

**Board of Regents Meeting**  
**Northern Kentucky University, Student Union, Room 104**  
**January 15, 2020**

Regent W. Lee Scheben, Chair, called the regular meeting of the Board of Regents to order at 1:00 pm, Wednesday, January 15, 2020.

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

Other Attendees: Ashish Vaidya, Wendy Peek, Tammy Knochelmann, Bonita Brown, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Darryl Peal, 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, Bill Allison, Jared Schindler, Jonathan Erion, Allen Cole, Ande Durojaiye, Melissa Gorbandt, Sara Kelley, Russ Kerdolff, Samantha Langley, Larry Meyer, Mary Paula Schuh, Leah Stewart, Syed Zaidi, Ryan Padgett, Janel Bloch, Chad Ogle, Matthew Zacate, Bob Alston, Jane Bratton, Annette Pendery, Theresa Walker, Bridget Evans, Anita Southwick, Ashley Coates, Vicki Cooper, Gina Yoon, Brandon Billiter, Inna Pylyayeva, Kimberly Wiley, Sue Murphy Angel, Julie Hood, Deanna Karem, Grace Hiles, Susan Ryman, Brian Yahl, Lori Thaxton, Julie Moses, Jacob Crase, Tina Ryle, Shawn Clark, Steve Kruse, Maureen Doyle, Tom Ramstetter, Ali Greer, Chris Bowling, Chris Witt, Dionna Sholler, Natalie Gabbard, Lindsey Christian, Felicia Share, John Moran, Steven Wease, Shelby Graham, Krista Rayford, Tina Altenhofen, Steve Slone, Kim Baker, Theresa Huddleston, Mary Pat Chauvin, Tammy Riley, Rhett Clark, Amberly Nutini, Emily Rudd, Diana Reincke, Lisa Wolf, Dan Jones, Steve Jones, Melody Sumner, Bruce Smith, Dave Berland, Mary Dawn, Cathy Dewberry, Beth McCubbin, Steve Flora, Don Stinson, Jill Diesman, Tiffany Budd, Marcia Johnson, Genelle Antoine, Tiffany Mayse, Terri Smith, Karen Doyle, Janice Ison, Prudi Downs, Trene Jackson, Rachel Smith, Erin Smith, Ashley Jackson, Debbie Reichler, Tommy Barnett, Millie Mclemore, John Gaffin, Stephen Moon, Jodi Bauer, Donna Trenkamp, Rose Von Handorf, Vimalan Kasilingam, Ben Broomall, Sherri Jones, Angela Fulkerson, Jennifer Moeves, Amy Fries, Julie Bridewell, Dave Bridewell, Jeff Pugh, Paul Mellville, Atley Smedley, Gary Wehrle, Mary Barry, Shari Rieselman, Jimmy Martin.

Regent David Bauer seconded Regent Gregory Shumate's motion to approve the minutes of the November 6, 2019 Board of Regents meeting. (**Motion carried**)

Regent Jarett Lopez seconded Regent Richard Boehne's motion to approve the minutes of the November 13, 2019 Board of Regents meeting. (**Motion carried**)

**Public Participation:**

At the January 15, 2020 Board of Regents meeting, Staff Congress member Kimberly Wiley, Brandon Billiter and Inna Pylyayeva requested to appear before the Board of Regents. The Staff Congress members spoke on behalf of all staff about the KERS Pension decision to be made.

Board of Regents  
January 15, 2020

**Kimberly Wiley**

Good afternoon!

My name is Kimberly Wiley. This is Brandon Billiter and Inna Pylyayeva. We are members of the Staff Congress Pension Committee. We are “staff helping staff”. We would like to thank you for the opportunity to address the Board of Regents on behalf of staff and present our pension concerns to you.

Everyone in the state of KY should be aware of the frightful state of our retirement system. We collectively believe it is critical university leadership and the Board fully understand the impact any potential pension changes will have on NKU staff.

