

**Board of Regents Meeting
Northern Kentucky University, Student Union, Room 104
September 11, 2019**

Regent W. Lee Scheben, Chair, called the regular meeting of the Board of Regents to order at 1:00 pm, Wednesday, September 11, 2019.

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

Other Attendees: Ashish Vaidya, Wendy Peek, Tammy Knochelmann, Bonita Brown, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Dan Nadler, Sue Ott Rowlands, Kim Scranage, Lori Southwood, Diana McGill, Hassan HassabElnaby, Kevin Kirby, Dale Stephenson, Jim Allen, Andrea Falcone, Judith Daar, Tracy Insko, Bill Farrow, Adam Flora, Allen Cole, Melissa Gorbandt, Sara Kelley, Russ Kerdolff, Samantha Langley, Larry Meyer, Mary Paula Schuh, Leah Stewart, Syed Zaidi, Anna Wright, Ryan Padgett, Janel Bloch, Chad Ogle, Christian Gamm, Atley Smedley, Mary Barry, Jennifer Moeves, Noelle Horn, Hannah Edelen, Tom Ramstetter, Matthew Zacate, Jeff Pugh, Chandra Brown, Liz Birkenhauer.

Regent Terry Mann seconded Regent Gregory Shumate’s motion to approve the minutes of the May 8, 2019 Board of Regents meeting. **(Motion carried)**

Regent Terry Mann seconded Regent Gregory Shumate’s motion to approve the minutes of the June 11, 2019 Board of Regents meeting. **(Motion carried)**

Regent Terry Mann seconded Regent Gregory Shumate’s motion to approve the minutes of the July 17 and July 18, 2019 Board of Regents meeting. **(Motion carried)**

Board of Regents Elections:

Regent Terry Mann seconded Regent W. Lee Scheben’s motion to approve Regent Normand Desmarais as Secretary to the Board of Regents for 2019-2020. **(Motion carried)**

Regent Richard Boehne seconded Regent Terry Mann’s motion to approve Regent W. Lee Scheben as Chairman to the Board of Regents for 2019-2020. **(Motion carried)**

Regent Jarett Lopez seconded Regent Normand Desmarais’s motion to approve Regent Andr Ward as Vice Chairman to the Board of Regents for 2019-2020. **(Motion carried)**

Presidential Comments:

Thank you, Chair Scheben and members of the Board.

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Happy new academic year and welcome back, everyone. I hope that you all had a restful and enjoyable summer.

We were pleased to welcome 215 new faculty and staff this year. That includes 137 full-time and part-time faculty and 78 permanent and temporary staff members.

I want to welcome Bonita Brown, our new VP/CSO. She started on August 1 and has been busy working on Success by Design. In addition, Mike Hales has been appointed as the interim VPA&F and CFO effective August 1. Mike will oversee the areas of business operations and auxiliary services, budget and comptroller's office, facilities, information technology and human resources. At this time, I would also like to acknowledge and thank Lori Southwood for her role this last year and a half as the Co-Interim Chief Administration Officer for the Division of Administration and Finance.

On August 12, we welcomed our faculty, staff and students back to campus at Fall Convocation. It was wonderful to reflect on our first year together, to celebrate all our accomplishments and to look forward to the implementation of Success by Design this year.

We also announced the LIFT Scholars Program, which was created from \$2 million in gifts to support the university's Further, Faster Campaign. Horizon Community Funds of Northern Kentucky, through the support of Rich and Lisa Boehne and Bill and Sue Butler, has committed \$1 million dollars each from the Rich and Lisa Boehne Fund and the Eagle One Fund to be used as a matching fund to establish LIFT. LIFT stands for Lifelong Investment and Future Transformation.

The program focuses on NKU students who have demonstrated academic potential but are at risk of not completing their degrees. The university will match the \$2 million with other gifts from the community. Once realized, the program will have \$4 million to support student success.

Success by Design

- Over the summer, the Cabinet was busy reviewing the information received from the planning process from faculty, staff, students and the community.
- From that effort came the first draft of the initiatives for SBD. If you recall, we had the pillars, we developed the objectives, but now we have added in actionable initiatives.
- We spent the month meeting with various constituency groups to gather input on these draft initiatives.
- We held open forums, focus groups and disseminated a survey.
- During many of these meetings, we engaged the participants in activities that asked them to review the initiatives and help us identify what might be missing. We also asked them to prioritize what we should work on first and plot it on a chart that showed what is doable vs. how easy or hard it was.

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- And finally, we asked them to start drafting an action plan, what steps should be taken in the next 6-12 months and who should be involved.
- We plan to use this information to develop a final version of the initiatives and begin assembling the implementation teams to begin this very important work.
- For our Fall Leadership meeting this Friday, we have invited Dr. Ed Morrison from the Purdue Strategy Lab to come and work with about 80 campus leaders on Strategic Doing as a way to kick off the implementation phase of Success by Design. The participants will learn strategies for moving beyond the planning phase and how to engage and lead others in the process. We will also feature a presentation from a faculty member and staff members on innovative ideas that have been implemented to showcase the work already taking place on campus.
- I am also happy to announce to the Board the creation of a one-time \$2 million Strategic Investment and Innovation Fund (SIIF) to support the implementation of Success by Design, and Box 3 initiatives in particular. Thanks to our efforts in being good stewards of our funds in 2018-19, we have been able to set aside these non-recurring resources to support Success by Design.

