



Northern Kentucky University
Board of Regents Materials

September 9, 2020

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AGENDA
Northern Kentucky University

Joint Finance and Policy Meeting
Video Teleconference – Wednesday, September 9, 2020 – 9:00 a.m.

9:00 a.m.

A. Joint Finance and Policy Committee:

1. Master Plan (Hales, Schuh, Zaidi, Petersen, Long)
2. College of Arts and Sciences (Ott Rowlands, McGill, Albritton, Bowling, Buckley, Herzog, Miller, Arnold, Ndiaye)
3. COVID (Ott Rowlands, Hardcastle, Hales, Southwood, Slaughter)
4. Pension Update and Next Steps (Hales, Gates, Gentry, Southwood)

Board of Regents Meeting
Video Teleconference – Wednesday, September 9, 2020 – 1:00 p.m.

1:00 p.m.

- Call to Order
- Roll Call
- +Swearing in of New Regent
- Approval of May 13, 2020, Board Minutes
- Approval of May 18, 2020, Board Minutes
- Approval of July 14 and July 15, 2020, Board of Regents Retreat Minutes
- Approval of August 7, 2020, Board Minutes
- Approval of August 18, 2020, Board Minutes
- Election of Officers
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents

1:20 p.m.

B. Presidential Reports:

1. Facilities Management Report (Hales)
2. Research/Grants/Contracts Report (April 1, 2020 – June 30, 2020) (Ott Rowlands)
3. Fundraising Report (July 1, 2019 – June 30, 2020) (Gentry)
4. Policies Report (Gates, Ott Rowlands)

1:40 p.m.

C. Presidential Recommendations:

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Major Gifts Acceptance
4. *Naming Recommendations
5. * Faculty Emeritus Status (Lane, Gronefeld, Wesley)
6. *Posthumous Degree – Davis
7. *Posthumous Degree – Dickman
8. *Faculty Handbook Amendment (RPT)
9. *Faculty Handbook Amendment (RPT for W. Frank Steely Library)
10. 2020 Series A General Receipts Resolution

2:00 p.m.

D. Executive Session

+This agenda item will take place should a new Regent be appointed.

*Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Wendy Peek in the Office of the President, 572-5172, by 2 p.m., Monday, September 7, 2020).

**Special Board of Regents Video Teleconference Meeting
Northern Kentucky University, Video Teleconference
May 13, 2020**

Regent W. Lee Scheben, Chair, called the video teleconference meeting of the Board of Regents to order at 1:00 pm, Wednesday, May 13, 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 (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, Dannie Moore, Dan McIver, Debbie Kirch, Felipe Hidalgo, Dale Stephenson, Kevin Kirby, Matthew Zacate, John Farrar, Ken Katkin, Rick Boyce, Samantha Langley, Philip McCartney (all attendees joined the meeting by video teleconference).

Regent Jarett Lopez seconded Regent David Bauer’s motion to approve the minutes of the March 18, 2020 Board of Regents meeting. **(Motion carried)**

W. Lee Scheben, Chair, thanked Regent Terry Mann and Regent Jarett Lopez for their service as their board terms are ending.

Public Participation:

At the May 13, 2020 Board of Regents meeting, Faculty and Staff members John Farrar, Ken Katkin, Rick Boyce, Phil McCartney and Samantha Langley requested to appear before the Board of Regents to speak about the Research Misconduct Policy. Two versions of the policy were to be presented to the Board later in the meeting for approval. One version, called Professional Concerns Committee (PCC) version, was approved by the Faculty Senate, but not recommended by Administration since it was not compliant with Federal law, while the second version, called Senate Executive Committee (EC) version, was not approved by the Faculty Senate, but was recommended by Administration since it complied with Federal laws. John Farrar, Ken Katkin and Phil McCartney spoke in support of the PCC version, and Samantha Langley and Rick Boyce both spoke in support of the EC version of the policy.

Presidential Comments:

Thank you, Chair Scheben and members of the Board.

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

Before we get to my formal comments, I would like to take a moment of privilege and thank the entire NKU community for their tremendous work these past two months. When we had our last Board meeting we were just in the early stages of our response to the pandemic. In two months we have demonstrated how as a community we came together to serve our students, each other and the community.

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Opening — Virtual Commencement

I'll open by recognizing the more than 1,800 graduates we honored this past Saturday during our Virtual Commencement celebration.

Our graduates have persevered through these difficult circumstances, in addition to the trials and tribulations most students face during ordinary times.

Because of the COVID-19 situation and to abide by the guidelines of public health agencies and the Governor, we were unable to host the traditional Commencement exercises in BB&T arena.

While it was not the send-off we anticipated, it was important that we honor them the best way we could.

Graduates, their families and friends were able to hear congratulatory remarks from myself, Provost Sue Ott Rowlands, Student Regent Jarrett Lopez, faculty, senior student award winners and Maria Reynolds the president of the Alumni Association.