When we began our employment at NKU, we were not given a choice of retirement plans. Unlike administration and faculty, participation in KRS is mandatory for staff. This benefit was a promise made to every single one of us at the beginning of our career. As dedicated, loyal employees, we believe it is unjust to now take this benefit away.

In order to understand how these changes will affect our retirement, many of us have completed a thorough analysis of the proposed options to try to understand our future should NKU decide to exit the system. Our research has revealed the results are absolutely devastating.

As you may know, staff employees are divided into three tiers depending on when they began working and contributing to KRS. Tier I employees will suffer severe financial losses. These employees have dedicated their careers to the university and many have worked here for over a decade, some approaching twenty years and more. Tier I employees will lose between 40% and 75% of their expected pension benefits over the life of their retirement. This amounts to hundreds of thousands of dollars. I personally will lose almost half of my retirement funds. For some of our Tier I employees, lifetime losses amount to nearly \$1,000,000. And these figures are assuming they only live to 85. What if they live longer?

For Tier II employees who began work at the beginning of the tier, potential losses are just as substantial. Tier II employees with fewer years of service may not suffer as drastic an impact. However, a loss is a loss and should not be discounted just because the figures are not as great as others are.

Many Tier III employees are frustrated. They fear they will be forced to exit the system and feel that their contributions to KRS have been wasted because they will never benefit from the dollars they have paid into KRS.

We strongly believe that each employee deserves the right to decide what is best for themselves. Employee choice is the ideal option for NKU staff. We ask that university leadership advocate for this option and encourage legislators to consider it once again. Barring this option, we urge the administration to work with legislators to split the tiers so that Tier 1 remains in the system and Tier II moves to the DC plan. It is critical that Tier I employees who have the most years of service remain in KRS.

Board of Regents  
January 15, 2020

We realize that the final decision is not entirely up to NKU but will be guided by what the legislature decides. We also understand that contributions of 49% or even 83% are not sustainable. However, your choice of how to take action on their eventual decision will shape the future of the entire university. We are not a factory making widgets...we are a team, a family! What affects one group affects us all. For years, university leadership has maintained that its most valuable resource is its people. Our staff are essential to the successful operation of the university.

Along those lines, we are proud to share that Faculty Senate has proclaimed their support of staff and recently passed a resolution recognizing NKU staff as crucial to the new strategic framework, *Success by Design*. The resolution emphasized that staff with the longest tenure at NKU possess irreplaceable institutional knowledge. Our faculty are concerned about the level of support and quality of services we would be able to provide to students if experienced staff are lost. Retention of our talented staff starts by investing in our collective long-term future together. As stated in their resolution, "the Faculty Senate at NKU urges university leadership to prioritize investing in staff by allocating the funds needed to minimize the negative effects on every staff member of changes to NKU's retirement system." We are extremely grateful for their support!

In the next few months, NKU will be making a business decision regarding our pension. This decision will be based on many factors but we realize the bottom line is dollars and cents. However, please remember the outcome of your decision is a very unique and personal one for all staff and will have a potential life altering impact on them and their families for the rest of their lives. We implore you to weigh this decision very carefully!  
Thank you!

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**Brandon Billiter**

Good afternoon!

I started at NKU as a student employee in 1998, graduated, but never left. I have been a permanent employee in Student Account Services since 2002. Currently in the KRS system, I could retire with full benefits at 49 years old. If NKU opts out of KRS, I will not be able to retire until 55, at the earliest. And, at that point I will only receive 47% of what I expected 6 years earlier in the KRS system. I will have to work until I am 65 to make up the difference in benefits, having served NKU for 43 years. This definitely was not the plan and this was not the promise when I started.

