

**Board of Regents Video Teleconference Meeting
Northern Kentucky University, Video Teleconference
September 9, 2020**

Regent W. Lee Scheben, Chair, called the video teleconference meeting of the Board of Regents to order at 1:00 pm, Wednesday, September 9, 2020.

Roll Call: Michael Baranowski, David Bauer, Richard Boehne, Normand Desmarais, Lauren Goodwin, Ashley Himes, Ken Perry, Dennis Repenning, W. Lee Scheben, Gregory Shumate, André Ward (all Regents joined the meeting by video teleconference).

Other Attendees: Ashish Vaidya, Wendy Peek, Bonita Brown, Ken Bothof, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Darryl Peal, Sue Ott Rowlands, Kim Scranage, Lori Southwood, Arnie Slaughter, Mary Paula Schuh, Syed Zaidi, Kevin Petersen, Elizabeth Long, Diana McGill, Matthew Albritton, Bethany Bowling, Brooke Buckley, William Herzog, Karen Miller, Aniya Arnold (all attendees joined the meeting by video teleconference).

Oath of Office:

Regent W. Lee Scheben performed the oath of office for the newly elected Regent: Ken Perry. The newly elected Regent swore to uphold all stipulations of the oath and faithfully execute, to the best of his/her ability, the duties of Regent of Northern Kentucky University according to law.

Approval of Minutes:

Regent Michael Baranowski seconded Regent André Ward's motion to approve the minutes of the May 13, 2020, May 18, 2020, July 14, 2020, July 15, 2020, August 7, 2020, and August 18, 2020 Board of Regents meetings. **(Regent Ken Perry abstained. Motion carried)**

Board of Regents Elections:

Regent Normand Desmarais seconded Regent Dennis Repenning's motion to approve Regent André Ward as Chairman to the Board of Regents for 2020-2021. **(Motion carried)**

Regent André Ward seconded Regent Richard Boehne's motion to approve Regent Normand Desmarais as Vice Chairman to the Board of Regents for 2020-2021. **(Motion carried)**

Regent Ashley Himes seconded Regent Richard Boehne's motion to approve Regent Gregory Shumate as Secretary to the Board of Regents for 2020-2021. **(Motion carried)**

Regent André Ward stated that he deeply appreciated the leadership of Regent W. Lee Scheben during the last two years. Regent Ward also expressed his thanks to Regent W. Lee Scheben.

Presidential Comments:

Thank you, Chair Scheben and members of the Board.

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And thank you to everyone who is joining this Board meeting in person and via live stream. We appreciate your participation.

I would like to welcome Regent Ken Perry as our newest Board member. Last week, Governor Andy Beshear appointed Mr. Perry to a six-year term to our Board. He lives in Bellevue and is the managing director and chairman of Ken Perry, Inc. He is active in the community and lives our ideal of career and community engagement. Regent Perry, welcome and thank you for joining us.

While Student Regent Lauren Goodwin has been in her role as our Student Government Association President for a few months now, I look forward to her serving on the Board as well. Her impact on the campus has been felt already in a variety of ways.

Opening — Return to Campus

I'll open my comments today by welcoming our students, faculty, and staff back to a very different fall semester. We are in week 4 of the semester and while we are still very much in the middle of this pandemic, it has been good to celebrate a return to our beautiful campus, even in a limited way.

Moving Forward

The plan for fall semester – NKU Moving Forward - has been a wide-ranging effort with engagement across the whole campus and several of our external partners.

Over six weeks, we transformed our classroom learning environments to support hybrid instruction. More than 120 classrooms received equipment upgrades required to deliver remote instruction. While this investment was driven by the COVID-19 response, we will be able to leverage these upgrades to stream and record classroom instruction well into the future.

Our intention in the spring was to have 45 percent of fall courses include a face-to-face component with prioritizing that experience for the Class of 2024. As the summer evolved, the mix of classes shifted more to online instruction due to a number of factors, including limited numbers of classrooms being available with enough seating to accommodate social distancing, and the number of faculty concerned about the risk of teaching in person during the fall semester because of age or other health factors.

Still, 68 percent of freshmen are participating in classes with a face-to-face component. The final breakdown of 33 percent of courses with a face-to-face component and 67 percent fully online is an exact reversal from fall 2019. Nonetheless, our faculty are making extraordinary efforts to engage and teach using synchronous approaches.

In addition, hundreds of loaner laptops, hotspots, monitors, webcams and voice amplifiers have been procured to enable a successful launch of our hybrid learning environment.

We also have online study rooms to allow students to participate in virtual classes on campus via a digital reservation system that is actively being used.

I am proud of how resilient and adaptable this community has been since the beginning of the COVID-19 pandemic. The Success by Design strategic framework and its focus on access,

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completion and career & community engagement has enabled us to live up to those ideals at every step.

Moving Forward Conversations

Over the past few weeks, we have engaged in virtual and interactive conversations about our path forward with different university constituents, including Go Norse Fund Donors, Chase College of Law stakeholders, the NKU Alumni Association, and emeriti faculty. We have shared the planning and progress of our Moving Forward plan.

We will continue these conversations as we adapt to the ever-changing landscape.