If you recall, Box 3 will include the bold, new initiatives that we want to launch and implement to help us reach the goals set out in Success by Design.

In the coming weeks, we will form the implementation teams and determine the process and criteria for awarding funds from this \$2 million SIIF. While we develop the criteria, it will be important that all funding requests are aligned with the framework initiatives, and include expected outcomes, progress milestones and measures for achievement.

CPE President Listening Tour

- In late August, we hosted Kentucky's Council on Postsecondary Education (CPE) President Dr. Aaron Thompson as part of his statewide listening tour. Dr. Thompson spent two days engaging students, university leadership and community members about issues impacting college access, student success, workforce quality and transitions to career in Kentucky.

The purpose of his listening tour across the Commonwealth is to gain a fresh perspective of how public higher education is serving Kentucky. Since February, Dr. Thompson continued to have face-to-face conversations with Kentuckians on how campuses can better serve students, the workforce and the economy.

Dr. Thompson's priorities support our strategic framework's focus on advancing student success that aligns with the needs of the region.

UK College of Medicine

- In August, we welcomed the University Of Kentucky College Of Medicine's inaugural class of medical students who will pursue education at the new Northern Kentucky Campus this fall, which is inside Albright Health Center.

Last week, we gathered with our partners from UK and St. Elizabeth for a ribbon-cutting to celebrate this important collaboration.

There are 35 students enrolled in the inaugural class, including two NKU alums.

Academic Affairs Update

- The College of Health and Human Services' Simulation Center is now playing a key role in education across the university and throughout the community. The SIM Center is now an official American Heart Association Training Site. Under the direction of St. Elizabeth, the SIM Center will offer CPR courses to students, faculty, staff and community stakeholders. Beginning with the fall 2019 semester, a new simulation program commenced with the Honors College, which brings HNR 101 students to the SIM where they will perform basic clinical techniques in a simulated environment. Finally, the college has formed a partnership with Gateway Community College, where students at Gateway pursuing an Associates of Nursing degree will utilize the College's Simulation Center to perform simulation activities required for their degree.
- NKU was renewed for another five years as an "NSA / Department of Homeland Security Center of Academic Excellence in Cyber Defense Education." To earn this renewal, NKU needed to show that its cybersecurity curriculum covers the latest threats and innovations, that it has a critical mass of faculty with deep security expertise, and that its lab facilities were state-of-the-art.
- The Chronicle of Higher Education ranked NKU 40th in the country for the percentage of women earning degrees in Computer Science. With 21% of its graduates as women, the program outranks programs at UK, UC and Miami University. NKU received a grant from the National Center for Women in Technology last year specifically to close the gender gap.
- NKU was awarded two student success-centered programmatic NSF grants. The STEM Ready grant will help faculty study the impacts of two different math preparation bridge programs, residential and non-residential. The nearly \$300,000 in grant money will allow student participants to each receive a \$45 stipend to pay for access to the ALEKS program and two proctored tests.
- In addition, we will be able to allocate \$14,400 in housing costs and \$10,000 in meal costs for 30 students for two weeks for each of the two summers for the residential program. Work has already begun to create the bridge program to allow us to welcome our first 60-student cohort in the summer of 2020.

The other NSF grant is for Sustainable, Scalable Scholarships, Opportunities, Achievements, and Results: a five-year, \$1,068,593 grant for scholarships and a support system for high-achieving, low-income STEM students.

- Our special education (learning and behavior disorders) programs have received national recognition by the Council for Exceptional Children (CEC). These NKU programs are the only nationally recognized learning and behavior disorders programs in Kentucky.
- NKU's online bachelor's degree in Business Administration ranks second in the country by Bachelor's Degree Center (BDC) and received rankings for affordable tuition, along with their accreditations and fully online and hybrid course offerings.
- NKU's Master of Business Administration (MBA) program also received recognition. College Consensus, a new college ranking website, lists NKU sixth in the nation for both best online MBA program and best no-GMAT online MBA program. College Consensus ranks programs on affordability convenience and reputation.
- The Chase College of Law was named a top law school for business law by the national Pre-Law Magazine.
- New degrees for Fall 2019 include a Bachelor of Arts in Japanese and a Bachelor of Science degree in Engineering Physics
- NKU is finalizing its response to SACSCOC and their request for more information in four key areas. We are conducting workshops and training to assist faculty in their assessment efforts, and we will use their data in the submission of our final response. The first year of our Quality Enhancement Plan is underway with 16 courses and 257 students actively participating in the GEARUP for Information Literacy initiative.
- The NKU MPA program has been re-accredited through 2026 by the Network of School of Public Policy, Affairs, and Administration (NASPAA). NASPAA's Commission on Peer Review and Accreditation found NKU's MPA program to be in "substantial conformity" on all seven standards, and we will not need to be monitored on any of them during the next seven years.

Enrollment Management Updates

- Our eighth day preliminary enrollment of 15,036 this fall is an increase of 241 students, or 1.6% compared to the final fall 2018 enrollments. When the preliminary enrollments for the second five-week, second seven-week, and third five-week sessions are included, the total enrollment is projected to be 15,366, which is an increase from final fall 2018 of 571 students, or 3.9%.
- Enrollment for underrepresented minorities increased by 116 students, or 6.0% as compared to the final census for fall 2018. Retention for the 2018 cohort is currently 71.9% compared to 68.5% last year. In addition, the continuation rate of all students increased from 78.9% to 79.8%.
- Our undergraduate enrollment of 11,848 is a decrease of 310 students, or -2.5% compared to the final census for fall 2018. For first-time freshmen, inclusive of part-time enrollment, there was a decrease of 24 students or 1.2% compared to the final census for fall 2018.

