, the donors of these assets permit the Foundation to use the returns on the related investments over time for general or specific purposes.
- **Temporarily restricted net assets** - Net assets subject to donor-imposed stipulations that may or will be met by actions of the Foundation and/or the passage of time. Temporarily restricted net assets are generally established in support of colleges or departments of the University, often for specific purposes such as faculty support, scholarships and fellowships, library acquisitions, equipment or building projects and other specific purposes.
- **Unrestricted net assets** - Net assets not subject to donor-imposed stipulations.

Revenues are reported as increases in unrestricted net assets unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in unrestricted net assets. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in unrestricted net assets unless their use is restricted by explicit donor stipulation or by law. Restricted contributions and net investment returns earned are reported as temporarily restricted support and reclassified as unrestricted when any donor-imposed restrictions are satisfied. Expirations of temporary restrictions on net assets are met when a donor stipulated time restriction ends or purpose restriction is accomplished and reclassified to unrestricted net assets and reported in the consolidated statement of activities as net assets released from restriction.

Contributions, including unconditional promises to give, are recognized as revenues in the period received. Conditional promises to give are not recognized until the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value. Contributions receivable are discounted at an appropriate rate commensurate with the risks involved. Amortization of the discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions on the contributions. An allowance for uncollectible contributions receivable is provided based upon management's judgment of such factors as prior collection history, type of contribution and nature of the fund-raising activity.

Income and realized net gains on long-term investments are reported as follows:

- As increases in permanently restricted net assets – if the terms of the gift require that they be added to the principal of a permanent endowment fund.
- As increases in temporarily restricted net assets – if the terms of the gift impose restrictions on the use of the income.
- As increases in unrestricted net assets – in all other cases.

3. Cash and Cash Equivalents

Cash and cash equivalents includes all readily available sources of cash such as petty cash, demand deposits and temporary investments in marketable securities with maturities of less than three months. Cash and cash equivalents representing investments purchased with endowment net assets are reported as investments.

At various times throughout the year, the Foundation has cash in certain financial institutions in excess of insured limits. Additionally, at June 30, 2018, \$2,305,000 was collateralized with securities held by the financial institution's trust department or agent, but not in the Foundation's name. At June 30, 2018, a balance of \$10,491,000 was neither insured nor collateralized.

4. Loans and Accounts Receivable

Loans receivable consists primarily of loans made to students under privately funded loan programs. The advances are evidenced by signed promissory notes, bearing interest at varying stated interest rates, with varying due dates. Loans, accounts and other receivables are stated at the amount management expects to collect from outstanding balances. Management provides for a probable uncollectible allowance based on its assessment of the current status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to accounts receivable. The allowance for doubtful accounts at June 30, 2018 was approximately \$120,000.

5. Investments

Investments in equity securities with readily determinable fair values and all debt securities are reported at their fair value. The estimated fair value of investments is based on quoted market prices, except for investments for which quoted market prices are not available. The alternative investments, which are not readily marketable, are carried at estimated fair values as provided by the investment managers. The estimated fair value of certain alternative investments, such as private equity interests, is based on valuations provided by the external investment managers adjusted for cash receipts, cash disbursements and distributions. The Foundation believes the carrying amount of these financial instruments is a reasonable estimate of fair value. Because alternative investments are not readily marketable, their estimated value is subject to uncertainty and therefore may differ from the value that would have been used had a ready market for such investments existed. Such difference could be material.

The Foundation invests its endowment investment portfolio and allocates the related earnings for expenditure in accordance with the total return concept. A distribution of endowment return that is independent of the cash yield and appreciation (depreciation) of investments earned during the year is provided for program support.

The Foundation has significant exposure to a number of risks including interest rate, market and credit risks for both marketable and non-marketable securities. Due to the level of risk exposure, it is possible that near-term valuation changes for investment securities may occur to an extent that could materially affect the amounts reported in the Foundation's consolidated financial statements.

All true endowment investments and long-term net assets functioning as endowments are managed in a pool, unless special considerations or donor stipulations require that they be held separately.

6. Land and Land Improvements

At June 30, 2018, land and land improvements (in thousands) consisted of:

| | | |
|--|--|---------------|
| Type of asset: | | |
| Land | | \$ 178 |
| Land held for future use by the University | | 162 |
| Land improvements | | 208 |
| Total land and land improvements | | <u>\$ 548</u> |

Assets acquired for Foundation use with a useful life greater than one year and a value of \$5,000 or more are capitalized. Annual depreciation for land improvements is calculated on a straight-line basis, beginning in the month of acquisition based on a useful life of 30 years. At June 30, 2018, all land improvements were fully depreciated.

Assets purchased or constructed through the Foundation for immediate use by Northern Kentucky University are recorded by the Foundation as a program expense.

7. Transfers Between Fair Value Hierarchy Levels

Transfers in and out of Level 1 (quoted market prices), Level 2 (other significant observable inputs) and Level 3 (significant unobservable inputs) are recognized on the actual transfer date.

b. Unconditional and Conditional Promises to Give

Unconditional promises to give that are expected to be collected in future years are recorded at the present value of estimated future cash flows. The discounts are computed using a risk free interest rate and amortization of the discount is included in gifts and bequests revenue.

At June 30, 2018, the Foundation recognized contributions based on the following unconditional promises to give (in thousands):

| | | |
|--|--|-----------------|
| Purpose: | | |
| Endowment giving | | \$ 827 |
| Capital purposes | | 2,050 |
| Operating programs | | 1,794 |
| Gross unconditional promises | | <u>4,671</u> |
| Less: Discount and allowance for uncollectible accounts | | (222) |
| Net unconditional promises to give | | <u>\$ 4,449</u> |
| Amounts due in: | | |
| Less than one year | | 3,125 |
| One to five years | | 1,516 |
| More than five years | | 30 |
| Total | | <u>\$ 4,671</u> |

The discount rates used to calculate the present value of contributions receivable at June 30, 2018 vary from 1.2 percent to 3.4 percent depending on when the promise was made.

Conditional promises to give are not included as support until such time as the conditions are substantially met. The Foundation had received conditional promises to give of approximately \$3.1 million at June 30, 2018, consisting of the face value of life insurance policies, net of accumulated cash surrender value, as well as a conditional promise of \$2.1 million from a single donor in 2018.

Approximately 44 percent of total pledges receivable were due from one donor at June 30, 2018.

c. Fair Value Measurements

The three levels of the fair value hierarchy under generally accepted accounting principles are described as follows:

Level 1 – Quoted prices in active markets for identical assets or liabilities

Level 2 – Observable inputs other than Level 1 prices, such as:

- Quoted prices for similar assets or liabilities;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Other inputs that are observable for the asset or liability;
- Other inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Unobservable inputs that are supported by little or no market activity and that are significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value:

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. Level 1 investments include short term money market funds, cash surrender value, fixed income funds and equity funds.

Level 2 investments are based on quoted prices of securities or other property with similar characteristics and include a remainder interest in real property subject to a life estate.

Level 3 investments include those in which there is no active market. The Foundation holds no Level 3 investments at June 30, 2018. The Foundation adopted Accounting Standards Update 2015-07 which eliminates the requirement that investments valued using the net asset value expedient be categorized as Level 2 or 3. These investments are now shown in a separate column on the table below. This treatment was applied retroactively.