Healthy at NKU

As part of our Healthy@NKU efforts, we created a web and mobile app to digitally capture key COVID health screening information for faculty, staff and students. This system includes an extensive reporting structure for all department heads, athletics leadership and trainers, as well as university housing leadership.

As you heard earlier today, we have created a dashboard that provides timely and relevant information on regional pandemic statistics to help guide us in future decision making. Once again, thank you to all who had a hand in creating this important resource.

Additionally, we have adopted the Norse Nine, a set of principles that encourage proper health habits as we fight this pandemic. These principles include requiring facial coverings on campus — including outdoors. To help with this, all current faculty, staff and students are eligible to receive free facial coverings simply by showing their All Card.

Finally, our COVID-19 Preparedness Team, including representatives from Marketing and Communications, as well as Facilities Management, have produced and placed signage all over campus to spread awareness of our efforts and personal responsibilities.

Student Emergency Fund

We also continue to support students through the Student Emergency Fund, which to date, has raised more than \$133,000 and awarded nearly \$74,000 to students who continue to work to support themselves and their families while pursuing their degrees here.

We have assisted 248 students through this fund among 725 total applications. We have also referred more than 400 applications to the CARES Fund.

NKU CARES

Speaking of CARES funds, we have in place a system to automate the distribution of the Federal NKU CARES student grant. The system allows students to apply for funds and receive the same via direct deposit or check.

Through July 31, we have disbursed \$2.1 million of the \$4 million in funds received for the funding for direct student aid. The remaining \$1.9 million will be disbursed this Fall and into the Spring.

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NKU was received \$4 million in institutional Federal CARES funds to deal with COVID-related expenses, \$3.5 million of which has been reimbursed with the remaining to be reimbursed by the end of September.

Thank you to all involved in the Student Emergency Fund, CARES funds work and all the great work that has been done for our students in need.

Mental Health Initiative

Of course, we know that so much more needs to be done for students. Just a few weeks ago at Fall Convocation, I announced a Presidential Initiative for Student Mental Health aimed at enhancing the mental health and wellness of our learners. We are going to explore innovative ways to connect students with the help they need, providing early and ongoing support as they deal with the uncertainty these times present.

Co-chairs Dr. Christopher Lawrence, professor of counseling and director of the Clinical Mental Health Counseling Program and Dr. Nita Vaidya, for whom student wellness is a personal passion, will lead the Mental Health Advisory Group that includes faculty, staff, students, community volunteers, and subject-matter experts in various fields related to mental health.

Together, they will build awareness about the mental health resources available at NKU and assess gaps and unmet needs in the services offered to students. They will develop a three-year plan around areas of priority need. They will also work to build partnerships and external support for key initiatives directed at addressing the stressors our students face. To that end, we have begun conversations with St. Elizabeth Healthcare about possible opportunities.

Thank you to the Mental Health Advisory Group for your service to this important initiative.

Now here is an update regarding enrollment and our budget.

Budget & Enrollment Update

While national enrollment projections in the spring suggested sharp declines amid the pandemic, I am pleased to share that NKU is on target for a third consecutive year of enrollment growth, with nearly 15,700 students enrolled on the first day of classes.

Our graduate programs increased more than 17 percent while summer was up 13 percent for its highest enrollment in history. This overall enrollment growth follows NKU's continued increase in the number of degrees and credentials conferred with 3,068 last academic year, helping – in part – our 6-year undergraduate graduation rate to jump 10 percentage points over the past four years. In just the last year, the 2012 cohort had a graduation rate of 43.8 percent while the 2013 cohort had a graduation rate of 47.6 percent.

As of the first day of classes, our overall undergraduate enrollments are lower than last fall including the overall freshmen class. However, we will hit yet another major accomplishment this fall with first-to-second-year retention projecting to be at an institutional all-time high. As of our first census date, the fall-to-fall retention rate for the 2019 first-time, full-time, Bachelor-degree-seeking cohort is 74.3 percent, compared to 71.9 percent at this time last year. This would top NKU's previous retention high of 74.0 percent set in 2005.

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But despite these accomplishments, we still have work to do. As mentioned, COVID-19 did impact new student enrollment behavior patterns. To address this, Undergraduate Admissions has developed three Synergy Teams whose collective goal is to gather and deliver data for decision making, engage the campus community in recruitment opportunities both on and off campus, and create and ensure NKU is delivering engaging communication and marketing to undergraduate students, parents, and influencers utilizing best practices. These three teams: Recruitment Data/Analytics, Recruitment/Engagement Opportunities, and Communication/Marketing Strategies, include enrollment liaisons from across campus including faculty, staff, students and administration.

Regarding the budget, our preliminary projections for gross tuition for the fall show that we are tracking to be around \$1 million over budget due to higher accelerated online revenues. We are tracking revenues and expenses closely and will be sharing quarterly with each division.

Last week, State Budget Director John Hicks sent a letter informing state agencies, including postsecondary institutions, of the need to draft preliminary budget reduction plans reflecting an 8 percent reduction in our state appropriations. An 8 percent cut for NKU would be approximately \$4.2 million. We will note our contingency budget planning initiatives for the budget reduction plan submitted to Mr. Hicks.