- Graduate enrollment of 2,786, however, is an increase of 576 students, or 26.1% compared to the final census for fall 2018. Law enrollment of 402 is a decrease of 25 students, or -5.9% compared to the final census of fall 2018.
- The reorganization to establish the new College of Health and Human Services with four new schools and the new College of Education was successfully completed in record time due to the hard work and collaborative effort of more than 50 people from a dozen departments. A 2008 NKU reorganization committee recommended 8 months be allocated for an academic reorganization and this team did it in 3 months during a challenging time of year which involved year end close, financial audits, and extra ECM processing for salary increases on top of summer vacations.

This reorganization was a heavy lift, significantly impacting accounting, human resources, budgets, student records, admissions, advising, catalogs, websites, reporting and academic structure relationships for 930 courses. Completing this effort successfully and in record time reflects the dedication and excellence of NKU employees.

- NKU has been awarded two grants in CPE's strategic initiative to help more students succeed in college. The CPE awarded each grant through a separate review process. Twenty colleges and universities submitted proposals for the funding, and six were approved. The \$50,000 Stronger by Degrees Student Success grants are designed to support students as they progress toward completion, with a special emphasis on low-income and underrepresented minority students. The \$25,000 Project Graduate returning adult program grants support former students who have 80 or more credit hours earn their degree.
- NKU's Success by Degrees funds will create a one-stop student support center with peer mentors who will provide consultation and coaching. It will also develop a series of first-year parent/family experience seminars to help families guide their students' progress through college. The university's Project Graduate grants will address financial barriers for 100 students through waiving orientation fees and offering book stipends, and will address completion barriers of 100 students through free credit-by-exams.

The grants tie directly to NKU's Success by Design strategic framework and the university's singular focus on advancing student success aligned with the needs of the region.

- In August, the Office of Admissions, the Office of Institutional Students and Scholars and the Office of Information Technology successfully launched the Common Application for NKU.

The Common Application is an undergraduate application that applicants can use to apply to multiple institutions at one time. Through asking standard common questions, the common application allows students to complete one application that, upon submission, is submitted to the colleges and universities of their choosing without having to go to each individual school and complete a separate application. The Common Application also allows high-school counselors to submit required credentials through the Common App, streamlining the process for students requesting transcripts and test scores.

In addition, the NKU College Profile will appear to students using the Common App to research potential schools. Students can easily add NKU to their list of colleges. Currently, more than 750 students have added NKU to their list in our first month with the Common App. By becoming more accessible and streamlining the admission process, it is our goal to gain exposure to more students across the U.S. and the world that will lead to additional applications.

IHI Updates

- In collaboration with St. Elizabeth and the Mayfield Foundation, our Institute for Health Innovation recently held a health/healthcare pitch competition. Competitors came from the northern Kentucky region, Louisville, and Cincinnati. The overall winner of \$4,000 was CampusDocs – a team that just graduated from the Governor’s School for Entrepreneurship this past summer, held here at NKU. Second place was Kathy Noyes, an NKU faculty member from The School of Nursing. Judges included a senior administrator from St. Elizabeth, a neurosurgeon from Mayfield Brain and Spine, and a long-time entrepreneur from Cincinnati.
- Last month, the U.S. Department of Health and Human Services announced that NKU would receive more than \$1.8 million in support for innovative approaches to solving the opioid crises in rural areas – more than any other college or university in Kentucky. With the Institute for Health Innovation as the lead, faculty and staff from seven departments and seven community partners came together to compete for these grants. This funding will advance rural care and support for Substance Use Disorder in Owen County and develop new ways of delivering peer support specialist training to underserved regions. This brings the total amount of grant funding that the IHI has received since its inception last summer, to \$3.6 million.

Student Affairs Updates

- The Division of Student Affairs administered a smooth and successful University Housing move-in experience with more than 550 students, staff, and faculty volunteering to help our new students with their transition to NKU.
- Student Affairs developed an *Ask Me Campaign* in which faculty and staff volunteered during the first week of classes to be stationed outdoors throughout campus to answer questions and provide directions.
- The Division of Student Affairs coordinated a highly successful Victorfest, the University’s Welcome Week for new and returning students. Students participated in a wide variety of events and programs designed to assist with their academic and personal transition to NKU. FreshFusion introduced new students to some of the 200-plus student organizations at NKU and it was a huge hit with more than 3,000 students in attendance.
- NKU continues to be recognized for its success in maintaining a safe campus for students, faculty/staff, alumni, and visitors. Most recently, ASecureLife.com recognized NKU as one of the most secure college campuses in the U.S. In addition to the most recent ranking, we have been recognized as one of the Safest College Campuses in America by the National Council for Home Safety and Security in 2018, among the Safest College Towns in America

by Safewise in 2017, and one of the Safest Colleges in Kentucky by Backgroundchecks.org, in 2016.