The following assets were measured at fair value on a recurring basis as of June 30, 2018 (in thousands):

| | Fair Value Measurements Using | | | | |
|---|-------------------------------|---|---|--|-----------------------------------|
| | Total | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) | Investments Measured at NAV |
| Type of Investment: | | | | | |
| Short-term money market funds | \$ 8 | \$ 8 | \$ - | \$ - | \$ - |
| Cash surrender value | 429 | 429 | - | - | - |
| Fixed income funds: | | | | | |
| Core | 1,611 | 1,611 | - | - | - |
| Core plus | 4,422 | 4,422 | - | - | - |
| Global | 1,737 | 1,737 | - | - | - |
| Treasury inflation protected securities | 1,589 | 1,589 | - | - | - |
| Equity funds: | | | | | |
| Large/mid-cap - broad | 23,443 | 23,443 | - | - | - |
| Large/mid-cap - value | 7,056 | 7,056 | - | - | - |
| Small cap - growth | 1,563 | 1,563 | - | - | - |
| Small cap - value | 2,181 | 2,181 | - | - | - |
| International - core | 7,727 | 7,727 | - | - | - |
| International - value | 3,608 | 3,608 | - | - | - |
| International small cap - value | 2,984 | 2,984 | - | - | - |
| Emerging markets - value | 4,793 | 4,793 | - | - | - |
| Emerging markets - small cap | 4,382 | 4,382 | - | - | - |
| Real estate investment trust | 18 | 18 | - | - | - |
| Exchange traded funds | 106 | 106 | - | - | - |
| Remainder interest in real property and other | 685 | - | 685 | - | - |
| Public natural resources-master limited partnerships | 3,103 | - | - | - | 3,103 |
| Fixed income high yield | 1,794 | - | - | - | 1,794 |
| Private equity | 7,127 | - | - | - | 7,127 |
| Private debt | 3,012 | - | - | - | 3,012 |
| Natural resources | 11,217 | - | - | - | 11,217 |
| Private real estate | 2,072 | - | - | - | 2,072 |
| Low-volatility | 10,283 | - | - | - | 10,283 |
| Total investments | \$ 106,950 | \$ 67,657 | \$ 685 | \$ - | \$ 38,608 |

d. Investments

The market value (in thousands) of the Foundation's investments as of June 30, 2018 are categorized by type below:

| | |
|---|-------------------|
| Type of Investment: | |
| Short-term money market funds | \$ 8 |
| Cash and cash surrender value | 1,776 |
| Fixed income funds: | |
| Core | 1,611 |
| Core plus | 4,422 |
| Global | 1,737 |
| High yield | 1,794 |
| Treasury inflation protected securities | 1,589 |
| Equity funds: | |
| Large/mid cap - broad | 23,443 |
| Large/mid cap - value | 7,056 |
| Small cap - growth | 1,563 |
| Small cap - value | 2,181 |
| International - core | 7,727 |
| International - value | 3,608 |
| International small cap - value | 2,984 |
| Emerging markets - value | 4,793 |
| Emerging markets - small cap | 4,382 |
| Real estate investment trust | 18 |
| Exchange traded funds | 106 |
| Public natural resources - master limited partnerships | 3,103 |
| Remainder interest in real property and other | 685 |
| Private equity: | |
| Buyout | 1,480 |
| Diversified | 1,844 |
| Venture capital | 1,352 |
| Secondary | 2,451 |
| Private debt: | |
| Distressed | 2,937 |
| Mezzanine | 75 |
| Natural resources: | |
| Diversified | 3,849 |
| Energy | 5,142 |
| Commodities | 2,226 |
| Private real estate: | |
| Opportunistic | 1,023 |
| Value added | 1,049 |
| Low-volatility: | |
| Diversifying strategies | 10,283 |
| Total Investments | <u>\$ 108,297</u> |

Investment return (in thousands) for the year ended June 30, 2018 consists of:

| | |
|---------------------------------|-----------------|
| Interest and dividend income | \$ 1,928 |
| (net of investment fees: \$652) | |
| Net realized gains (losses) | 1,544 |
| Net unrealized gains (losses) | 3,537 |
| Total investment return | <u>\$ 7,009</u> |

The Foundation records the cost of managing its endowment portfolio as a decrease in investment income within the appropriate net asset class in the consolidated statement of activities. Some of the Foundation's investment managers report investment transactions net of fees. The fees noted above are only those fees separately stated by the managers.

The investments of the Foundation are commingled with certain investments which the Foundation holds in trust for Northern Kentucky University. The market value of funds held in trust for the University at June 30, 2018 was approximately \$13,431,000. See Note 13g. for further explanation of the trust funds.

At June 30, 2018, the Foundation had committed approximately \$44.1, of its endowment investment resources to alternative investments, of which \$9.5 million, had not yet been called by the investment managers. Alternative investments for which commitments have been made consist of private equity/debt, natural resources, private real estate and low-volatility.

Alternative investments of the Foundation have limited marketability and the related investment agreements generally contain restrictive redemption provisions to the extent that the underlying investments should be considered illiquid for the duration of the investment through normal maturity. Early redemption of such investments would likely result in recovery of significantly less than the original investment amount. Foundation management believes the investment portfolio contains sufficient liquidity among other asset classes to make early redemption of alternative investments unlikely for reasons of meeting current spending needs.

e. Endowments

The Foundation's endowment consists of 321 individual funds established for a variety of purposes. Its endowment includes both donor-restricted funds and funds designated by the Board of Directors to function as endowments (quasi-endowments). Net assets associated with endowment funds, including quasi-endowments, are classified and reported based on the existence or absence of donor-imposed restrictions. The board, at their discretion, can at any time permit spending from the principal of any quasi-endowed fund, provided the expenditure complies with any donor-imposed restrictions related to the fund.

Kentucky enacted the *Kentucky Uniform Prudent Management of Institutional Funds Act* (KUPMIFA), the provisions of which apply to endowment funds existing on or established after enactment, with an effective date of July 15, 2010.

An interpretation of KUPMIFA provisions by the Foundation Board of Directors requires that the historical dollar amount of a donor-restricted endowment fund be preserved. As a result of this requirement, the Foundation classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, and (b) the original value of subsequent gifts to the permanent endowment. In the absence of donor restrictions, the net appreciation on a donor-restricted endowment fund is spendable. The net appreciation of donor-restricted endowment funds is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Foundation.

Under KUPMIFA, the Foundation endowment spending policy allows for prudent spending of future endowment earnings for accounts without accumulated earnings based upon consideration of the following factors, if applicable:

- Duration and preservation of the endowment fund
- Purpose of the institution and the endowment fund
- General economic conditions
- Possible effect of inflation or deflation
- Expected total return on investments
- Other resources of the institution
- Investment policy

The approved annual endowment spending rate is reduced by a proportion of 5 percent for each 1 percent the affected endowment is below the value of original and subsequent gifts to the permanent endowment (i.e. principal).

Return Objectives and Risk Parameters. The Foundation has adopted investment and spending policies, approved by the Board of Directors, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of these endowment assets over the long-term. The Foundation's spending and investment policies work together to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes. The current long-term return objective is to return a rate equal to the Consumer Price Index plus 5 percent, net of investment fees. Actual returns in any given year may vary from this amount.

Strategies Employed for Achieving Objectives. To satisfy its long-term rate-of-return objectives, the Foundation relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Foundation targets a diversified asset allocation that includes fixed income investments as well as publicly traded equity-based investments and various alternative investment strategies to achieve its long-term return objectives within prudent risk parameters.

Spending Policy and How the Objectives Relate to Spending Policy. The spending policy calculates the amount of money annually distributed from the Foundation's various endowed funds, for grant making and administration. The current spending policy is to distribute an amount at least equal to 3-5 percent of a moving sixteen quarter average of the fair value of the endowment funds. Accordingly, over the long term, the Foundation expects its current spending policy to allow the Foundation to meet its objective to maintain the historical dollar amount of endowment assets as well as to provide additional real growth through investment return.