Our dedicated staff have been the backbone of NKU's good times and have helped the institution persevere through some rough patches. Our collective dedication has not wavered, even through many years of minimal or no raises at all. Since 2009, there have been 6 years with no raises or cost of living adjustment. If we analyze NKU raises compared to the inflation rates posted by the US Department of Labor, the data shows that NKU staff makes over 8% less than we did in 2009. That lack of adjustment already negatively effects our KRS pension because the pension calculation is based on your highest five years of salary.

Board of Regents  
January 15, 2020

NKU salaries struggle to compete with the private sector as it is. In some areas, for example, Information Technology, our staff is making about 30% less than they would get elsewhere in the local market.

While our salaries have been declining, health, dental, and parking costs have sky-rocketed. One of our committee members researched their pay stubs for the last 10 years – since 2009,

- Parking rates have gone up 35%
- Dental insurance up 86%
- Health insurance up 163%

On top of all of this, the total number of staff since 2009 has dropped by 12%. Technology has moved very quickly. We at NKU are innovative in our approaches to recruiting and retaining students. Our jobs are always evolving and require a lot of skill. We are doing so much more in 2020, but with 12% less staff.

Please consider:

NKU has 252 staff in Tier I and 174 staff in Tier II...combined we make up 60% of our entire staff population. If NKU decides on a hard exit from KRS these staff members will most certainly lose the most. And if promised pension benefits are taken away or significantly reduced, numerous staff may be forced to explore employment elsewhere. NKU could lose a significant portion of its human capital. Attracting new talent is already a challenge. NKU may be facing additional costs to make those salaries more competitive in the open market.

- According to an August 2018 Forbes article titled “Companies Need To Know The Dollar Cost Of Employee Turnover”, it costs around 50% of an employee’s salary to replace an entry level position and 125% for a mid-level position. Our staff have years of invaluable experience that will be difficult to replace.

Now, some of these dollar amounts that you hear today may not seem like much if you have financial security in your life, but believe me, it is a significant amount to us. Many of our staff are already struggling and are working multiple jobs to support their families. Consider our lowest paid employees that started at \$10.40 an hour. Their expected retirement is barely enough to get by as it is. Taking half of it away will drop them below the poverty level. Simply stated, most of us do not make enough to invest in a personal retirement account – the KRS pension is our retirement plan, and we are counting on it.

I know that this is not a crisis that NKU created. I also know that the decision made by this body will have an effect on NKU’s image in the local community. I am truly sorry that this has landed on all of our plates. We are asking for your understanding and advocacy.

Thank you so much for your time today.

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**Inna Pylyayeva**

Thank you Brandon. Personally, I have been worried sick about my financial future and the future of my family! And that's reasonable! How would you feel if you were forced to give up 2/3 of your retirement, and you didn't even have a voice in the impacting decision?

I will share my personal story. I will have over 19 years of service this June, and if NKU exits the KRS system, I will lose 70% of my expected KRS pension. The TIAA plan will help by about 20%, so with TIAA savings, I will lose 50% of my expected retirement income. My lifetime loss will be close to a 1,000,000. I will be 11 months away from reaching the 100% health coverage that you earn at 20 years of service. I will lose the option to retire early at 53 with 27 years of service. I will have to work an additional 17 years until I am 70 to reach the same level of benefits as I will have earned at 53.

I have been working as a Programmer and then later as a Business Systems Analyst in the Office of Information Technology. IT is a competitive field, but I have chosen to continue working at NKU through many years of no raises because of the pension that was promised to me. If NKU forces me out of my pension, I will be absolutely devastated.

We included TIAA contributions in our calculations. For many Tier I and II staff, TIAA savings offset some of our losses, but not nearly enough. Those who are close to retirement simply don't have enough time left in their careers to build the equity needed to reach the financial security and stability they are counting on. Plus, KRS pension promised to us is a guaranteed defined benefit for the rest of our lives. There is no guarantee with TIAA.

My fellow committee members have shared their stories, and there are many more where staff will suffer significant financial losses if they are forced to exit KRS. We don't have enough time to present them. We are happy to share these stories as well as our calculations with the board if requested.