- As part of our on-going efforts through the Division of Student Affairs Norse Violence Prevention Program, with the assistance of Facilities Management, a new office was created to expand programs and services. A ribbon cutting ceremony was held on Monday to celebrate the efforts of the Norse Violence Prevention Program and the new office suite located in the Albright Health Center.
- You may remember my earlier announcement that we received a three-year grant of nearly \$300,000 from the Office of Violence against Women – Campus Grant to continue the university’s efforts to reduce sexual assault, domestic violence, dating violence, and stalking on campus. With this grant, we are able to hire a full-time project coordinator/prevention specialist, hire a part-time advocate to expand our direct service capacity, expand our prevention efforts with African American, Latino, and international students, and provide trauma-informed yoga for survivors of sexual assault.
- The Division of Student Affairs continues to award Child Care Access Means Parents in School Program grant resources in the amount of approximately \$170,000 to help low-income parents with campus-based childcare services. Currently 15 student parents, representing 17 children, are receiving the grant during the Fall 2019 semester.
- Student Affairs continues to make significant progress on the Five-Year Housing Revitalization Plan, investing \$2,400,000 in Commonwealth Hall, including replacing HVAC, flooring, common room furniture, mattresses, and painting stairwells. Life safety was also part of the plan, including repairing the emergency electrical switch, repairing the fire suppression system, and repairing the generator. The project was completed on time and approximately \$400,000 under budget.

Administration and Finance Updates

- In April, IT conducted some student satisfactions surveys for the Norse Tech Bar. The results were overwhelmingly positive. They received 307 responses and had a 99% positive satisfaction rating related to the service they provided.
- IT replaced 800 handsets with new Cisco handsets across campus. This allows NKU to be on a more stable digital platform at a lower cost to the university going forward. It also removes a major risk for the university due to aging technology.
- A total of 642 computers on campus were replaced during the last fiscal year. Student success will be positively impacted due to the focus on upgrading computer labs - including our virtual labs. With the computer redeployment program, over 120 functional computers were reused for lower compute workloads which resulted in saving to the university of over \$100,000.

- In August, the rating agency Standard & Poor's (S&P) issued a ratings report on NKU affirming our A/Stable rating. In the report, it was noted that our financial profile is strong and that our solid balance sheet resources provide some financial flexibility.
- An RFP for professional services related to an update of the campus Master Plan was issued in June. Proposals have been received and reviewed by the selection committee. Interviews with short-listed firms occurred in late August. A Master Plan Steering Committee will be appointed soon to oversee a collaborative campus planning process. The Master Plan effort is expected to focus on land use/site planning, space utilization and space needs, student life, community integration, transportation/parking, and infrastructure and utility planning. The engagement phase of the Master Plan process is expected to continue through the 2019-2020 academic year. The Master Plan and supporting documentation and plans will be complete by early Fall 2020.
- An RFP for a long-term strategic partner for banking depository, student ID card, procurement card and other financial services was issued in early August. Proposals are expected to be received in early September with services awarded in late September or early October. We are looking for strategic partners to work with us on delivering on our goal of student success aligned with the needs of the region. Potential opportunities for partnership include financial literacy, scholarships, paid internships, and sponsorships. New contracts are expected to be in place by Spring 2020.

Pension Update

On August 23, we held a pension open forum with guest speakers from KERS who answered questions from the staff.

- We have met with employees in IT recently to discuss pension and plan to hold several meetings this semester.
- We are in the process of scheduling a separate meeting for each of the tiers and a meeting on defined-contribution pensions that TIAA will present.
- And we have sent in our request for NKU's liability to KERS.
- This is still challenging for all of us, but we are keeping a close eye on this and will assess information coming out of Frankfort when the session opens.
- We are working on issuing an RFP with other Universities to find a firm that can help the campuses assess liability and other data needed to make a decision about moving forward.

Athletics Updates

- BriAuna Keys, who presented to the Board of Regents on behalf of athletics last spring, was the recipient of the Horizon League's Cecil N. Coleman Medal of Honor, which is given annually to one senior student-athlete who has demonstrated outstanding achievement in academics, athletics and extracurricular activities. BriAuna was also the Horizon League's nominee for the NCAA Woman of the Year Award.

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- The Horizon League also honored Haley Libs and Cameron Ross with post-graduate scholarships. Cameron is working toward an M.S. in Business Informatics, while Haley is pursuing a doctoral degree in Occupational Therapy.
- Alec Sandusky won three combined track & field events between the indoor and outdoor seasons.
- Norse student-athletes posted their best academic year ever. Following a department record 3.47 cumulative GPA in the fall, they posted a 3.39 in the spring.
- Purdue Fort Wayne will join the Horizon League for the 2020-2021 academic year.

Staff Emeritus

- Lenore Chambers has been granted staff emeritus status effective July 1, 2019. In her 25 years at NKU, Lenore served as Assistant to the President Emeritus and Assistant to the Provost and Vice President for Academic Affairs.

The Staff Emeritus appointment honors and recognizes eligible members of the university's staff for considerable meritorious service to Northern Kentucky University.

Staff Emeritus rank is awarded to staff member upon retirement who have provided distinguished service to NKU and have met NKU retirement eligibility.

Congratulations, Lenore.

Chief Diversity Equity and Inclusion Officer (CDO) and Title IX Coordinator

After careful thought and deliberation, we have redesigned the position of Special Advisor to the President for Inclusive Excellence into the position of Chief Diversity Equity and Inclusion Officer (CDO) and Title IX Coordinator. This individual will report directly to me and will help align and oversee campus-wide diversity, equity and inclusion efforts to enhance the overall student experience and foster an inclusive, welcoming and engaging campus climate. In addition this individual will coordinate Title IX investigations and compliance.