Endowment net asset composition by type of endowment (in thousands) as of June 30, 2018 is as follows:

| | <u>Unrestricted</u> | <u>Temporarily Restricted</u> | <u>Permanently Restricted</u> | <u>Total Net Endowment Assets</u> |
|----------------------------------|---------------------|-------------------------------|-------------------------------|-----------------------------------|
| Donor restricted endowment funds | \$ - | \$ 37,681 | \$ 45,458 | \$ 83,139 |
| Quasi-endowment funds | <u>2,614</u> | <u>6,088</u> | <u>-</u> | <u>8,702</u> |
| Total endowment funds | <u>\$ 2,614</u> | <u>\$ 43,769</u> | <u>\$ 45,458</u> | <u>\$ 91,841</u> |

Changes in endowment net assets (in thousands) as of June 30, 2018 are as follows:

| | <u>Unrestricted</u> | <u>Temporarily Restricted</u> | <u>Permanently Restricted</u> | <u>Total Net Endowment Assets</u> |
|---|---------------------|-------------------------------|-------------------------------|-----------------------------------|
| Endowment net assets, beginning of year | \$ 2,449 | \$ 40,579 | \$ 44,223 | \$ 87,251 |
| Contributions collected | - | 43 | 1,142 | 1,185 |
| Investment income | 50 | 1,726 | - | 1,776 |
| Net investment gain (loss) | 136 | 4,682 | - | 4,818 |
| Amounts appropriated for expenditure | (21) | (3,261) | - | (3,282) |
| Reclassify to permanently restricted | <u>-</u> | <u>-</u> | <u>93</u> | <u>93</u> |
| Endowment net assets, end of year | <u>\$ 2,614</u> | <u>\$ 43,769</u> | <u>\$ 45,458</u> | <u>\$ 91,841</u> |

Funds with Deficiencies. From time to time, the fair value of assets associated with individual donor restricted endowment funds may fall below the level that the donor or KUPMIFA requires the Foundation to retain as a fund of perpetual duration. Deficiencies of this nature that are reported in unrestricted net assets were approximately \$1,000 at June 30, 2018. The deficiencies resulted from unfavorable market conditions that occurred after the investment of permanently restricted contributions and continued appropriation for certain programs that was deemed prudent by the Board of Directors.

f. Contingent Liabilities

Legal counsel for the Foundation have advised that they know of no pending or threatened litigation, claims or assessments involving the Foundation that could have a material adverse financial effect on the Foundation.

g. Regional University Excellence Trust Fund

The Foundation holds certain funds, consisting of endowment matching funds received by Northern Kentucky University from the Commonwealth of Kentucky's Regional University Excellence Trust Fund, which were subsequently transferred to the Foundation for management and investment. The Foundation reports these funds and accumulated earnings as assets held in trust for the University. Investment earnings, gains and losses and expenditures from these funds are reported as changes in the balance held in trust rather than as revenue and expenses of the Foundation.

h. Subsequent Events

Events occurring after June 30, 2018 have been evaluated for possible adjustment to the consolidated financial statements or disclosure through September 10, 2018, the date on which the consolidated financial statements were available to be issued.

i. Related Party Transactions

During the year ended June 30, 2018, the Foundation made payments on behalf of the University of \$320,000, for salaries, benefits, and other administrative costs for University staff that directly support the Foundation's operations. These payments are made by agreement between the Foundation and University. As of June 30, 2018, approximately \$5,000 was owed to the University for such costs.

In support of University programs for the year ended June 30, 2018, the Foundation incurred program expenses of \$8,885,000 which consisted of payments on behalf of the University of \$4,128,000. In addition, the Foundation transferred to the University \$4,757,000 in 2018 for restricted purposes.

j. Future Changes in Accounting Principles

Revenue Recognition

The Financial Accounting Standards Board amended its standards related to revenue recognition. This amendment replaces all existing revenue recognition guidance and provides a single, comprehensive revenue recognition model for all contracts with customers. The guidance provides a five-step analysis of transactions to determine when and how revenue is recognized. Other major provisions include capitalization of certain contract costs, consideration of the time value of money in the transaction price and allowing estimates of variable consideration to be recognized before contingencies are resolved in certain circumstances.

The amendment also requires additional disclosure about the nature, amount, timing and uncertainty of revenue and cash flows arising from customer contracts, including significant judgments and changes in those judgments and assets recognized from costs incurred to fulfill a contract. The standard allows either full or modified retrospective adoption effective for annual periods beginning after December 15, 2018, for nonpublic entities (December 15, 2017, for not-for-profits that are conduit debt obligors), and any interim periods within annual reporting periods that begin after December 15, 2019, for nonpublic entities (December 15, 2018, for not-for-profits that are conduit debt obligors). The Foundation is in the process of evaluating the impact the amendment will have on the consolidated financial statements.

Presentation of Financial Statements for Not-for-Profit Entities

The Financial Accounting Standards Board recently issued Accounting Standards Update (ASU) No. 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*, which changes requirements for financial statements and notes of all not-for-profit (NFP) entities and is effective for fiscal years beginning after December 15, 2017.

A summary of the changes by financial statement area most relevant to the Association are as follows:

Statement of financial position:

- The statement of financial position will distinguish between two new classes of net assets - those with donor-imposed restrictions and those without. This is a change from the previously required three classes of net assets - unrestricted, temporarily restricted and permanently restricted.

Statement of activities:

- Expenses are reported by both nature and function in one location.
- Investment income is shown net of external and direct internal investment expenses. Disclosure of the expenses netted against investment income is no longer required.

Notes to the financial statements:

- Enhanced quantitative and qualitative disclosures provide additional information useful in assessing liquidity and cash flows available to meet operating expenses for one-year from the date of the statement of financial position.
- Amounts and purposes of governing Board designations and appropriations as of the end of the period are disclosed.

The Foundation is in the process of evaluating the impact the amendment will have on the consolidated financial statements.

Accounting for Leases

The Financial Accounting Standards Board amended its standard related to the accounting for leases. Under the new standard, lessees will now be required to recognize substantially all leases on the balance sheet as both a right-of-use asset and a liability. The standard has two types of leases for income statement recognition purposes: operating leases and finance leases. Operating leases will result in the recognition of a single lease expense on a straight-line basis over the lease term similar to the treatment for operating leases under existing standards. Finance leases will result in an accelerated expense similar to the accounting for capital leases under existing standards. The determination of lease classification as operating or finance will be done in a manner similar to existing standards. The new standard also contains amended guidance regarding the identification of embedded leases in service contracts and the identification of lease and nonlease components in an arrangement. The new standard is effective for annual periods beginning after December 15, 2019, and any interim periods within annual reporting periods that begin after December 15, 2019. The Foundation is evaluating the impact the standard will have on the consolidated financial statements.

Required Supplementary Information

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Schedule of the University's Proportionate Share of the Collective Net Pension Liability
Kentucky Employees' Retirement System
(in thousands)

| | <u>June 30, 2018</u> | <u>June 30, 2017</u> | <u>June 30, 2016</u> | <u>June 30, 2015</u> |
|---|----------------------|----------------------|----------------------|----------------------|
| Nonhazardous | | | | |
| University's proportionate share of the net pension liability | 2.345490% | 2.403742% | 2.447755% | 2.489115% |
| University's proportionate share of the collective net pension liability | \$ 314,022 | \$ 274,014 | \$ 245,556 | \$ 223,319 |
| University's covered-employee payroll | \$ 37,584 | \$ 39,206 | \$ 37,799 | \$ 39,266 |
| University's proportionate share of the net pension liability as a percentage of its covered-employee payroll | 835.52% | 698.91% | 649.64% | 568.73% |
| Pension plan fiduciary net position as a % of the total pension liability | 13.30% | 14.80% | 18.83% | 22.30% |
| Hazardous | | | | |
| University's proportionate share of the net pension liability | 0.370876% | 0.040113% | 0.444514% | 0.414511% |
| University's proportionate share of the collective net pension liability | \$ 1,844 | \$ 1,571 | \$ 1,524 | \$ 1,059 |
| University's covered-employee payroll | \$ 662 | \$ 637 | \$ 563 | \$ 535 |
| University's proportionate share of the net pension liability as a percentage of its covered-employee payroll | 278.50% | 246.58% | 270.64% | 197.80% |
| Pension plan fiduciary net position as a % of the total pension liability | 54.80% | 57.41% | 61.70% | 68.70% |

*The amounts presented for the fiscal year were determined as of June 30 of the previous fiscal year (measurement date).