Regarding the pension situation, as you heard this morning, we continue to work with our external consultants in analyzing the various financial options and their impacts on the institution and our employees. Over the next several months, we will also continue conversations with KERS and our legislators while communicating updates to employees and campus constituency groups such as the Staff Congress Pension Committee.

We will have a recommendation to the Board of Regents at the November meeting.

Finally, the Postsecondary Education Working Group has begun discussing whether the state's performance funding model is functioning as expected, to identify any unintended consequences of the model, and to recommend any adjustments. The working group began meeting in July and will continue to meet monthly throughout the end of the year or until the work is complete.

On September 18, we will have a campus conversation around financial sustainability in which we will discuss the higher education business model and the current status of our budget. I invite you all to join us. Details on how to participate will be coming soon.

We have a lot of great news regarding diversity, equity and inclusion this month.

Diversity, Equity and Inclusion

I'd like to start by thanking the Board for approving the new Title IX regulations last month during our special meeting.

The Inclusive Excellence Council is also finalizing our diversity, equity and inclusion goals for the three pillars of Access, Completion and Career & Community Engagement for review by the end of fall semester.

In the coming days, students, faculty and staff will be invited to participate in mandatory online training in sexual assault prevention for NKU students. The goal is to learn about everyone's

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responsibilities and expectations as we continue to build a respectful and healthy campus community, free of sexual harassment and assault.

Last month at Convocation, I mentioned two new DEI programs already in place for the Class of 2024 — The Common Read Program and Humans of Greater Cincinnati, an Honors seminar. I'm happy to report that both are off to impressive starts.

The Common Read Program will host two virtual webinars and panel discussions for all first-year students in the coming weeks. The first session on September 30 will focus on how the media influences our views on race in America. The second event will be held on October 28 and will discuss racial health disparities. Both sessions will include panelists from the Greater Cincinnati region.

As part of the Humans of Greater Cincinnati project, 53 incoming freshmen were shipped iPads at the end of summer, which they have used to take photographs and tell stories about their journey to NKU.

These photo essays have been shared on the Humans of Greater Cincinnati Instagram, Facebook, and web pages, and represent the vast diversity of experiences that NKU students faced in reaching our campus. The larger goal of this project is to have students use the iPads to connect their personal stories to the region by engaging in a series of social media storytelling projects that will eventually take them into the communities of Newport, Covington, and Over the Rhine next semester. By establishing these connections early in their academic careers, our goal is to have students more thoroughly relate their entire academic careers to the needs of Greater Cincinnati.

Both of these programs are extremely exciting for our students. And I have one more inspiring update on our DEI efforts in the form of a new endowed professorship in the College of Informatics.

STRAWS Endowed Professorship of Computer Science

Thanks to an incredibly generous gift from Dr. Carol Swarts, a cherished and longtime supporter of NKU, we have established the **STRAWS Endowed Professorship of Computer Science** — the first endowed faculty position awarded to a woman in the College of Informatics. Dr. Swarts wanted to highlight the university's commitment to building the visibility and prominence of women in science and technology career fields, something the College of Informatics has spent more than a decade working on.

Just last week, Dean Kirby announced Dr. Alina Campan as the inaugural STRAWS Professor of Computer Science. Dr. Campan's groundbreaking research on data mining and data privacy earned a Yahoo Research Best Paper award. She collaborates with faculty and students in Journalism, Computer Science and Statistics to understand the spreading of disinformation on social media.

Congratulations to Dr. Campan, to the College of Informatics and thank you to Dr. Swarts.

Collaborative for Economic Engagement

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We will celebrate the ribbon-cutting for another important partnership tomorrow with the City of Covington. The **Collaborative for Economic Engagement** will be a one-stop innovation hub for businesses and entrepreneurs to accelerate economic growth in the area.

Regional agencies and programs, along with NKU's experts in data analytics, health, tech, logistics and entrepreneurial innovation will provide the tools that entrepreneurs need to thrive. We hope that given the financial impact of the pandemic, the Collaborative for Economic Engagement will play an essential role in helping the local economy move from recovery into growth.

We also plan to expand the regional services into rural counties by developing an extension located on the NKU Grant County campus.

E-Sports Program at NKU

I am happy to announce another opportunity for our students. Back in February during the Homecoming Alumni Awards dinner I announced that NKU would be introducing a new sports program thanks to seed funding through the Success by Design 2020 Innovation Challenge. Well we are close to launching a varsity E-sports program at NKU and I am especially proud because the team was looking at next year for the launch.

Led by Honors College Dean, Dr. Jim Buss, we are in the process of submitting official paperwork to the National Association of Collegiate Esports to compete in Rocket League for the fall season.

Our first varsity team will include three players and one alternate, and a junior varsity team will include three more players. Thanks to the Innovation Challenge Grant and a NACE waiver, our newest competition team is ready to launch. Good luck this season to all involved.

We have a lot more good news to report from each of our divisions as well, so let's move to the latest good news from the Institute for Health Innovation.

Institute for Health Innovation

In collaboration with the College of Health and Human Services, the IHI has received a \$2.2 million Federal Health Resources & Services Administration (HRSA) grant to lead an innovative effort that will increase the number of paraprofessionals that serve children, adolescents, and transitional age youth whose parents have been impacted by Substance Use Disorder. This collaboration will lead to a specialized educational track and paid apprenticeship within the Human Services and Addiction degree program that will begin accepting students this spring.