The search for this position is underway with Ande Durojaiye serving as the chair of the search committee.

Chair Scheben and members of the Board, that concludes my remarks for today's meeting.

B. Presidential Reports:

1. Facilities Management Report (Interim Vice President Administration & Finance/CFO Mike Hales).

- a. Master Plan
- b. Energy Savings Performance Contract
- c. Elevator Improvements (Lucas Administrative Center)

- d. Flooring/Public Furniture Replacement
- e. Student Union Food Service/Pizza Renovation
- f. Kenton Garage Restoration
- g. Commonwealth Hall Renovation
- h. Soccer Stadium Turf Replacement
- i. New Residence Hall
- j. US 27 Development
- k. UK College of Medicine – Northern Kentucky Campus

2. Research, Grants, and Contracts Report (April 1, 2019 through June 30, 2019) (Provost and Executive Vice President Sue Ott Rowlands).

During the April 1, 2019 through June 30, 2019 time period 24 grants were awarded. The total amount of money awarded was \$2,730,480. For the fiscal year 2018 – 2019 the cumulative total number of grants awarded is 93 totaling \$7,469,944.

3. Fundraising Report (July 1, 2018 through June 30, 2019 and July 1, 2019 through July 31, 2019) (Vice President Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2018 through June 30, 2019 totaling \$6,754,681 and for the period July 1, 2019 through July 31, 2019 totaling in support of the university.

4. Organizational Changes Report (Interim Vice President Administration & Finance/CFO Mike Hales).

Administration & Finance

There have been various changes in Facilities Management to make reporting structures more efficient and effective.

New Org Units - created to support various reporting structure changes

- Floor Care
- Sustainability & Utilities
- O&M Administrative Services
- Data, Access & Work Control Systems
- Planning, Design and Construction – combined Campus & Space Planning and Architect, Design and Construction Management

Student Affairs

New Org Unit – Title IX – To create its own org unit instead of being part of the VP of Student Affairs department.

President's Office

New Org Unit – Strategic Planning and Implementation – This org unit was created for the new Vice President and Chief Strategy Officer tasked with campus-wide oversight and execution of our *Success by Design* strategic framework. The org unit of

Planning & Institutional Research will report into this new org unit.

5. Policies Report (Provost and Executive Vice President Sue Ott Rowlands and Vice President for Legal Affairs/General Counsel Joan Gates).

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.

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Normand Desmarais and seconded by Regent David Bauer to approve the Presidential Recommendations as listed; C-1 through C-12. (Motion carried)

1. Academic Affairs Personnel Actions:

a. Administrative Appointments:

Dr. James Allen, associate professor and interim dean of the College of Education, effective July 1, 2019; **Ms. Kelly DeLong**, professor of practice and executive director of the Kentucky Center for Mathematics, College of Arts and Sciences, effective July 15, 2019; **Ms. Andrea Falcone**, dean of the W. Frank Steely Library, effective July 15, 2019; **Dr. Hassan HassabElnaby**, dean of the Haile/US Bank College of Business, effective July 15, 2019; **Dr. Ashley Vaughn**, assistant professor of practice and associate director of CINSAM, College of Arts and Sciences, effective July 1, 2019.

b. Faculty Appointments:

Dr. Marybeth Baribeau, lecturer in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Meghan Bennett**, assistant professor in the School of the Arts, College of Arts and Sciences, effective August 12, 2019; **Dr. Cristiane Biazzin**, assistant professor in the Department of Management, Haile/US Bank College of Business, effective August 12, 2019; **Dr. Susan Brudvig**, assistant professor in the Department of Business Informatics, College of Informatics, effective August 12, 2019; **Ms. Krista Burton**, assistant professor and director of Student Success Initiatives, Salmon P. Chase College of Law, effective January 1, 2019; **Dr. David Cain**, lecturer in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 12, 2019; **Dr. Rachael Clark**, academic advisor and lecturer in the Department of Psychological Sciences, College of Arts and Sciences, effective August 12, 2019; **Dr. Dilupama Divaratne**, academic advisor and lecturer in the Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective July 15, 2019; **Dr. Jarrod Druery**, assistant professor in the College of Education, effective August 12, 2019; **Ms. Rhea Floyd**, experiential learning coordinator and lecturer in the Department of Political Science, Criminal Justice and Organization Leadership, College of Arts and Sciences, effective July 1, 2019;

Ms. Ashley Galinger, lecturer in Norse Advising, Undergraduate Academic Affairs, effective July 1, 2019; **Ms. Erin Gardlik**, lecturer in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Judi Godsey**, assistant professor and director of the Northern Kentucky Nursing and Interprofessional Research Collaborative in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Mr. Brian Jaynes**, associate director of professional education and lecturer in the Center for Applied Informatics, College of Informatics, effective July 1, 2019; **Ms. Carolyn Kallmeyer**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Ms. Marla Lemmon**, lecturer in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 12, 2019; **Ms. Jing Liu**, assistant professor in the Department of Management, Haile/US Bank College of Business, effective August 12, 2019; **Dr. Lisa Long**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Yohann Mauger**, assistant professor in the Department of Management, Haile/US Bank College of Business, effective August 12, 2019; **Dr. Dekuwmimi Mornah**, assistant professor in the Department of Management, Haile/US Bank College of Business, effective January 6, 2020; **Dr. Souren Paul**, professor and chair, Business Informatics, College of Informatics, effective July 1, 2019; **Mr. Nick Pflum**, lecturer in Norse Advising, Undergraduate Academic Affairs, effective July 1, 2019; **Dr. Amal Said**, associate professor with tenure in the Department of Accounting & Business Law, Haile/US Bank College of Business, effective August 12, 2019; **Ms. Brittany Sorrell**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Kayla Steltenkamp**, lecturer of special education in the College of Education, effective August 12, 2019; **Mr. James Taylor**, lecturer in the School of Social Work, College of Health and Human Services, effective August 12, 2019; **Ms. Alicia West**, clinical assistant professor in the School of Allied Health, College of Health and Human Services, effective August 12, 2019.