*This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years which information is available.

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Schedule of the University's Pension Contributions
Kentucky Employees' Retirement System
(in thousands)

| | <u>June 30, 2018</u> | <u>June 30, 2017</u> | <u>June 30, 2016</u> | <u>June 30, 2015</u> |
|---|----------------------|----------------------|----------------------|----------------------|
| Nonhazardous | | | | |
| Contractually required contribution | \$ 14,596 | \$ 14,738 | \$ 12,069 | \$ 12,320 |
| University's contributions in relation to the contractually required contribution | 14,596 | 14,738 | 12,069 | 12,320 |
| Contribution deficiency | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered-employee payroll | \$ 35,548 | \$ 36,626 | \$ 39,131 | \$ 39,948 |
| Contributions as a percentage of covered-employee payroll | 41.06% | 40.24% | 30.84% | 30.84% |
| Hazardous | | | | |
| Contractually required contribution | \$ 180 | \$ 170 | \$ 127 | \$ 136 |
| University's contributions in relation to the contractually required contribution | 180 | 170 | 127 | 136 |
| Contribution deficiency | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Covered-employee payroll | \$ 838 | \$ 806 | \$ 776 | \$ 831 |
| Contributions as a percentage of covered-employee payroll | 21.44% | 21.08% | 16.37% | 16.37% |

Notes to the Schedule:

Changes in assumptions - In fiscal year 2018, the KERS nonhazardous investment rate and discount rate both decreased from 6.75% to 5.25%. The KERS hazardous investment rate and discount rate both decreased from 7.50% to 6.25%. The estimated salary increases decreased from 4.00% to 0.00% for the nonhazardous plan and from 4.00% to 2.00% to the hazardous plan. The KERS plan inflation rate decreased from 3.25% to 2.30% for both the nonhazardous and hazardous plans.

* The amounts presented for each fiscal year were determined as of the year-end that occurred one year prior.

** This is a 10-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Schedule of the University's Proportionate Share of the Net OPEB Liability
Kentucky Employees' Retirement System
(in thousands)

| | June 30, 2018 |
|--|----------------------|
| Nonhazardous | |
| University's proportionate share of the net OPEB liability (asset) | 2.345490% |
| University's proportionate share of the net net OPEB liability (asset) | \$ 59,481 |
| University's covered-employee payroll | \$ 37,366 |
| University's proportionate share of the net OPEB liability (asset) as a percentage of its covered-employee payroll | 159.2% |
| Plan fiduciary net position as a % of the total OPEB liability | 24.4% |
| Hazardous | |
| University's proportionate share of the net OPEB liability (asset) | 0.370876% |
| University's proportionate share of the net net OPEB liability (asset) | \$ 22 |
| University's covered-employee payroll | \$ 635 |
| University's proportionate share of the net OPEB liability (asset) as a percentage of its covered-employee payroll | 3.5% |
| Plan fiduciary net position as a % of the total OPEB liability | 98.8% |

*The amounts presented for the fiscal year were determined as of June 30, of the previous fiscal year (measurement date).

*This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years which information is available.

Northern Kentucky University and Affiliate
A Component Unit of the Commonwealth of Kentucky
Schedule of the University's OPEB Contributions
Kentucky Employees' Retirement System
(in thousands)

| | June 30, 2018 |
|---|----------------------|
| Nonhazardous | |
| Contractually required contribution | \$ 2,989 |
| University's contributions in relation to the contractually required contribution | 2,989 |
| Contribution deficiency (excess) | \$ - |
| | |
| Covered-employee payroll | \$ 35,548 |
| Contributions as a percentage of covered-employee payroll | 8.41% |
| | |
| Hazardous | |
| Contractually required contribution | \$ 19 |
| University's contributions in relation to the contractually required contribution | 19 |
| Contribution deficiency (excess) | \$ - |
| | |
| Covered-employee payroll | \$ 838 |
| Contributions as a percentage of covered-employee payroll | 2.26% |

Notes to the Schedule:

Changes in assumptions - In fiscal year 2018, the KERS nonhazardous and hazardous investment rate decreased from 7.50% to 6.25%. The nonhazardous discount rate decreased from 6.90% to 5.83%, and the hazardous discount rate decreased from 7.20% to 5.87%. The estimated salary increases decreased from 4.00% to 2.00% for both the nonhazardous and hazardous plans. The KERS plan inflation rate decreased from 3.25% to 2.30 for both the nonhazardous and hazardous plans.

* The amounts presented for each fiscal year were determined as of the year-end that occurred one year prior.

** This is a 10-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

RECOMMENDATION:

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

FACULTY APPOINTMENTS:

Dr. Tom Baxter, assistant clinical professor in the Department of Allied Health, College of Health Professions, effective August 13, 2018.

Ms. Caitlin Drouillard-Ahrlachs, advisor and lecturer in the Advising Center in the College of Health Professions, effective September 12, 2018.

Ms. Jennifer Moreland, assistant clinical professor in the Department of Nursing, College of Health Professions, effective August 13, 2018.

Ms. Crystal Summers, lecturer in the Department of Business Informatics, College of Informatics, effective August 13, 2018.

Dr. Michelle Teschendorf, assistant clinical professor in the Department of Nursing, College of Health Professions, effective August 13, 2018.

Mini Vitas Follow

TRANSITIONS:

Ms. Michele Day, from lecturer II and student media advisor to student media advisor and professor of practice in the Department of Communication, College of Informatics, effective August 13, 2018.

Mr. Mike King, from associate professor and program head of Theatre and Dance to associate professor in the School of the Arts, College of Arts and Sciences, effective August 13, 2018.

Dr. Mary Kishman, from associate professor and interim associate dean to associate professor in the Department of Nursing and chief nurse administrator, College of Health Professions, effective July 1, 2018.

Ms. Angela Riley, from lecturer II to clinical assistant professor in the Department of Nursing, College of Health Professions, effective August 13, 2018.

Dr. David Tataw, from associate dean to associate professor in the Department of Allied Health, College of Health Professions, effective July 1, 2018.

Dr. Belle Zembrodt, from senior lecturer to senior lecturer and director of the Office of Nationally Competitive Scholarships and Opportunities, Honors College, effective July 1, 2018.

Mini Vitas Follow

DEPARTURES:

Dr. Thaddeus Bissett, assistant professor in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences, effective August 3, 2018.

Ms. Jane Hammons, instructional services librarian in W. Frank Steely Library, effective December 19, 2018.

Ms. Rachel Parks, advisor and lecturer in the Advising Center in the College of Health Professions, effective September 7, 2018.

Dr. Verl T. Pope, professor in the Department of Counseling, Social Work and Leadership, College of Education and Human Services, effective August 31, 2018.

Dr. Alessandra Rhinehart, assistant professor in the Department of Counseling, Social Work and Leadership, College of Education and Human Services, effective August 16, 2018.

PHASED RETIREMENT:

Dr. Bill Attenweiler, associate professor in the Department of Psychological Science, College of Arts of Sciences, beginning fall semester 2019 and terminating at the end of June, 2021.