The IHI has also initiated the Coronavirus Opportunity Grant Program recently in support of faculty-student collaborations that address key issues related to the pandemic and to foster innovative collaborations across disciplines. They have already awarded more than \$15,000 to support 15 participating faculty across 11 disciplines and more than 200 students.

Enrollment and Degree Management

NKU's TRiO Student Support Services' federally funded grant program has been renewed once again for five years until 2025. This annual award of more \$405,000 will continue to provide

ongoing, direct coordinated care and wrap-around services to 225 low-income, first-generation students and students with disabilities. This is the largest award for student support services in the Commonwealth and will enhance and broaden our team's innovative student support programming.

We have more good news to report from the Academic Affairs division, beginning with an exciting honor for Adult Learner Programs and Services.

Academic Affairs Updates

- Through the work of the adult learner's team, NKU has gained distinction as an Age Friendly University, making us the first institution in the Commonwealth to earn that honor. ALPS also received the Project Graduate Grant for \$25,000 to help eligible students with fees, stipends, and books. Congratulations to everyone involved.
- The Chase College of Law will launch a new Master of Legal Studies in Digital Law & Technology degree program in January and will work with Academic Partnerships to promote this opportunity to a global audience interested in the intersection of law, digital commerce and entrepreneurship.
- The Haile/US Bank College of Business recently signed an agreement for its MBA program with Apeejay Institute of Management & Engineering and the Appejay College of Fine Arts in India. The MBA has also added new tracks this fall in healthcare commercialization and law.
- In the College of Informatics, former *Northerner* editor Sam Rosenstiel and sports editor Sierra Newton won first place in the General News Reporting, Large School Division of the National Society of Professional Journalists Mark of Excellence Awards for 2019. NKU has had national finalists in prior years, but this is NKU's first national win. Sam and Sierra will receive their awards at the national conference this month. Congratulations to both of these talented journalists.
- The School of the Arts Visual Communication Design program was recently ranked No. 1 in Kentucky in *Animation Career Review's* sixth annual rankings for graphic design. Also, the Music Prep division won the Best of NKY in Music Instruction for 2020 by Northern Kentucky Magazine for the fourth consecutive year. Congratulations to all.
- College of Arts and Sciences, biology student Dylan Young was called up to the U.S. Army Reserves to help out at the Javits Center, a field hospital in New York City. Dylan served as a medic during the height of the COVID-19 pandemic in the city and found that he could utilize the medical Spanish knowledge he gained in his NKU course with Dr. Kajsa Larson to help patients, even reaching out to her for help while he was there. Dylan plans to continue in a career in medicine following his graduation.
- Finally, the first of nine planned murals on Newport's Ohio River floodwall now depicts the story of the Southgate Street School, where generations of African Americans were educated since the Civil War until the 1950s when public school desegregation was mandated by the U.S. Supreme Court.
- The mural project celebrates the city's 225th anniversary and was first imagined in service-learning classes at NKU. Recent graduates Gina Erardi and Gabrielle Siekman painted the mural, which can be seen on the eastern section of the floodwall, just east of the I-471 exit going toward Bellevue. The Scripps Howard Center for Civic Engagement spearheaded this project and provided financial support while SOTA was also key in this project's progress.

Provost Search

- The search for our new Provost is well underway. The position description has been finalized after considering feedback from multiple constituents and the position has been posted. The search firm Isaacson and Miller is vetting candidates and is expected to bring a slate of candidates to the search committee the week of September 14.

VP for Student Affairs Search

- The VP for Student Affairs search is also progressing well with virtual interviews occurring with the committee and myself in the next few weeks.
- The committee is excited by the quality and diversity of the pool and looks forward to meeting each candidate. The campus community will have the opportunity to interact with the finalists the week of September 28 and the first week of October.

AVP for Government Relations

- One last search to mention: The search for the new AVP for Economic Engagement and Government Relations is also going well. Several candidates have met with campus partners virtually over the last month. Finalists will meet with leadership over the next several weeks with a potential hire expected soon.

Let's continue with reports from other divisions.

Administration and Finance Update

The Administration and Finance division, in partnership with colleagues in Information Technology and across campus, has submitted its Payment Card Industry (PCI) Attestation to our processor, PNC Merchant Services. The PCI Data Security Standard is an information security standard for organizations that handle credit cards. PCI standards are administered by the Payment Card Industry Security Standards Council and the main purpose is to reduce the risk of card data loss. It provides protection for both merchants and cardholders. This is a tremendous accomplishment representing the concerted effort of many individuals including merchants, department heads, and executive leadership over the past seven-plus years.

Athletics

- As you learned this morning, our Norse student-athletes, coaches and staff are beginning to return to workouts and practice. Our fall student-athletes from men's soccer, women's soccer, volleyball and cross country are all eagerly awaiting news from the NCAA on what potential competition in the spring may look like. While we are all excited to see our Norse back in action, the addition of fall sports competing in the spring adds another level of preparation for the athletics department. Our leadership in athletics is already working to make spring competition a reality.
- The pause in competition has also allowed the athletics department to spend time with student-athletes, coaches and staff having conversations on social injustice and racial inequality. These conversations have been centered on how they can actively engage on campus in meaningful ways and make a positive impact.