c. Transitions:

Dr. Judy Audas, from clinical professor to associate director in the School of Nursing, College of Health and Human Services, effective July 1, 2019; **Dr. Ginger Blackwell**, from lecturer and interim assistant chair in the Department of Teacher Education to clinical associate professor in the College of Education, effective August 12, 2019; **Prof. Carol Bredemeyer**, from professor of law library services and interim director of the Salmon P. Chase Law Library to director of the law library, effective August 5, 2019; **Dr. Brooke Buckley**, from associate professor and interim chair to associate professor and chair of the Department of Mathematics and Statistics, College of Arts and Sciences, effective July 1, 2019; **Dr. Steven Crites**, from associate professor, acting associate dean, and co-interim chair in the Department of Teacher Education to associate professor and associate dean in the College of Education, effective July 1, 2019; **Ms. Rebecca Hamm**, from director of advising and lecturer to assistant dean for undergraduate students and lecturer in the Informatics Advising Center, College of Informatics, effective July 1, 2019; **Dr. Daryl Harris**, from temporary part-time tenured associate professor to full-time tenured associate professor in the School of the Arts, College of Arts and Sciences, effective August 12, 2019; **Dr. Vanessa Hunn**, from interim chair in Department of Counseling, Social Work and Leadership to associate professor and interim director in the School of Social Work, College of Health and Human Services, effective July 1, 2019; **Dr. Aimee Krug**, from associate professor to part-

time tenured associate professor in the Department of Mathematics and Statistics, College of Arts and Sciences, beginning Spring 2020 and ending at the conclusion of Spring 2021; **Dr. Alar Lipping**, from professor and interim dean in the College of Education and Human Services to professor and interim director in the School of Kinesiology, Counseling and Rehabilitative Sciences, College of Health and Human Services, effective July 1, 2019; **Dr. Cecile Marczynski**, from professor to professor and chair in the Department of Psychological Sciences, College of Arts and Sciences, effective August 1, 2019; **Dr. Carrie McCoy**, from professor to part-time tenured professor in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Dan McGee**, from professor and Director of the Kentucky Center for Mathematics to professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective July 1, 2018; **Dr. Lewatis McNeal**, from clinical associate professor and assistant dean to clinical associate professor and associate dean in the College of Education, effective July 1, 2019; **Dr. John Metz**, from associate professor to part-time tenured associate professor in the Department of History and Geography, College of Arts and Sciences, effective August 12, 2019; **Dr. Kesha Nelson**, from associate professor to part-time tenured associate professor in the School of Nursing, College of Health and Human Services, beginning fall semester 2019 and ending at the conclusion of spring semester 2020; **Dr. Karen O'Connell**, from assistant professor to assistant professor and associate director in the School of Nursing, College of Health and Human Services, effective July 1, 2019; **Dr. William Terry Ray**, from clinical professor and program director to clinical director in the School of School of Nursing, College of Health and Human Services, effective July 1, 2019; **Dr. Erin Robinson**, from associate professor to associate professor and associate director in the School of Nursing, College of Health and Human Services, effective August 12, 2019; **Dr. Sara Runge**, from associate professor and co-interim chair in the Department of Teacher Education to associate professor in the College of Education, effective July 1, 2019; **Dr. KC Russell**, from professor to professor and interim chair in the Department of Chemistry and Biochemistry, College of Arts and Sciences, effective July 1, 2019; **Dr. Jeff Smith**, from professor and chair to professor in the Department of Psychological Science, College of Arts and Sciences, effective July 1, 2019; **Ms. Julie Stockman**, from director of corporate engagement, lecturer and interim assistant dean to director of corporate and employer engagement and lecturer in the Center for Applied Informatics, College of Informatics, effective July 1, 2019; **Dr. Gannon Tagher**, from associate professor and chair in the Department of Nursing to associate professor and associate dean and chief nurse administrator in the School of Nursing, College of Health and Human Services, effective May 1, 2019 and July 1, 2019 respectively; **Dr. David Tataw**, from associate professor to associate professor and interim director in the School of Allied Health, College of Health and Human Services, effective July 1, 2019; **Mrs. Lynn Warner**, from library informatics advisor/recruiter to instructional services librarian, W. Frank Steely Library, effective July 1, 2019; **Mr. Robert Zai**, from interim dean to associate dean, W. Frank Steely Library, effective July 15, 2019; **Dr. Lynne Zajac**, from associate professor to associate professor and interim director in the School of Nursing, College of Health and Human Services, effective July 1, 2019; **Dr. Xiaoni Zhang**, from professor and interim chair to professor in the Department of Business Informatics, College of Informatics, effective July 1, 2019.

d. Retirements:

Mrs. Nancy Jentsch, senior lecturer in the Department of World Languages and Literatures, College of Arts and Sciences, effective May 31, 2020; **Mr. Thomas McGovern**, professor in the School of the Arts, effective July 1, 2019; **Ms. Elizabeth McMillian-McCartney**, senior lecturer in Learning PLUS, Undergraduate Academic Affairs, effective August 18, 2019; **Mr. Wiley Piazza**, lecturer II in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 1, 2019; **Dr. Rosa Weaver**, lecturer of educational leadership in the College of Education, effective August 2, 2019; **Prof. Michael Whiteman**, Professor of Law and Director of the NKU Salmon P. Chase Law Library, effective August 2, 2019; **Mr. Harold Wiebe**, associate professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 18, 2019; **Dr. Paul Wirtz**, associate professor of educational leadership in the College of Education, effective June 1, 2019; **Ms. Wendy Wood**, associate professor in the W. Frank Steely Library, effective August 31, 2019.

e. Departures:

Dr. Tracey Adams, associate professor in the Department of Nursing, College of Health Professions, effective May 24, 2019; **Ms. Melody Dilts**, Faculty member in Learning Plus, effective May 31, 2019; **Ms. Martha Ferguson**, Lecturer in Learning Plus, Undergraduate Academic Affairs, effective May 31, 2019; **Ms. Jill Henry**, executive director and lecturer in the Center for Applied Informatics, College of Informatics, effective June 30, 2019; **Ms. Vickie Kneeven**, Faculty member in Learning Plus, effective May 22, 2019; **Dr. Mark Lancaster**, assistant professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective May 31, 2019; **Mr. Timothy McCord**, lecturer in the Department of Computer Science, College of Informatics, effective August 1, 2019; **Mr. William Charles Slaven**, professor of practice in the Department of Business Informatics, College of Informatics, effective June 30, 2019.

f. Temporary Faculty Appointments:

Mr. Steven Castellano, Department of Biological Sciences, effective 2019-2020 Academic Year; **Dr. Eric Hugo**, Department of Biological Sciences, effective 2019-2020 Academic Year; **Dr. Marcus Eilers**, Department of Chemistry, effective 2019-2020 Academic Year; **Dr. Beatriz Russell**, Department of Chemistry, effective 2019-2020 Academic Year; **Ms. Kristina Bielewicz**, CINSAM, effective 2019-2020 Academic Year; **Ms. Amber Carter**, CINSAM, effective 2019-2020 Academic Year; **Ms. Kristi Brock**, Department of English, effective 2019-2020 Academic Year; **Ms. Lindsey Caldwell-Thomas**; Department of English, effective 2019-2020 Academic Year; **Ms. Megan Henson**; Department of English, effective 2019-2020 Academic Year; **Mr. Stephen Leigh**, Department of English, effective 2019-2020 Academic Year; **Ms. Natalie Williams**, Department of English, effective 2019-2020 Academic Year; **Dr. Mary Bucklin**, Department of History and Geography, effective 2019-2020 Academic Year; **Mr. Joseph Lombardi**, Department of History and Geography, effective 2019-2020 Academic Year; **Ms. Kathleen Quinn**, Department of History and

Geography, effective 2019-2020 Academic Year; **Dr. Rachel Zlatkin**, Honors/Integrative Studies, effective 2019-2020 Academic Year; **Ms. Chrystal Culbertson**, Department of Mathematics and Statistics, effective 2019-2020 Academic Year; **Ms. Barbara Phillips**, Department of Mathematics and Statistics, effective 2019-2020 Academic Year; **Ms. Laura Urbanski**, Department of Mathematics and Statistics, effective 2019-2020 Academic Year; **Dr. Joy Burdette**, Department of Music, effective 2019-2020 Academic Year; **Dr. Richard Van Dyke**, Department of Music, effective 2019-2020 Academic Year; **Dr. Cara Leanne Wood**, Department of Music, effective 2019-2020 Academic Year; **Mr. John Zappa**, Department of Music, effective 2019-2020 Academic Year; **Mr. Reuben Bullard**, CINSAM, effective 2019-2020 Academic Year; **Dr. Jeremy Huber**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Mr. Mohsen Keshtvarz**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Mr. Roger Miller**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Ms. Julie Reizner**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Dr. Souvik Sarkar**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Mr. Kavindya**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Ms. Rachel Thornton**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Dr. Yong Xue**, Department of Physics, Geology and Engineering Technology, effective 2019-2020 Academic Year; **Mr. Jason Farkas**, Department of Political Science, Criminal Justice and Organizational Leadership, effective 2019-2020 Academic Year; **Mr. Jeffrey Girton**, Department of Political Science, Criminal Justice and Organizational Leadership, effective 2019-2020 Academic Year; **Dr. Paul Bishop**, Department of Psychological Science, effective 2019-2020 Academic Year; **Dr. Smita Ward**, Department of Psychological Science, effective 2019-2020 Academic Year; **Dr. Gary Blahnik**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Dr. Robert Greenleaf Brice**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Dr. Nicole Grant**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Ms. Denise Knisely**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Dr. Michael Simonton**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Ms. Kristina Vise**, Department of Sociology, Anthropology and Philosophy, effective 2019-2020 Academic Year; **Ms. Christine Jones**, Department of Theatre and Dance, effective 2019-2020 Academic Year; **Mr. Charles Roetting**, Department of Theatre and Dance, effective 2019-2020 Academic Year; **Mr. Earl Plowman**, Department of Visual Arts, effective 2019-2020 Academic Year; **Ms. Julia Sebastian**, Department of Visual Arts, effective 2019-2020 Academic Year; **Ms. Sandra Bazzani-Aronne**, Department of World Languages and Literatures, effective 2019-2020 Academic Year; **Dr. Andrea Fieler**, Department of World Languages and Literatures, effective 2019-2020 Academic Year; **Dr. Iliana Rosales Figueroa**, Department of World Languages and Literatures, effective 2019-2020 Academic Year; **Ms. Jennifer Hunter**, School of Nursing, effective 2019-2020 Academic Year; **Ms. Allison Schmidt**, School of Social Work, effective 2019-2020 Fiscal Year; **Dr. April Eddie**, Educational Leadership, effective 2019-2020 Academic Year; **Christopher Polito**, Law School Instruction, effective 2019-2020 Fiscal Year; **Mr. Anthony Burk**, Department of Business Informatics, effective 2019-2020 Academic Year; **Ms. Susan Thomas**, Department