Please take a moment to reflect. How you would personally feel if your employer made a decision that resulted in a 50, 60, 70% loss of your retirement income and you had no vote, no control?

I grew up in the former Soviet Union and witnessed many people losing their hard earned income. I immigrated to the United States because I did not want to live in a country where government or an employer could take things from you whenever they like – things you have earned, like pension.

It was a cultural experience when I learned that our pension is protected by the inviolable contract of the Kentucky statutes. I never imagined I would be facing the possibility of losing my pension in the United States of America.

I still do want to believe in the American dream - if you work hard, you are going to be ok. While pensions are not a norm nowadays, this is what we were promised and we were not given any choice. Forcing staff out of their retirement towards the end of their career after many years of service is simply unjust. We truly hope that NKU will do right by its people. Letting us choose to keep our pension benefits is the right thing to do ethically and morally.

Board of Regents  
January 15, 2020

We enjoy our work. We know that experienced staff is crucial to the continued success of our students. Collectively, we have shown dedication to the University through our actions. NKU has a bold opportunity to emphasize that this loyalty was not in vain.

Thank you so much for your time!

Chair W. Lee Scheben thanked the staff for their remarks and dedication to NKU and advised that the Board of Regents is working diligently on this matter.

### **Presidential Comments:**

Thank you, Chair Scheben and members of the Board.

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

And thank you to everyone who is here with us today. We are excited about the start of the Spring semester and a new decade.

### **Dedication of Student Union Ballroom**

- Just this morning, we dedicated the H. Gordon and Thelma S. Martin Ballroom in this building.
- Gordon was a businessman, developer, and a pioneer in Northern Kentucky. He was instrumental in forming the Northern Kentucky Chamber of Commerce in 1969 and served as its Chairman in 1975.
- Gordon also served on this Board of Regents from 1972 to 1984 and was elected chairman in 1982. He also served on the NKU Foundation board.
- His wife, Thelma was a teacher in Ludlow and was an active member of the Erlanger United Methodist Church.
- We are very grateful for Gordon and Thelma's generosity to NKU and to the rest of the Martin family.

### **Giving Tuesday**

- On Giving Tuesday last month, our campus community came together to raise more than \$97,000 in support of student success.
- That is an increase of \$70,000 over last year.
- The inspiring success of that day was a result of our faculty and staff volunteers embedded within the divisions rallying their peers, as well as a giving competition between departments to encourage participation.
- Local news stations even featured NKU as we engaged students to pay it forward on Giving Tuesday with a cash machine event on the Student Union Plaza. The "cash" they grabbed was designated towards a university fund selected by the students. Before they enter the cash machine, students had to answer trivia questions about NKU's culture of giving and alumni engagement. The more they know—the more time they have in the cash machine. The \$500 in the cash machine was donated in advance for this event.
- It was an exciting day to be on campus, and I thank everyone who helped make it such a success.

We are also excited to welcome new staff members to the NKU Team:

**Dr. David Schneider, Director of Center for Innovation and Entrepreneurship (CIE).**

- Dr. David Schneider, a highly successful entrepreneur, business executive and NKU alumnus, joined us last week as Director of our award-winning Center for Innovation and Entrepreneurship (CIE) on Jan. 6.
- He brings a wide variety of business experience to the CIE, from launching startups as an entrepreneur to guiding established public and private companies as the president/CEO.
- Welcome, David.

**Chief Diversity, Equity and Inclusion Officer**

- I am also pleased to welcome Mr. Darryl Peal as our Chief Diversity, Equity and Inclusion Officer and Title IX Coordinator. Darryl joined us this week from the National Collegiate Athletic Association (NCAA).
- The depth and breadth of his experience complement the core pillars of our Success by Design Strategic Framework—access, completion and career and community engagement.
- Thank you to Ande Durojaiye, Sara Kelley, Leo Calderon, Shamima Ahmed and Janiah Miller for their work on the search committee.
- Darryl, welcome. We are glad you're here.