Mini Vitas Follow

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

| | | |
|--|------------------------|---------------|
| History and Geography | Mr. Phil Resnick | Fall Semester |
| Mathematics and Statistics | Ms. Crystal Culbertson | Academic Year |
| Music | Mr. John Zappa | Academic Year |
| Sociology, Anthropology and Philosophy | Ms. Denise Knisely | Academic Year |

College of Health Professions

| | | |
|---------|--------------|---------------|
| Nursing | Beth Hickey | Academic Year |
| | Amber Thomas | Academic Year |

College of Informatics

| | | |
|------------------|----------------|---------------|
| Computer Science | Dr. Aziz Bahha | Academic Year |
|------------------|----------------|---------------|

Mini Vitas Follow

MINI VITA

Name: Tom Baxter

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

Education: Ed.D. in Administrator Leadership, 2011, Walden University
M.H.R.D. in Human Resource Development, 1994, Clemson University
B.S. in Administrative Management, 1988, University of Cincinnati
A.A.S. in Respiratory Care, 1975, Greenville Technical College

Experience: 2012-2018, Lecturer, Department of Allied Health, Northern Kentucky University
2008-2012, Program Director/Dean, Department of Respiratory Care, St. Johns River State College
2000-2008, Program Director, Department of Respiratory Care, Tri-County Technical College
1998-2000, Director of Clinical Education, Department of Respiratory Care, University of Southern Indiana
1990-1997, Department Head, Respiratory Care, Greenville Technical College
1981-1990, Director of Clinical Education, Department of Respiratory Care, College of Mt. St. Joseph/Christ Hospital
1975-1981, Staff Therapist, Respiratory Care, UK Medical Center, Brown County General Hospital, and Jewish Hospital respectively

MINI VITA

Name: Caitlin Drouillard Ahlrichs

Title: Academic Advisor/Lecturer (non-tenure track, renewable)

Education: M.A. in English, 2014, Northern Kentucky University

B.A. in English, 2012, Thomas More College

Experience: 2016-2018, Hall Director, University Housing, Northern Kentucky University

2015-2016, Site Coordinator and Academic Advisor, TAP, BBA Program,
Thomas More College

2014-2015, Residence Life Coordinator, Office of Residence Life, Bellarmine
University

2013-2014, Assistant Hall Director, University Housing, Northern Kentucky
University

2012-2013, Graduate Assistant, University Connect and Persist (UCAP),
Northern Kentucky University

MINI VITA

Name: Jennifer Moreland

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

Education: D.N.P. spring 2019 (estimated), Northern Kentucky University
M.S.N. in Family Practice, 2011, Northern Kentucky University
B.S.N. in Nursing, 2004, Northern Kentucky University
A.D.N. in Nursing, 2003, Northern Kentucky University

Experience: 2018-present, Clinical Assistant Professor, FNP Concentration/Clinical Coordinator, Northern Kentucky University
2015-2018, Lecturer, FNP Concentration/Clinical Coordinator, Northern Kentucky University
2017-present, APRN, OrthoCincy
2015-2017, APRN, Figure Weight Loss
2012-2015, APRN, Commonwealth Orthopaedic Center (Now called OrthoCincy)
2011-2012, Registered Nurse, Elements Medical Spa
2007-2010, Theory Instructor, Clinical Coordinator, Brown Mackie College
2006-2009, PRN, Clinical Instructor, Beckfield College
2003-2009, Registered Nurse, St. Luke Hospital East

MINI VITA

Name: Crystal Summers

Title: Lecturer (non-tenure track, renewable)

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: 2010–2018, 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: Michelle Teschendorf

Title: Assistant Professor and Director of RN to BSN Program

Education: Ph.D., 2014, St Louis University, St. Louis, MO
M.S.N. in Nursing 1999, St Louis University, St. Louis, MO
B.S.N. in Nursing, 1996, Missouri Western State College, St Joseph, MO

Experience: 2013-present, Assistant Professor, Northern Kentucky University
2007-2014, tenured Assistant Professor, Ferris State University
2005-2007, Professor, St. Louis Community College
2002-2005, Associate Professor, St. Louis Community College
1999-2002, Assistant Professor, St. Louis Community College

MINI VITA

Name: Michele Day

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

Education: M.A. in Communication, 2008, Northern Kentucky University

B.A. in Journalism, 1982, Western Kentucky University

Experience: 2016–2018, Co-Director of Journalism Program, Northern Kentucky University

2012–2018, Student Media Advisor for *The Northerner*, Northern Kentucky University

200–2018, Lecturer of Communication, Northern Kentucky University

1984–2001, Associate Editor, *The Cincinnati Post*

1984–2001, Assistant Managing Editor and Night City Editor, *The Kentucky post*

1982–1984, Editor, *The Downtowner*

MINI VITA

Name: Michael King

Title: Associate Professor

Education: M.F.A. in Theatre, 1985, University of Florida

B.A. in English, 1980, University of Florida

Experience: 1991-present, Associate Professor, Theatre and Dance, School of the Arts,
Northern Kentucky University

2016-2018, Theatre and Dance Program Head, School of the Arts, Northern
Kentucky University

2006-2008, Assistant Chair, Department of Theatre and Dance, Northern
Kentucky University

1985-1991, Assistant Professor, Department of Theatre, Northern Kentucky
University

1991-1992, Artistic Director, Jenny Wiley Theatre

1990-1991, Casting Director, Jenny Wiley Theatre

MINI VITA

Name: Dr. Mary Kishman

Title: Associate Professor and Chief Nurse Administrator

Education: Ph.D. in Nursing, 2004, University of Cincinnati

M.S. in Nursing, 1991, University of Cincinnati

B.S. in Nursing, 1997, Xavier University

Diploma in Nursing, 1976, Jewish Hospital School of Nursing

Experience: 2014-2017, Chair of Department of Nursing, Northern Kentucky University

2009-2014, Chair of Graduate Nursing Programs, Mount St. Joseph University

2011-2012, Chair of Department of Nursing, Mount St. Joseph University

2000-2003, Assistant Chair of Department of Nursing, Mount St. Joseph University

2004-2014, Associate Professor, Mount St. Joseph University

1994-2004, Assistant Professor, Mount St. Joseph University

1999-1994, Instructor, Mount St. Joseph University

MINI VITA

Name: Angela K. Riley

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

Education: M.S.N. in Adult Nurse Practitioner, 1997, Northern Kentucky University
B.S.N., 1995, Northern Kentucky University
A.D.N., 1978, Maysville Community College

Experience: 2018, Clinical Assistant Professor

2009-present, Nurse Practitioner, St. Elizabeth Healthcare Heart & Vascular

2014-2018, Lecturer II, Northern Kentucky University

2009-2014, Lecturer I, Northern Kentucky University

1997–2009, Nurse Practitioner, Cardiology Associates, St. Elizabeth Physicians and St. Elizabeth Healthcare

1995-1997, Part-time Clinical Instructor, Northern Kentucky University

1995-1997, Graduate Assistant, Northern Kentucky University

1980-1997, Registered Nurse, Critical Care Units, St. Elizabeth Healthcare

1978-1980, Registered Nurse, Medical-Surgical Units, St. Elizabeth Healthcare

1974-1976, Nurse Assistant, William Booth Memorial Hospital

MINI VITA

Name: Dr. David Tataw

Title: Associate Professor

Education: Ph.D. in Political Science, 2001, University of Southern California

M.P.A. 1996, University of Southern California. Concentration: Health Administration

M.A. in Political Science, 1996, University of Southern California

M.A. in Political Science, 1992, California State University

M.A. in Management Information Systems, 1990, West Coast University

B.A. in English, 1982, Yaounde University, Cameroon

Experience: 2016-2018, Associate Dean, College of Health Professions, Northern Kentucky University

2012-2016, Chair and Director of Graduate Programs, College of St. Elizabeth, NJ

2010-2016, Adjunct Faculty, Health Services Administration, Strayer University

2010-2012, Founding Faculty Health Management Program, School of Public and Environmental Affairs, Indiana University, Kokomo, IN

2009-2010, Visiting Professor, Public Policy and Administration, Jackson State University

2007-2009, Director of Institutional Special Grants, Western University of Health Sciences

MINI VITA

- Name:** Isabella (Belle) Zembrodt
- Title:** Senior Lecturer (non-tenure track, renewable) and Director of the Office of Nationally Competitive Scholarships and Opportunities
- Education:** Ed.D. in Educational Leadership, 2018, Northern Kentucky University
M.S. in Clinical Mental Health Counseling, 2011, Northern KY University
M.S. in Psychology, 1980, University of Kentucky
B.S. in Psychology and Sociology, 1978, Northern KY University
- Experience:** 2018-present, Director, Office of Nationally Competitive Scholarships
2016-present, Senior Lecturer, Northern Kentucky University Honors
2011-2018, Interim Director, Northern Kentucky University Honors