Welcoming America Week

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I'd like to conclude my remarks by mentioning two community engagement initiative that representatives from NKU will be participating in over the next few weeks.

First, behind the leadership of our International Student Office, NKU will join the Northern Kentucky Chamber along with Cincinnati Compass, World Affairs Council, Refugee Connect and local nonprofits like Heartfelt Tidbits, The Welcome Project, The Center for Greater Neighborhoods and Kentucky African Women Association, to celebrate Welcoming America Week beginning September 12. This week of virtual events will highlight the contributions of immigrants and refugees to this region with a theme of "creating home together."

Through Welcoming Week, we hope to build stronger connections with our immigrant neighbors and affirm the importance of creating a welcoming and inclusive environment so that we all prosper. The Week will feature a panel discussion with some of our international students and one featuring some of our faculty.

At NKU, we like to say that you belong here. I'd like to encourage everyone — whether you're a Board member, student, faculty or staff member, or an alum of NKU, to participate in this virtual event throughout the week. You can participate through the Welcoming Week 2020 NKY and Cincinnati FaceBook page, by sharing photos while patronizing immigrant businesses, and use the hashtag #CreatingHomeTogether #GROWNKY and #WelcomingWeek to help spread awareness and encouragement.

And finally, Election Day is 55 days away and NKU is actively encouraging the community to vote.

The Scripps Howard Center, along with Enrollment & Degree Management and the New Student Orientation Office, worked this summer to send all incoming freshman a NKU VOTE imprinted face mask along with a reminder postcard with information about our #NKUVotes website, nku.edu/ivote.

An NKUVotes video with voter information was included in the new student Virtual Orientation program this year.

SGA will also encourage students to register to vote this semester.

And Regent Michael Baranowski's Election 2020 class this fall, an upper-level political science class includes a weekly podcast about this election. The podcast is available every Wednesday at [Politicsguys.com](https://politicsguys.com). The class was featured in an editorial in the Northern Kentucky Tribune.

Please note that the campus will be closed for Election Day on Nov. 3 with no classes so all in our community will have the time they need to engage in their civic duty to vote.

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 of Administration & Finance/CFO Mike Hales).

- a. Master Plan
- b. Elevator Improvements (Lucas Administrative Center)
- c. New Residence Hall

- d. Norse Hall Exterior Repairs
- e. Fine Arts Floor Heaving Repairs
- f. Fine Arts Center Corbett Lobby Renovation
- g. Fine Arts Roof Restoration
- h. Student Union Ballroom AV/IT Upgrade
- i. Steely Library Improvements
- j. Fine Arts Passenger Elevator Replacement
- k. Mathematics Education Psychology Center West Elevator
- l. Nunn Hall Elevator Replacement
- m. Nunn Hall Return Fans
- n. Albright Health Center Façade Caulk & Seal
- o. Callahan Hall Water Heater Replacement
- p. Access Control Conversion
- q. Math Education Psychology Center/Administrative Center Bridge Parapet Repair
- r. Herrmann Science Center Plaza Replacement
- s. Switchgear Replacement – Three Buildings
- t. US 27 Development

2. Research, Grants, and Contracts Report (April 1, 2020 through June 30, 2020) (Provost and Executive Vice President Sue Ott Rowlands).

During the April 1, 2020 through June 30, 2020 time period 20 grants were awarded. The total amount of money awarded was \$6,781,731. For the fiscal year 2019-20 the cumulative total number of grants awarded is 77 totaling \$13,452,776.

3. Fundraising Report (July 1, 2020 through June 30, 2020) (Vice President of University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2019 through June 30, 2020 totaling \$11,834,407 in support of the university.

4. 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.

Following policies were approved on this report.

Performance Expectations and Corrective Action
Real Estate Income & Cash Management
Service Animals
Transfer Credit Acceptance-Undergraduate
General Education Certification for Transfer Students with an A.S. or A.A. Degree
General Education Certification for Transfer Students who Completed the Ohio Transfer Module or the Indiana Statewide Transfer Education Core

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Andrá Ward and seconded by Regent Richard Boehne to approve the Presidential Recommendations as listed; C-1 through C-9.
(Motion carried)

1. Academic Affairs Personnel Actions:

1. Faculty Appointments:

Mr. Ali Balapour assistant professor in the Department of Business Informatics, College of Informatics, effective August 10, 2020; **Dr. Kimberly Dinsey-Read**, associate professor and director in the School of Nursing, College of Health and Human Services, effective July 01, 2020; **Ms. Kelly Fallon**, MSW field education director in the School of Social Work, College of Health and Human Services, effective June 29, 2020; **Dr. Christian Gamm**, director of online education, College of Health and Human Services, effective August 31, 2020; **Ms. Jasmine Hardy**, non-tenure track renewable lecturer and academic advisor in the College of Arts and Sciences, effective August 1, 2020; **Dr. Flore Jesuca**, lecturer in the School of Nursing, College of Health and Human Services, effective August 10, 2020; **Prof. Lawrence J. “Tobe” Liebert**, assistant professor and assistant director of library services in the Department of Law Library, Chase College of Law, effective August 1, 2020; **Dr. Awad Mussa**, assistant professor in the Department of Computer Science, College of Informatics, effective August 10, 2020; **Dr. Richard Pessagno**, lecturer in the School of Nursing, College of Health and Human Services, effective August 10, 2020; **Dr. Minshul Shin**, assistant professor in Engineering Technology in the Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 10, 2020; **Dr. Delores White**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 10, 2020; **Dr. Justin White**, lecturer in the School of Nursing, College of Health and Human Services, effective August 10, 2020.