**Legislative Update**

- Last week marked the beginning of the 2020 legislative session in Frankfort.
- AVP for Government, Corporate & Foundation Engagement Adam Caswell and I have been meeting with our NKY legislative caucus to advocate for our three legislative priorities – performance funding, asset preservation, and pension options.
- Regent Rich Boehne and I had the privilege of attending Governor Beshear's inauguration last month.
- The governor will deliver his budget address on Tuesday, January 28.
- There are two pension-related bills we are monitoring.
  - HB171 is a new pension option that would eliminate the percent of payroll contribution and move us to paying a liability-based payment. This favors NKU.
  - This week, we anticipate another pension bill will be filed by Sen. Schroder in the Senate, and Rep. Hart in the House. This bill would allow us the option to keep all of our Tier 1 employees in KERS and move all Tier 2 employees out.
- Here on campus, the RFP process for the pension services that on which we collaborated with Eastern Kentucky University and Western Kentucky University resulted in 8 proposals being received. The universities selected Segal and will be working with them very soon to analyze the options.
- We will also continue to hold more informational sessions for staff this semester and we will keep our campus community updated throughout the legislative session.

### **Woodcrest Apartments Closing**

- During the process of shoring up and repairing sections of the Woodcrest Apartments complex this fall, we realized the deterioration was beyond what was anticipated and hired a structural engineering firm to inspect the halls.
- After reviewing their reports about the condition of Woodcrest, we decided to close Oak and Sycamore Halls immediately last month.
- University Housing has worked to minimize the impact on students. Students will be notified of their new assignments, and how to schedule a moving appointment with the hired moving companies today (January 15, 2020).
- In addition University Housing is making every effort to maintain roommate groups and providing flex dollars or meal plan swipes for affected students.

### **SACSCOC Update**

- Assistant Vice Provost Abdou Ndoye and I attended the annual SACSSOC meeting last month. We were informed that SACSCOC's Board of Trustees has placed NKU under warning for failure to be in compliance with two components required for reaffirmation pertaining to library and information and learning resources, as well as general education student outcomes assessment.
- We must submit a monitoring report to show our work and improvements in those two areas.
- While this is disappointing, please know that we have action plans already underway to address SACSCOC's concerns.
- Earlier this month, Steely Library received funds to purchase new databases and collections. Dean Andrea Falcone is touring campus to hear from faculty, staff and students to understand their needs and to ensure the library has the resources and personnel to support them.
- The general education assessment plan is now complete, and we are holding workshops for faculty to review the assessment results and incorporate them into assignments.
- NKU remains fully accredited, and our commitment to being a premier, student-ready, regionally engaged institution remains steadfast.

### **An update on Success by Design**

- We continue to be diligent in our work around Success by Design.
- Five Implementation Teams have been organized and have begun meeting.
- They will be working to propose initiatives for their areas by the beginning of February with plans to begin implementation of efforts in March.
- This Friday, we will hold the Inaugural Student Success Summit with panel including:
  - Brigitte Blom Ramsey, Executive Director of the Prichard Committee for Academic Excellence
  - Dr. Anton Reece, President of West Kentucky Community & Technical College, and
  - Dr. Kirsten Turner, Associate Provost for Academic & Student Affairs, University of Kentucky
- The 2020 NKU Innovation Challenge will also take place on Friday, following the Summit.
- We were very pleased and surprised to receive 133 submissions for the Challenge. I think this shows the excitement, enthusiasm and passion for student success on this campus.



Board of Regents  
January 15, 2020

- 15 ideas will be presented to the Student Success Summit panel who will serve as judges, along with two students.
- Everyone is invited to attend.
- There will also be a fan vote for campus to weigh in on the idea they think is most promising.
- Winners will be announced on January 27!
- We are excited that several of you will be in attendance.