MINI VITA

Name: Bill Attenweiler

Title: Associate Professor

Education: M.B.A., 2015, Northern Kentucky University

Ph.D. in Industrial and Organizational Psychology, 2002, Clemson University

M.S. in Applied Psychology, 2000, Clemson University

B.A. in Psychology, 1975, University of Maine

Experience: 2008-present, Associate Professor, Department of Psychology, Northern Kentucky University

2015-2018, Program Director, Master of Science in Industrial-Organizational Psychology (MSIO), Northern Kentucky University

2010-2014, Associate Dean and Director of Integrative Studies, College of Arts and Science, Northern Kentucky University

2004-2006, Program Director, Master of Science in Industrial-Organizational Psychology (MSIO), Northern Kentucky University

2002-2008, Assistant Professor, Department of Psychology, Northern Kentucky University

MINI VITA

Name: Philip Resnick

Title: Lecturer (non-tenure track, temporary)

Education: M.Div. in Divinity, 1994, Western Reformed Seminary

M.R.S. in Religious Studies, 1991, Western Reformed Seminary

M.S. in Management, 1980, Troy State University

B.A. in Political Science, 1968, University of Pittsburgh

Experience: 2018-present, Lecturer of Religion, Geography, Northern Kentucky University

2010-present, Adjunct Professor, Religion, History, Gateway Community & Technical College

2004-2018, Adjunct Professor, Religion, History, Geography, Northern Kentucky University

1999-2007, Teacher, History, Economics, Government, Geography, Cincinnati Christian Schools

1990-1998, Counselor, Mountain View Funeral Home

1968-1990, United States Air Force Major

MINI VITA

Name: Chrystal Culbertson

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

Education: M.A. in Mathematics, 2005, Miami University

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

Experience: 2008-present, Lecturer of Mathematics and Statistics, Northern Kentucky University

2009-2011, GRE and GMAT Test Prep Instructor, Northern Kentucky University Community Connections

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

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

2003-2005 Teaching Assistant, Miami University, Oxford, OH

2000-2003 Peer Tutor, Pikeville College, Pikeville, KY

MINI VITA

Name: John Zappa

Title: Lecturer (non-tenure track, temporary)

Education: M.M. in Jazz Percussion, 2006, University of Cincinnati College Conservatory of Music

B.M. in Trumpet, 1995, University of Cincinnati College Conservatory of Music

Experience: 2015-2018, Adjunct Instructor of Music, School of the Arts, Northern Kentucky University

2012-2014, Lecturer of Music, Department of Music, Northern Kentucky University

2005-2012, Adjunct Instructor of Music, Department of Music, Northern Kentucky University

1996-1998, Assistant Band Director, Jazz Ensemble Director, Instructor of Music Theory, St. Xavier High School

1993-1996, Jazz Ensemble Director, St. Xavier High School

1990-present, Private Lessons, Clinics, Master Classes

MINI VITA

Name: Denise E. Knisely

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

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

B.A. in Anthropology, 2003, Millersville University

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

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

2012-2013, Visitation Enhancement Specialist, Cincinnati Museum Center

2011-2012, Graduate Assistant, University of Cincinnati

2011, Field School Staff, University of Cincinnati

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

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

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

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

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

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

MINI VITA

Name: Beth Hickey

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Nursing, 1997, Northern Kentucky University

B.S. in Nursing, 1993, Northern Kentucky University

Diploma RN, 1987, The Christ Hospital School of Nursing

Experience: 2009-present, Lecturer (non-tenure track, temporary) Northern Kentucky University

2007-2008, Associate Professor, Nursing, Northern Kentucky University

2000-2007, Assistant Professor, Nursing, Northern Kentucky University

1993-2000, Nursing Manager, Mercy Health System

1989-1993, Charge Nurse, HealthSouth Rehabilitation Hospital

1987-1988, Staff Nurse, St. Elizabeth Healthcare

MINI VITA

Name: Amber Nattin Thomas

Title: Lecturer (non-tenure track, temporary)

Education: M.S.N. in Critical Care/Trauma, 1997, University of Cincinnati

B.S.N., 1996, University of Cincinnati

B.S. in Biology, 1993, Duke University

B.A. in History 1993, Duke University

Experience: 2012-present, Lecturer, FT Clinical Faculty Northern Kentucky University

2017-present, UCMC, Clinical Nurse (CN) I - PRN 6S/CMU

2007-2008, Lecturer, Northern Kentucky University

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

2009–2017 UCMC – CN I - FT/PT Cardiovascular Intensive Care Unit

2000–2017, CN I – Critical Care Float Pool

1997–2000, CN I – Coronary Care Unit

1996–1997, Staff Nurse, Madeira Health Care

MINI VITA

- Name:** Dr. Aziz Bahha
- Title:** Lecturer (non-tenure track, temporary)
- Education:** Ph.D. in Software Engineering, 2010, Southern Methodist University
M.S. in Information Systems Management, 2004, DeVry University
B.S. in Technical Management, 2001, DeVry University
A.S. in Computer and Electronics Technology, 2000, DeVry University
A.S. in Machine Control Technology, 1995, Jeddah Technical College
- Experience:** 2016-2018, Assistant Professor of Information Technology, University of Cincinnati Clermont College
2013-2016, Associate Professor of Computer Technologies, Guilford Technical Community College
2011-2013, Assistant Professor of Information Technology, Keystone College
2008-2013, Instructor of Information Technology, Chatfield College
2006-2008, Software Engineer and Network Designer, Verizon Telecommunications
2003-2005, Assistant Director of Community Relations and Business Development, ITT Technical Institute
1999-2003, Lab Developer and Assistant Network Administrator, DeVry University
1994-1998, Engineering Technician, Saudi Arabia Airlines
1991-1994, Office Automation Administrator, State Employee in Makkah, Saudi Arabia

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 August 14, 2018 and October 15, 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
08/14/18 – 10/15/18

| NAME | DEPARTMENT | TITLE | EFF. DATE |
|----------------------|---|---|------------------|
| Atchley, Rachel | Kentucky Center for Mathematics | Administrative Assistant | 09/04/2018 |
| Blouin, Colin | Fraternity & Sorority Life | Coordinator, Fraternity & Sorority Life | 08/17/2018 |
| Butler Dowden, Lynn | College of Arts & Sciences | Advisor | 10/15/2018 |
| Crescitelli, Dianna | Kentucky Center for Mathematics | Director | 08/20/2018 |
| Criss, Sharon | Athletics Internal Operations | Manager | 08/13/2018* |
| Demoss, Constance | PP – Custodial Services MC | Custodian | 08/27/2018 |
| Dores, Danielle | Manager | CINSAM | 09/24/2018 |
| Eastburn, Sarah | University Development & Alumni Rel. | Assistant Director of Development, COEHS | 10/01/2018 |
| Fern, Ryan | University Police – Field Operations | Public Safety Officer | 09/10/2018 |
| Freadreacea, Nanette | College of Health Professions | College Business Officer | 10/01/2018 |
| Hahn, Christopher | HVAC/General Maintenance | HVAC/General Maintenance Mechanic | 09/24/2018 |
| Hervey, Thomas | IT – Infrastructure & Operations Group | Lead Technology Support Specialist | 09/01/2018 |
| Higgason, Kyle | University Development & Alumni Rel. | Director of University Development | 09/13/2018 |
| Howell, Mary | PP – Custodial Services MC | Custodian | 09/11/2018 |
| Hyde, Patrick | Baseball | Assistant Coach/Coordinator | 08/20/2018 |
| Jenkins, Kelly | PP - Auxiliary Housing Facilities Mgmt. | Custodian | 09/10/2018 |
| Jett, Austyn | PP – Custodial Services MC | Custodian | 08/22/2018 |
| Johnston, Carmen | PP - CRC Facility Management | Custodian | 09/24/2018 |
| Kee, Shomari | Campus Recreation | Director | 08/20/2018 |
| Neace, Guy | PP – Custodial Services MC | Custodian | 08/14/2018 |
| Pennington, Glenn | Carpentry/Construction | Carpentry/Construction Specialist | 08/27/2018 |
| Pugh, Jeffrey | Marketing & Communications | Director of University Marketing | 10/01/2018 |
| Reid, LaNighta | University Connect and Persist (UCAP) | Coordinator, UCAP | 08/31/2018 |
| Rosenberg, Lisa | Athletic Academic Services | Specialist | 08/30/2018 |
| Ryle, Christina | Institutional Research | Analyst, IR | 09/10/2018 |
| Shumake, Tyler | Sports Medicine & Performance | Athletic Training Intern | 08/20/2018 |
| Stephens, Kim | PP – Custodial Services MC | Custodian | 09/18/2018 |
| Sturgeon, Mitchell | Student Financial Assistance | Coordinator | 09/10/2018 |
| Warren, Michael | PP - CRC Facility Management | Custodian | 08/22/1018 |
| Yates, Carlous | African American Programs & Services | Director of African American Student Programs | 09/04/2018 |
| Yerace, Pete | Campus Recreation | Coordinator, CRC Membership Sales | 08/13/2018* |