b. Transitions:

Dr. James Allen, from interim dean and associate professor to associate professor in the College of Education, effective July 1, 2020; **Dr. Holly Attar**, from lecturer to lecturer II in Music, in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Dr. Linda Ault**, from associate professor to associate professor and interim director in the School of Social Work, College of Health and Human Services, effective May 15, 2020; **Ms. Katie Barton**, from lecturer to lecturer II in Music, in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Ms. Nancy Bowers**, from lecturer to lecturer II in the Department of English, College of Arts and Sciences, effective August 10, 2020; **Ms. Trina Cossin**, from associate professor to associate professor and director in the School of Allied Health, College of Health and Human Services, effective July 01, 2020; **Dyane Foltz**, from lecturer/advisor to lecturer/advisor and assistant director in the Advising Center, College of Health and Human Services, effective July 01, 2020; **Dr. Kimberly Gelbwasser-Lazzeri**, from associate professor to associate professor and music program head in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Dr. Julie Hart**, from associate professor to associate professor and director of undergraduate clinical education in the School

of Nursing, College of Health and Human Services, effective July 01, 2020; **Ms. Deborah Henry**, from lecturer II to senior lecturer in the Advising Center, College of Health and Human Services, effective July 01, 2020; **Ms. Carolyn Hollan**, from clinical professor and program director to clinical professor and interim clinical coordinator in the School of Allied Health, College of Health and Human Services, effective 8/10/2020; **Dr. Vanessa Hunn**, from associate professor and interim director in the School of Social Work to associate professor and associate dean, College of Health and Human Services, effective May 15, 2020; **Ms. Lisa Jameson**, from associate professor and program head to associate professor in Visual Arts in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Dr. Winona Landis**, coordinator for Young Scholars Academy, Undergraduate Academic Affairs, Effective July 1, 2020. **Dr. Alar Lipping**, from professor and interim director to professor and director in the School of Kinesiology, Counseling and Rehabilitative Sciences, College of Health and Human Services, effective July 1, 2020; **Mr. Brad McCombs**, from associate professor and program head in Music, to associate professor and program head in Visual Arts, in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Joy Melvin**, from lecturer and clinical education facilitator to lecturer in the School of Nursing, College of Health and Human Services, effective August 01, 2020; **Dr. William Terry Ray**, from non-tenure track renewable to non-tenure track temporary clinical director in the School of Nursing, College of Health and Human Services, effective July 1, 2020; **Dr. David Tataw**, from associate professor and interim director to associate professor in the School of Allied Health, College of Health and Human Services, effective August 10, 2020; **Dr. Patrick Schultheis**, from professor and chair to professor in the Department of Biological Sciences, College of Arts and Sciences, effective August 10, 2020; **Ms. Candice Van Loveren Geis**, from lecturer II to senior lecturer in Visual Arts, in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **David Wilkerson**, from lecturer to lecturer II in the School of Social Work, College of Health and Human Services, effective August 10, 2020; **Dr. Lynne Zajac**, from associate professor and interim director to associate professor in the School of Nursing, College of Health and Human Services, effective April 08, 2020.

c. Part-Time Tenure:

Dr. Robert Wallace, from professor to permanent part-time tenured professor in the Department of English, College of Arts & Sciences, effective August 10, 2020.

d. Departures:

Dr. Judi Godsey, assistant professor in the School of Nursing, College of Health and Human Services, effective 8/18/2020; **Dr. Qi Li**, professor in the Department of Computer Science, College of Informatics, effective May 15, 2020; **Dr. Lewatis McNeal**, clinical professor and associate dean, College of Health and Human Services, effective 6/30/2020; **Dr. Keshia Nelson**, part-time tenured associate professor in the School of Nursing, College of Health and Human Services, effective 5/31/2020; **Dr. Alexis Pulos**, associate professor in the Department of Communication, College of Informatics, effective May 15, 2020; **Dr. Mauricio Torres**, associate professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 17, 2020; **Dr. Cameron Williams**, assistant professor in the Department of Sociology, Anthropology, and Philosophy, College of Arts and Sciences, effective July 15, 2020.

e. **Retirements:**

Mr. Scott Lang, renewable lecturer in Music, in the School of the Arts, College of Arts and Sciences effective July 31, 2020; **Ms. Threasa Wesley**, associate professor in the W. Frank Steely Library, effective August 31, 2020.

f. **Phased Retirement:**

Dr. John Metz, part-time tenured, associate professor in History and Geography, College of Arts and Sciences, beginning fall semester 2020 and terminating spring semester 2022.