### **Academic Affairs Updates**

- I am pleased to announce that the Institute for Health Innovation has received a new grant for \$750,000 over two years to reduce the harm associated with substance use disorder in justice-involved individuals in Owen and Carroll Counties. This unique granting opportunity leverages the combined resources and expertise of the U.S. Department of Justice, the U.S. Department of Health and Human Services, the Centers for Disease Control and Prevention, along with other federal partners. Twenty-one sites were selected for these projects across the country, from over 200 applications.
- Chase College of Law has been selected as a Top Law School in Trial Advocacy by Prelaw Magazine, a national publication. Special thanks are due to Jack Harrison, who ably leads our Center for Excellence in Advocacy.
- We are pleased that several of our faculty members have been nominated for a Grammy Award or have worked with groups and composers that have been nominated for a Grammy. These include Jason Vest, Scott Lang and Michael Culligan, Owen Lee and Dwight Perry.
- Northern Kentucky University placed first among 17 teams at the Midwest Invitational Collegiate Cyber Defense Competition on November 17.
- A ribbon-cutting ceremony and tour of the new Kroger Innovation Lab in Griffin Hall will take place this Friday, January 17, at 2 p.m. This partnership between Kroger Technology and the new Informatics+ center in the College of Informatics will provide on-site internship opportunities for NKU students and will highlight the latest Kroger technology and innovation projects. It also complements NKU's broader partnership with Kroger around FUEL NKU.

### **Veteran's Resource Station Service**

- The Veterans Resource Station successfully completed its annual *Fill the Boot Campaign*. This year's donations were used to make 30 large care packages, which were sent to a deployed National Guard unit based out of Owensboro, KY. NKU alumnus Madison Simpson serves in that unit.
- In addition, monetary donations from the American Legion and VFW (Veterans of Foreign Wars) Posts within the region covered the costs to ship the packages.
- I would also like to acknowledge Travis Roy from NKU's Veterans Resource Station for his coordination and leadership on this year's campaign.

### **Student Affairs Updates**

- The Norse Leadership Society (NLS) celebrated 30 years of leadership development in 2019. NLS hosted the 27th annual Fall Retreat in Pigeon Forge, Tennessee. This year, 110 students were able to participate in the event at a significantly discounted rate. Many students shared that this retreat was life changing and positively impacted their sense of belonging on campus.

- African American Student Initiatives hosted Sherehe to recognize students graduating in December. This celebration provides African and African American graduates with a more intimate and African-centered means of recognizing and honoring their achievement.
- Activities Programming Board (APB) brought U.S. Women's National Soccer Team star Rose Lavelle as the Fall Keynote speaker. Rose shared her journey to becoming a professional soccer player and her experiences winning the World Cup. She connected with more than 300 people from our NKU community and of our region in an engaging dialogue.
- The Parents Attending College annual holiday help program was a huge success and the largest to date. A total of 25 departments, 10 faculty and staff, two student organizations and one community partner sponsored student parent families this holiday season. With our collective efforts, we were able to provide gifts for 45 student-parent families including 64 adults and 98 children! Additionally, the Black Men's Organization and Division of Administration and Finance collected toy donations which have completely restocked the birthday closet for the coming year.

### **Administration and Finance Update**

- We are nearing finalization of a new contract with our dining services partner Chartwells. The new 10-year contract will provide progressive residential meal plans, added features to the catering program, restoration and renovation funding, and additional scholarships and sponsorships. We are also collaboratively working with Chartwells on a number of student success initiatives.
- In October 2019, Moody's confirmed NKU's A1 rating and upgraded its outlook from negative to stable. The good rating enabled NKU to sell the recent 25-year bond issuance at an excellent interest rate of 2.87 percent.
- Ayers Saint Gross, the Master Planning firm, was on campus in November to kick-off the update to the Master Plan. They met with leadership of nearly every college and many departments, to learn about space needs on campus. They engaged with many students as well as faculty and staff to discuss issues important to the future of the campus. The master planning team returns to campus February 5 and 6 to review findings and discuss planning principles that will guide development of our Master Plan update.