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS
08/14/18 – 10/15/18**

| NAME | DEPARTMENT | TITLE | STATUS | EFF. DATE |
|------------------------|--|---------------------------------------|------------------|------------------|
| Cottle, Duane | IT – Infrastructure & Operations Group | Systems Analyst II | Reclassification | 10/01/2018 |
| Cox, Lori | University Development | Sr. Director, Adv. Ops/Annual Giv. | Reclassification | 08/01/2018* |
| Danzo, Amy | Testing Services | Director, Test Svcs./Adult Learn Prg. | Reclassification | 08/01/2018* |
| Irby, Bryan | University Police – Field Operations | Sergeant | Promotion | 08/20/2018 |
| Justice, Phillip Heath | Research, Grants & Contracts | Sr. Administrator | Reclassification | 08/12/2018* |
| Pangburn, Darla | IT – Information Technology Central | Project Manager | Reclassification | 09/01/2018 |
| Pendery, Annette | College of Arts & Sciences | Assistant to the Dean | Reclassification | 08/26/2018 |
| Wallace, Diana | Health, Counseling & Student Wellness | Counselor | PT to FT | 08/01/2018* |
| Wiseman-Moore, Krista | Donor Relations | Director of Special Events | Reclassification | 07/01/2018* |
| Zerbe, Jodi | University Development | Associate Director, Annual Giving | Reclassification | 08/01/2018* |

**TRANSFERS
08/14/18 – 10/15/18**

| NAME | PREVIOUS DEPARTMENT | NEW DEPARTMENT | TITLE | EFF. DATE |
|---------------------|---|-----------------------------------|------------------------------|------------------|
| Ashley, Patrick | Admissions | Alumni Relations | Asst. Dir., Alumni Outreach | 10/01/2018 |
| Clark, Shawna | University Connect & Persist (UCAP) | Institutional Research | Analyst | 09/10/2018 |
| Craddock, Anthony | CRC Facilities Management | PP – Custodial Services MC | Custodian | 09/04/2018 |
| Hellmann, Sarah | Transfer Services | Admissions | Advisor, Transfer Std. Svcs. | 08/13/2018* |
| McCoy, Kimberly | Norse Advising | Adult Learner Programs & Services | Advisor | 07/01/2018* |
| McCubbin, Elizabeth | Teacher Education | College of Business | College Business Officer | 09/01/2018 |
| Ollier, Jacob | Student Financial Assistance | IT – BW Business Support Group | Business Analyst | 10/01/2018 |
| Schultz, Brain | Student Financial Assistance | IT – HR Business Support Group | Business Analyst, SAP/HR | 09/01/2018 |
| Vanover, Carissa | PP - Auxiliary Housing Facilities Mgmt. | Central Warehouse | Materials Specialist | 10/08/2018 |
| Waitman, Katherine | Transfer Services | Admissions | Counselor | 08/13/2018* |

**CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT
08/14/18 – 10/15/18**

| NAME | DEPARTMENT | TITLE | STATUS | EFF. DATE |
|-------------------------|---|---------------------------|----------------------|------------------|
| Ginn, Daniel | Informatics Advising Center | Advisor | Temporary to Regular | 08/23/2018 |
| Lehman, Brad | Univ. Architect, Design & Constr. Mgmt. | Project Manager – UA, D&P | Contract to Regular | 05/01/2018* |
| Rodgers-Webster, Sandra | Institute for Health Innovations | Specialist | Temporary to Regular | 08/27/2018 |

**DEPARTURES
08/14/18 – 10/15/18**

| NAME | DEPARTMENT | TITLE | EFF. DATE |
|----------------------------|--|--|------------------|
| Alig, Shanna | Steely Library | Library Specialist I | 08/11/2018* |
| Cody, Eric | PP – Custodial Services MC | Floor Care Operator | 08/29/2018 |
| Dralle, Gabrielle | Norse Violence Prevention Center | Director, Norse Violence Prevention Center | 09/08/2018 |
| Freytag, Tiffany | Advisor | Norse Advising | 09/29/2018 |
| Gake, Jessica | Center for Innovation/Tech. In Education | Instructional Designer | 08/25/2018 |
| Hays, Steven | PP – Custodial Services MC | Floor Care Operator | 10/01/2018 |
| Jones, Aaron | Athletics Facilities | Coordinator, Athletics Facilities | 08/11/2018* |
| Kelley, April | PP – Custodial Services MC | Custodian | 08/16/2018 |
| Loskoch Thompson, Collette | Civic Engagement & Nonprofit Capacity | Assistant Director | 09/08/2018 |
| McClellan, Brigitte | PP – Custodial Services MC | Custodian | 08/24/2018 |
| Neumeyer, Joshua | College of Business | College Business Officer | 09/01/2018 |
| Partin, Ethan | PP - CRC Facility Management | Floor Care Operator | 09/22/2018 |
| Rollinger, Douglas | PP – Custodial Services MC | Custodian | 09/28/2018 |
| Weller, Charlotte | IT – Infrastructure & Operations Group | Technical Support Specialist II | 08/25/2018 |

**RETIREMENTS
08/14/18 – 10/15/18**

| NAME | DEPARTMENT | TITLE | EFF. DATE |
|----------------|------------------------------|------------------------------|------------------|
| Brinkman, Lisa | Research, Grants & Contracts | Sr. Post Grant Administrator | 09/01/2018 |

ADMINISTRATIVE/EXECUTIVE
08/14/18 – 10/15/18

| NAME | DEPARTMENT | TITLE | REASON | EFF. DATE |
|----------------|-------------------------|--------------------|------------------|------------------|
| Hilleke, Gayle | Kentucky Campus Compact | Executive Director | Reclassification | 08/01/2018* |

***Not on previous report**

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$388,950** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period August 1, 2018 through September 30, 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 08/1/18 through 9/30/18 are itemized below.

| Contributions of \$25,000 or More (08/01/2018 - 9/30/2018) | | | | |
|---|------------------|--|--------------------|--------------------|
| Donor Name | Gift Date | Gift Designation | Gift Amount | Gift Type |
| Thomas J. and Margaret A. Munninghoff | 8/31/2018 | Men's Basketball Excellence Fund | \$38,950 | Cash |
| Joseph P. and Sheila Thomas | 8/29/2018 | Joseph and Sheila Thomas Scholarship Endowment | \$250,000 | Pledge and Planned |
| Michael L. Sweikata | 9/30/2018 | Ashley Stuck Memorial Scholarship | \$30,000 | Pledge |
| Kroger Company | 9/30/2018 | Center for Applied Informatics Innovation and Talent Sponsorship | \$70,000 | Pledge |
| | | TOTAL | \$388,950 | |

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (1) The naming of a fund to provide financial support for a student in Philosophy, History, Integrative Studies, Celtic Studies, Women and Gender Studies, and/or Religious Studies.
“Ashley Stuck Memorial Scholarship”
- (2) The naming of an endowed scholarship in support of students in the Chase College of Law
“Joseph P. and Sheila J. Thomas 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 a gift to support students majoring or minoring in Philosophy, History, Integrative Studies, Celtic Studies, Women and Gender Studies, and/or Religious Studies. Preference is given to a female student who is the responsible parent of a child or children.