of Business Informatics, effective 2019-2020 Academic Year; **Mr. Matthew Zachary Otey**, Department of Business Informatics, effective 2019-2020 Academic Year; **Mr. Jesse Hockenbury**, Center for Applied Informatics, effective 2019-2020 Fiscal Year; **Dr. Abdul-Aziz Bahha**, Department of Computer Science, effective 2019-2020 Academic Year; **Dr. David R. Brandt**, Department of Communications, effective 2019-2020 Academic Year; **Ms. Michelle Crowley**, Department of Communications, effective 2019-2020 Academic Year; **Ms. Lori Wheeler**, Department of Communications, effective 2019-2020 Academic Year; **Mr. Aaron Zlatkin**, Department of Communications, effective 2019-2020 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between April 9, 2019 and August 12, 2019 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 \$1,942,846.36 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period April 1, 2019 through July 31, 2019.

4. Naming Recommendations:

The Board of Regents approved the following naming action:

1. The naming of a scholarship to support students in the College of Informatics. "Virginia and Victor Fox College of Informatics Excellence Fund".
2. The naming of a scholarship to support students studying the natural sciences giving preference to Latino/Hispanic students. "Betsy Mitchell Diversity Scholarship for the Sciences".
3. The naming of a scholarship to support students enrolled in Chase College of Law who demonstrate high academic promise and financial need, with a preference for students of Appalachian descent. "Kelly, Sr., and Lottie Farrish of Breathitt County, Kentucky, Endowed Scholarship".
4. The naming of a scholarship to support students enrolled in Chase College of Law who demonstrate high academic promise. "Ralph P. Ginocchio Endowed Scholarship".

5. Faculty Emeritus Status (Ragsdale, Rankin):

Emeritus status for the following individuals received Board of Regents approval:

Dr. Gaut Ragsdale, professor in the Department of Communication, College of Informatics, effective January 1, 2019; **Dr. Steve Rankin**, associate professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective May 15, 2019.

6. Deletion of NKU Center for Applied Informatics:

The Board of Regents approved the deletion of the NKU Center for Applied Informatics.

7. Faculty Handbook Update:

The annual update to the Faculty Policies and Procedures Handbook for the 2019-20 year received Board of Regents approval.

8. Faculty Handbook Amendment (Consensual Relationships):

The amendment to the Faculty Policies and Procedures Handbook, regarding consensual relationships, received Board of Regents approval.

9. Americans With Disabilities Act Accommodation Policy:

The Board of Regents approved the Americans With Disabilities Act Accommodation policy.

10. HIV Infection – Employees Policy:

The Board of Regents approved the HIV Infection - Employees policy.

11. Equal Opportunity and Nondiscrimination Policy:

The Board of Regents approved the Equal Opportunity and Nondiscrimination policy.

12. Staff Emeritus Status (Chambers):

Staff Emeritus status for the following individual received Board of Regents approval.

Lenore Chambers, assistant to the President Emeritus in the Doctorate of Education Program, College of Education, effective July 1, 2019.

A motion was made by Regent Gregory Shumate and seconded by Regent Normand Desmarais to approve the Presidential Recommendation C-13. **(Motion carried)**

13. Housing/Parking Bond Authorization:

The Board of Regents adopted the Resolution which provides for the authorization, sale and issuance of approximately \$39,575,000 in General Receipts Obligations of Northern Kentucky University for the purpose of (i) financing the costs of constructing a new residence hall, renovating existing residence halls, constructing a parking lot and renewing a parking garage; (ii) paying capitalized interest during construction of the projects; and (iii) paying costs of issuance in connection with the Northern Kentucky University General Receipts Bonds, 2019 Series A.

D. Executive Session:

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

Regent W. Lee Scheben called the meeting back into session. Regent W. Lee Scheben made the following motion, "Due to the contributions made by the President in his first year, I move that the Board approve that the President receives his full target bonus in accordance with the terms of the President's employment contract". Regent Jarett Lopez seconded his motion. All Regents approved the motion. **(Motion carried)**

At 2:27 p.m., Regent Gregory Shumate seconded Regent Terry Mann's motion to adjourn. **(Motion carried)**

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

Signature On File
Bonita J. Brown
Vice President and Chief Strategy Officer
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 11, 2019, and that such matters are still in force and effect.

Signature On File
Normand Desmarais
Secretary of the Board of Regents