### **Athletics**

- NKU's student-athletes continued their display of excellence in the classroom this past fall, recording a 3.39 cumulative GPA. This marks the fifth-straight semester in which the student-athletes had a cumulative GPA of 3.37 or higher. And, it is the 17th-straight above a 3.0 and 12th-consecutive above a 3.2. Every athletic program registered at least a 3.12 team GPA.
- The volleyball team won its first Horizon League Championship and earned the program's first appearance in the NCAA Division I Championship, where it dropped a first-round decision to 22nd-ranked Michigan.
- The Department of Athletics worked with 49 Degrees to design and install branding on the front of Regents Hall. With such a large number of off-campus guests annually visiting Regents Hall, the goal was to showcase the NKU and Norse Athletics brands in a prominent manner.

### **Search for VP of Student Affairs**

- We will begin our search for the Vice President for Student Affairs this semester and have selected the search firm Witt/Keiffer to assist us in the search.
- Director of Athletics Ken Bothof will be the chair of the search advisory committee.
- Thank you to Arnie Slaughter and Dannie Moore who are co-interim administrators for the division of student affairs while we conduct this search.

### **Commencement**

- Last month, we celebrated our annual December Commencements and conferred nearly 1,300 degrees to our talented graduates.
- It is always a very special moment to be able to shake the hands of each of our graduates and to see the excitement on their faces as well as their families.

Before I close I want to mention two important upcoming events:

### **MLK Day of Service**

- On Monday, we will be closed to observe Dr. Reverend Martin Luther King Jr Day.
- However, more than 600 Norse students, faculty and staff have graciously volunteered their holiday to perform needed acts of service throughout the region during our Second Annual Reverend Dr. Martin Luther King, Jr. Day of Community Service. You are more than welcome to join us for this Day of Service.

### **Homecoming**

- Finally, mark your calendars for Homecoming Weekend, Feb. 7-9. Festivities will include the annual Alumni Awards Feb. 7 and the men's basketball game the next day. I look forward to seeing you all there.

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. Student Union Food Service/Pizza Renovation
- e. Softball Field Turf Replacement
- f. New Residence Hall
- g. US 27 Development

**2. Research, Grants, and Contracts Report (October 1, 2019 through November 15, 2019)**  
(Provost and Executive Vice President Sue Ott Rowlands).

During the October 1, 2019 through November 15, 2019 time period 10 grants were awarded. The total amount of money awarded was \$447,430. For the fiscal year 2019-20 the cumulative total number of grants awarded is 36 totaling \$5,875,303.

**3. Fundraising Report (July 1, 2019 through November 30, 2019)** (Vice President Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2019 through November 30, 2019 totaling \$2,714,061 in support of the university.

**4. Quarterly Financial Report (July 1, 2019 through September 30, 2019)** (Interim Vice President of Administration & Finance/CFO Mike Hales).

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

**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.

**6. Faculty Development Awards – Project Grants** (Provost and Executive Vice President Sue Ott Rowlands).

The Project Grant Report reflected the grants that have been awarded for 2020-2021.

**7. Faculty Development Awards – Faculty Summer Fellowships** (Provost and Executive Vice President Sue Ott Rowlands).

The Faculty Summer Fellowship Report reflected the fellowships that have been awarded for the Summer of 2020.

**C. Presidential Recommendations:**

**Consent Agenda Items:** A motion was made by Regent Andrá Ward and seconded by Regent Jarett Lopez to approve the Presidential Recommendations as listed; C-1 through C-5. **(Motion carried)**

**1. Academic Affairs Personnel Actions:**

**a. Faculty Appointments:**

**Ms. Paige Long**, lecturer in the Advising Center, College of Health and Human Services, effective October 21, 2019; **Ms. Jin Peng**, assistant professor in the Department of Economics & Finance, Haile/US Bank College of Business, effective August 12, 2019; **Ms. LeShauna Persley**, lecturer and advisor, Haile/US Bank College of Business, effective August 1, 2019.