g. **Temporary Faculty Appointments:**

Mr. Steven Castellano, Department of Biological Sciences, effective 2020-2021 Academic Year; **Dr. Sarah Ison**, Department of Biological Sciences, effective 2020-2021 Academic Year; **Dr. Warunya Panmanee**, Department of Biological Sciences, effective 2020-2021 Academic Year; **Dr. Marcus Eilers**, Department of Chemistry and Biochemistry, effective 2020-2021 Academic Year; **Ms. Kristina Bielewicz**, CINSAM, effective 2020-2021 Academic Year; **Mr. Rueben Bullard**, CINSAM, effective 2020-2021 Academic Year; **Ms. Amber Carter**, CINSAM, effective 2020-2021 Academic Year; **Ms. Kristi Brock**, Department of English, 2020-2021 Academic Year; **Ms. Lindsey Caldwell-Thomas**, Department of English, 2020-2021 Academic Year; **Ms. Megan Henson**, Department of English, 2020-2021 Academic Year; **Ms. Natalie Williams**, Department of English, 2020-2021 Academic Year; **Mr. Joseph Lombardi**, Department of History and Geography, 2020-2021 Academic Year; **Ms. Kathleen Quinn**, Department of History and Geography, 2020-2021 Academic Year; **Dr. Rachel Zlatkin**, Honors/Integrative Studies, 2020-2021 Academic Year; **Mr. Steven Watkins**, Integrative Studies, 2020-2021 Academic Year; **Ms. Chrystal Culbertson**, Department of Mathematics and Statistics, 2020-2021 Academic Year; **Ms. Barbara Phillips**, Department of Mathematics and Statistics, 2020-2021 Academic Year; **Mr. David Evans**, Department of Mathematics and Statistics, 2020-2021 Academic Year; **Ms. Laura Urbanski**, Department of Mathematics and Statistics, 2020-2021 Academic Year; **Dr. Joy Burdette**, Department of Music, 2020-2021 Academic Year; **Dr. Richard Van Dyke**, Department of Music, 2020-2021 Academic Year; **Dr. Cara Leanne Wood**, Department of Music, 2020-2021 Academic Year; **Mr. John Zappa**, Department of Music, 2020-2021 Academic Year; **Mr. Ashley Shepherd**, Department of Music, 2020-2021 Academic Year; **Dr. Louis Setzer**, Department of Music, 2020-2021 Academic Year; **Mr. Michael Culligan**, Department of Music, 2020-2021 Academic Year; **Nuwan Kumara**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Dr. Peng Zhou**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Mr. Roger Miller**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Mr. Roy Hobbie**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Dr. Souvik Sarkar**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Dr. Saeed Azad**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Ms. Rachel Thornton**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Dr. Yong Xue**, Department of Physics, Geology and Engineering Technology, 2020-2021 Academic Year; **Mr. Jason Farkas**, Department of Political Science,

Criminal Justice and Org. Leadership, 2020-2021 Academic Year; **Dr. Gary Blahnik**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Dr. Robert Greenleaf Brice**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Dr. Nichole Grant**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Ms. Denise Knisely**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Dr. Michael Simonton**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Ms. Kristina Vise**, Department of Sociology, anthropology, and Philosophy, 2020-2021 Academic Year; **Mr. Charles Roetting**, Department of Theatre and Dance, 2020-2021 Academic Year; **Mr. Matt Overwine**, Department of Visual Arts, 2020-2021 Academic Year; **Mr. Earl Plowman**, Department of Visual Arts, 2020-2021 Academic Year; **Ms. Julia Sebastian**, Department of Visual Arts, 2020-2021 Academic Year; **Ms. Sandra Bazzani-Aronne**, Department of World Languages and Literatures, 2020-2021 Academic Year; **Dr. Iliana Rosales Figueroa**, Department of World Languages and Literatures, 2020-2021 Academic Year; **Dr. Alfred Greenfield**, Department of Accounting & Business Law, 2020-2021 Academic Year; **Mr. James Human**, Department of Accounting & Business Law, 2020-2021 Academic Year; **Mr. James Kirtley**, Department of Accounting & Business Law, 2020-2021 Academic Year; **Ms. Kimberly Roush**, Department of Marketing, Sports Business, & Construction Management, 2020-2021 Academic Year; **Mr. David Harrison**, Department of Management, 2020-2021 Academic Year; **Mr. Louis Manchise**, Department of Management, 2020-2021 Academic Year; **Dr. Stephen Roush**, Department of Management, 2020-2021 Academic Year; **Mr. Zachary Strobl**, Department of Management, 2020-2021 Academic Year; **Mr. Jeffrey Varrone**, Department of Management, 2020-2021 Academic Year; **Dr. Brian Kasson**, School of Nursing, 2020-2021 Fiscal Year; **Ms. Jennifer Hunter**, School of Nursing, 2020-2021 Academic Year; **Ms. Lynn Brown**, School of Nursing, 2020-2021 Academic Year; **Ms. Amber Thomas**, School of Nursing, 2020-2021 Academic Year; **Ms. Anita Phillips**, School of Nursing, 2020-2021 Academic Year; **Ms. Allison Schmidt**, School of Social Work, 2020-2021 Fiscal Year; **Dr. Rhyanne McDade**, School of KCRS, 2020-2021 Academic Year; **Mr. Keith Collins**, School of KCRS, 2020-2021 Academic Year; **Dr. Ashley Nicole Brooks-DeLa Torre**, School of KCRS, 2020-2021 Academic Year; **Ms. Carrie Hipple**, School of Allied Health, 2020-2021 Academic Year; **Dr. April Eddie**, Department of Teacher Education & School Leadership, 2020-2021 Academic Year; **Ms. Melissa Hess**, Department of Teacher Education & School Leadership, 2020-2021 Academic Year; **Mr. Anthony Burk**, Department of Business Informatics, 2020-2021 Academic Year; **Mr. Matthew Zachary Otey**, Department of Business Informatics, 2020-2021 Academic Year; **Dr. David R. Brandt**, Department of Communication, 2020-2021 Academic Year; **Mr. Aaron Zlatkin**, Department of Communication, 2020-2021 Academic Year; **Mr. John Musgrave**, Department of Computer Science, 2020-2021 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between April 11, 2020 and August 7, 2020 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 \$1,781,318 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period March 1, 2020 through July 31, 2020.