Donor: Michael Sweikata
Naming Gift: \$25,000
Naming Recognition: Ashley Stuck Memorial Scholarship

Ashley Stuck was a wife, mother, and awe-inspiring person that lived a life of passion, knowledge, and empathy. For her, education was something to be shared and sought after endlessly. She passed tragically before she had the chance to share her knowledge with as many as she could, and this scholarship exists to honor her desire to share knowledge freely with everyone. The focus of this scholarship lends itself to the areas she loved to learn.

- (2) The university has received a major gift to provide an endowed scholarship fund in support of Chase College of Law students with high academic promise and financial need.

Donor: Joseph P. Thomas and Sheila J. Thomas
Naming Gift: \$250,000
Naming: Joseph P. and Sheila J. Thomas Endowed Scholarship

Joseph P. Thomas, a 1988 Chase graduate, is Chair of Ulmer & Berne’s Life Sciences Group, where he is one of the nation’s leading advocates in class action, multidistrict, and mass tort litigation involving drugs and medical devices. Mr. Thomas serves on the Chase Board of Visitors. Mr. and Mrs. Thomas reside in Northern Kentucky.

RECOMMENDATION:

Effective upon approval of the Board of Regents, the Transactional Law Practice Center in the College of Law will be renamed the Center for Law and Entrepreneurship.

BACKGROUND:

The Transactional Law Practice Center (TLPC) spawned some excellent programs including the Small Business and Nonprofit Clinic, and the annual Business Boot Camp. As NKU has evolved, there has been a renewed focus on promoting entrepreneurship in our region. As such, the College of Law would like to align the Center with NKU's growing priorities.

In keeping with the original design of the TLPC, training attorneys to look at the non-litigation side of the law, with a focus on business and the law, the Center for Law and Entrepreneurship, led by Jack Wyant, a distinguished Chase alumnus and successful business leader (<http://bcvc.com/team/jack-wyant/>), will insure that the Center continues its mission of training lawyers to interact with businesses and help grow businesses in our region and beyond.

The Center will help students explore how lawyers can work with businesses to start, grow, and succeed. The Center will seek partnerships with other units on campus, including the Center for Innovation & Entrepreneurship within the College of Business. The Center will seek partnerships with local, regional and national venture capitalist firms to create opportunities for the students of the College of Law.

This request has received the approval from the Faculty and Dean of the College of Law and the Provost.

RECOMMENDATION:

The Board of Regents adopt the attached Resolution approving a master-lease purchase agreement with Bank of America Public Capital Corp. to finance up to \$4.25 million for the acquisition and installation of energy savings improvements. The Resolution also authorizes the Chief Financial Officer to act on behalf of the Board of Regents in executing the master lease and all related documents.

BACKGROUND:

Energy savings performance contracting, as enabled by Kentucky Revised Statutes 56.774, is a cost-effective process for completing building energy upgrades. The energy service company (ESCO) guarantees that utility savings generated by facility upgrades are sufficient to pay back the capital investment over a set period. If the project does not provide these returns on the investment, the ESCo is responsible for the difference.

The University issued an RFP 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. The audit report identified potential energy conservation measures. Results of the audit and recommended ECMs (Energy Conservation Measures) have been reviewed and CMTA obtained costs for the selected measures.

Energy conservation measures in the project include: (1) upgrading lighting systems to LED or other high efficiency lighting technology (2) installing modern HVAC terminal units in selected spaces (3) implementing advanced hood controls by utilizing new energy saving technology (4) modernizing the utility metering to allow for better energy management. These are just a few of the possible energy conservation measures that are estimated by the ESCo to generate an annual savings in excess of \$400,000.

A RESOLUTION OF THE BOARD OF REGENTS OF NORTHERN KENTUCKY UNIVERSITY APPROVING A MASTER LEASE-PURCHASE AGREEMENT WITH BANC OF AMERICA PUBLIC CAPITAL CORP. IN A MAXIMUM PRINCIPAL AMOUNT OF \$4,250,000 FOR THE FINANCING OF THE ACQUISITION AND INSTALLATION OF ENERGY SAVINGS IMPROVEMENTS ON THE CAMPUS OF THE UNIVERSITY; AUTHORIZING THE EXECUTION OF VARIOUS DOCUMENTS RELATED TO SUCH MASTER LEASE; MAKING CERTAIN DESIGNATIONS REGARDING SUCH MASTER LEASE, AND AUTHORIZING THE CHIEF FINANCIAL OFFICER TO ACT ON BEHALF OF THE BOARD OF REGENTS IN EXECUTING THE MASTER LEASE AND ALL RELATED DOCUMENTS.

WHEREAS, the Board of Regents (the "Board") of Northern Kentucky University (the "University"), desires to proceed with a financing in an amount not to exceed \$4,250,000 to provide funds to pay the costs of energy savings improvements on the campus of the University (the "Project"); and

WHEREAS, the University has determined that the University should proceed to finance the Project through a Master Lease-Purchase Agreement (the "Master Lease") with Banc of America Public Capital Corp. in a maximum stated principal amount of \$4,250,000, such Master Lease to be substantially in the form of the Master Lease attached hereto and made a part hereof; and

WHEREAS, it is necessary in connection with the Master Lease for the Board to authorize such other documents and instruments as may be necessary to consummate the transaction contemplated by the Master Lease.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF NORTHERN KENTUCKY UNIVERSITY:

Section 1. Authorization of Master Lease and Related Documents. The University, as lessee, hereby approves the Master Lease, in substantially the form presented to this Board. It is hereby found and determined that the Project to be financed through the Master Lease is public property to be used for public purposes. It is further determined that it is necessary and desirable and in the best interests of the University to enter into the Master Lease for the purposes therein specified, and the execution and delivery of the Master Lease and all representations, certifications and other matters contained in the Closing Memorandum with respect to the Master Lease, or as may be required by Dinsmore & Shohl LP, as Bond Counsel for the University, prior to delivery of the Master Lease, are hereby approved. The Board hereby authorizes the Chief Financial Officer to execute the Master Lease, together with such other agreements or certifications which may be necessary to accomplish the transaction contemplated by the Master Lease. The Secretary of the Board is authorized to attest the signature of the Chief Financial Officer and to execute such certifications as may be necessary to accomplish the transactions contemplated by the Master Lease.

Section 2. Expectation Regarding the Lease. The University, by the adoption of this Resolution, certifies that it does not reasonably anticipate that less than 95% of the proceeds of the Lease will be used for "local government activities" of the University.

Section 3. Severability. If any section, paragraph or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Resolution.

Section 4. Open Meetings Laws. This Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were in meetings open to the public, in full compliance with applicable legal requirements.

Section 5. Effective Date. This Resolution shall take effect from and after its passage, as provided by law.

Chairman

Attest:

Secretary

CERTIFICATE

I, the undersigned Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of a Resolution adopted by the Board of Regents of Northern Kentucky University at a meeting of the Board of Regents held on the ____ day of _____, 2018.

I further certify that all actions taken in connection with the resolution were in compliance with the requirements of KRS 61.810, 61.815, 61.820 and 61.823, and that said resolution is now in full force and effect, all as appears from the official records of the University in my custody and under my control.

Witness my hand as Secretary of the Board of Regents of Northern Kentucky University this ____ day of _____, 2018.

Secretary

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