**b. Transitions:**

**Dr. Judith Audas**, from associate director to director of the Nurse Anesthesia Program, School of Nursing, College of Health and Human Services, effective July 1, 2019.

**c. Departures:**

**Ms. Gail O'Brien**, lecturer in the Department of Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective December 31, 2019; **Dr. Kirsten Schwarz**, associate professor in the Department of Biological Sciences, College of Arts and Sciences, effective December 31, 2019; **Ms. Leslie Hammann**, lecturer II, W. Frank Steely Library, effective December 31, 2019.

**d. Phased Retirement:**

**Ms. Lisa Jameson**, associate professor in the School of the Arts, College of Arts and Sciences, beginning fall semester 2020 and terminating at the end of spring semester 2022.

**e. Temporary Faculty Appointments:**

**Mr. Mahdi Yazdanpour**, Department of Physics, Geology & Engineering Technology, effective Spring 2020 semester; **Ms. Lynn Brown**, School of Nursing, effective 2020-2021 Academic Year.

**2. Non-Academic Personnel Actions:**

The following categories of non-academic personnel actions which occurred between October 15, 2019 and November 22, 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 \$1,205,033 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period October 1, 2019 through November 30, 2019.

#### **4. Naming Recommendations:**

The Board of Regents approved the following naming action:

1. The naming of a scholarship to support Chase College of Law students with high academic promise. “Julie A. Schoepf Endowed Scholarship”.
2. The naming of a scholarship to support an undergraduate student displaying financial need and pursuing a field of study in the College of Arts and Sciences. “Sandra Brooking and Chester Turner Memorial Scholarship”.
3. The naming of a scholarship to support undergraduate degree-seeking students pursuing studies in elementary education. “Jane S. Edwards Endowed Scholarship”.
4. The naming of an endowed professorship in the College of Informatics. “Straws Endowed Professorship in Computer Science”.

#### **5. Sabbatical Leaves:**

The Board of Regents approved the sabbatical leave recommendations for the 2020-2021 academic year received Board of Regents approval.

**Consent Agenda Item C-6:** A motion was made by Regent Gregory Shumate and seconded by Regent Jarett Lopez to approve the Presidential Recommendation as listed; C-6. (**Motion carried**)

There was a report given to the Board of Regents by Sue Ott Rowlands and Kevin Kirby. They briefed the Board on details pertaining to the new Bachelor of Science in Cybersecurity.

#### **6. New Bachelor of Science Degree in Cybersecurity:**

The Board of Regents approved a new Bachelor of Science Degree in Cybersecurity.

**Consent Agenda Item C-7:** A motion was made by Regent André Ward and seconded by Regent Jarett Lopez to approve the Presidential Recommendation as listed; C-7. (**Motion carried**)

There was a report given to the Board of Regents by Mike Hales and Hassan HassabElnaby. They briefed the Board on details pertaining to the new rate for the re-designed Master of Business in Leadership and Innovation program and new MBA international partnership rate.

#### **7. College of Business Tuition Rates:**

The Board of Regents approved a new rate for the re-designed Master of Business in Leadership and Innovation (MBLI) program and a new MBA international partnership rate as proposed in the Revised Authorized Schedule of Tuition.

Board of Regents  
January 15, 2020

**D. Executive Session:**

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

At 2:32 p.m., Regent Jarett Lopez seconded Regent André Ward's motion to adjourn. (**Motion carried**)

*Signature On File*  
**Wendy J. Peek**  
**Assistant to the Vice President/  
Chief Strategy Officer**

*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 January 15, 2020, and that such matters are still in force and effect.

*Signature On File*  
**Normand Desmarais**  
**Secretary of the Board of Regents**