4. Naming Recommendations:

The Board of Regents approved the following naming action:

1. The naming of an endowed LIFT scholarship to support undergraduate students in the Honors College who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and/or are full-time, first-generation students. “Michael Francis Zalla Honors Scholarship”
2. The naming of an endowed scholarship to support students who are attending NKU but who are also employed by St. Elizabeth Healthcare. The scholarship will give preference to students who are pursuing a bachelor of science in nursing. “Eileen Harper Memorial Scholarship”
3. The naming of an endowed LIFT scholarship to support undergraduate students in the College of Education who are full-time, first-generation students, and have demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA). “Schlotman LIFT Scholarship”
4. The naming of an endowed scholarship to support students who are active members of a sorority or fraternity and in their junior or senior academic year at NKU. “Christian Dichoso Memorial Scholarship”
5. The naming of an endowed LIFT scholarship to support students in the Haile/US Bank College of Business who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and are full-time, first-generation students. “Sean and Kimberly Donovan Business LIFT Scholarship”
6. The naming of an endowed LIFT scholarship to support students who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and are fulltime, first-generation students. Preference will be given to students who are underrepresented minorities. “Sean and Kimberly Donovan LIFT Scholarship”
7. The renaming of an endowed scholarship supporting students enrolled at Chase College of Law who demonstrate high academic promise, with a preference for students from Eastern Kentucky. “Frank Allen Fletcher, Circuit Judge, Endowed Scholarship” (previously “Frank Allen Fletcher Outstanding Student Advocate Award”)
8. The renaming of an endowed scholarship supporting the Chase College of Law’s Finish Line Fund, which assists students and graduates with expenses related to

preparation for the bar exam. “Timothy L. and Janice M. Timmel Endowed Finish Line Fund” (previously “Timothy L. and Janice M. Timmel Endowed Scholarship in Trial Practice)

9. The naming of a scholarship that will support undergraduate students at NKU. Preference will be given to a student-athlete competing as an official member of either the Men’s or Women’s Basketball team. “Keith and Lisa Daniels Endowed Athletic Scholarship”

5. Faculty Emeritus Status:

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

Adrienne Lane, professor in the School of Nursing, College of Health and Human Services, effective August 10, 2020; **Diane Gronefeld**, professor in the School of Allied Health, College of Health and Human Services, effective May 31, 2020; **Ms. Threasa Wesley**, associate professor in the W. Frank Steely Library, effective August 31, 2020.

6. Posthumous Degree – Davis:

The Board of Regents approved that Allyson (Ally) Davis receive a posthumous Bachelor of Fine Arts – Theatre Performance –Musical Theatre Track.

7. Posthumous Degree – Davis:

The Board of Regents approved that Kristina Dickman receive a posthumous Master of Science Degree in Nursing – Adult- Gerontology Nurse Practitioner concentration.

8. Faculty Handbook Amendment:

The Board of Regents approved the amendment to the Faculty Policies and Procedures Handbook, regarding Reappointment, Promotion, and Tenure (RPT).

9. Faculty Handbook Amendment:

The Board of Regents approved the amendment to the Faculty Policies and Procedures Handbook, regarding leadership of the W. Frank Steely Library for purposes of Reappointment, Promotion, and Tenure (RPT).

10. 2020 Series A General Receipts Resolution:

C10 was pulled from Consent agenda and presented to Board by Michael Hales to provide additional context and information.

Motion: A motion was made by Regent Gregory Shumate and seconded by Regent Normand Desmarais to approve Presidential Recommendation C-10. **(Motion carried)**

The Board of Regents adopted the Resolution which provides for the sale and issuance not to exceed \$10,000,000 in General Receipt Obligations for the purpose of (i) refunding outstanding Northern Kentucky University General Receipts Bonds, 2010 Series B, dated October 1, 2010; (ii) financing the costs associated with the renovation of student housing facilities and (iii) paying costs of issuance in connection with the Northern Kentucky University General Receipts Bonds, 2020 Series A.

D. Executive Session:

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

At 2:22 p.m., Regent Normand Desmarais seconded Regent Gregory Shumate'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, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the meeting held on September 9, 2020, and that such matters are still in force and effect.

Signature On File
Gregory Shumate
Secretary of the Board of Regents