We included many of the traditions associated with commencement exercises, such as the official conferring of academic degrees and a student vocal quartet's rendition of alma mater and performances from the student orchestra. Names of the graduates were also displayed at the end of the program.

The ceremony streamed live on the NKU website and has been viewed more than 1,250 times since debuting on Saturday morning. It was the top local news story all weekend with more than 2 million story views online and on TV in 10 news segments.

The event is available to view now at **nku.edu/commencement**.

In addition to the virtual ceremony, we have expanded our December Commencement to include graduates from May, August and December. There will be four ceremonies, separated by college, to celebrate the graduates from December 11-13, 2020.

I would like to thank everyone involved in making the virtual commencement a success.

I would also like to offer congratulations once again to all of our graduates. I hope many of them are able to join us again in December and I wish them the best as they embark on their lives and careers.

Commencement was just one event impacted by the COVID-19 crisis and the faculty and staff have been up to the task of meeting the needs of our students in every way possible from transitioning to online learning to assisting with their finances through the Student Emergency Fund.

Student Emergency Fund

As the Board is aware, many of our students work to support themselves and their families while pursuing their degree.

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In the wake of the economic impact on the country and the region, NKU created the COVID-19 Student Emergency Fund to support students.

A cross-divisional team from University Advancement, Administration and Finance, Student Affairs and Enrollment & Degree Management worked to get this fund started quickly once the crisis set in.

The fund has raised more than \$100,000 and has provided funds to nearly 1000 students in need.

NKU Masks

We also have an opportunity to support the Student Emergency Fund and receive an NKU mask. For a minimum donation of \$15, you can get one of two very attractive facemask designs.

The design is the work of Smoove Creations, a company owned by new alum Isaiah Kelly. Isaiah is a May 2020 graduate and current student in the MBA program. The masks are being produced by Reis Promotions & Apparel, a company owned by 1998 NKU alum Brandon Reis.

This is a chance to support students and show your Norse pride!

CARES Act

We have received federal funds through the Coronavirus Aid, Relief, and Economic Security (CARES) allocation, often called the CARES Act.

To further assist students in managing financial challenges, we are going to distribute this funding in a fair, equitable and efficient manner to eligible students through CARES Student Emergency Grants.

Just like our Emergency Fund, these grants are intended to help students with financial need for expenses related to the disruption of campus operations due to COVID-19. They also include costs such as food, housing, course materials, technology, health care, and childcare.

To be eligible, students must be enrolled for Spring 2020, be at least half-time degree-seeking, Title IV eligible and enrolled in a non-AOL program.

As of Monday we have received 942 applications from students seeking funding.

More Funds for the NKU Community

The Chase Bridge Fund is a student emergency fund that has received a grant award of \$25,000 to assist our law students in need. To date, Chase has made approximately 70 awards to law students impacted by the current crisis.

We have also raised more than \$20,000 for the Benevolent Fund in support of NKU employees facing need.

IIE Scholarship: Chinonye Izú

Just last week we learned that Chinonye (*Chee-known-yeah*) Izú (*Ease-Eew*), who is a senior nursing student from Nigeria, has been awarded an Institute for International Education (IIE) Emergency Student Fund award for \$2,500.

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Chinonye had not been aware that she was nominated by faculty and staff at NKU until she learned of her award. She is immensely thankful to IIE and to this community for its support.

Chinonye is a role model for other students and for the profession of nursing.

Checking in with Students

As a student-ready university, support for our students must go beyond monetary aid in a crisis such as this. We have to connect with our learners on a personal level as well. So a cross-divisional team is developing an outreach initiative that will involve administrators, faculty, and staff calling each NKU undergraduate and graduate student this summer to “check-in” with them to see how they are doing. We are calling this NKU’s 15K Initiative! Or maybe more like the 10K Initiative after factoring in those who graduated and in AOL programs.

I will be sending out a call to campus with additional details to ask for volunteers to connect with NKU students with these calls.

Community Support

Since this crisis began, NKU has been a leader in the region’s fight against COVID-19, offering the use of our buildings to house first responders on the front lines and to house St. Elizabeth patients if needed. The College of Arts and Sciences and the College of Health and Human Services have donated Personal Protection Equipment to St. Elizabeth and to others.

I am proud of how the NKU community has come together to put our students’ and community’s needs first. We are truly embodying our role as a steward of place.

Going Forward

With all the challenges this pandemic presents, it is even more important that we accelerate our vision of becoming an even more student-ready and regionally engaged university.

Later this month, the COVID Preparedness team will share their recommendation for what our fall operations will look like. We would like the campus community to share their feedback before we make a final decision on or before June 15. Earlier this morning you heard an update from members of the team about our efforts in preparation of the fall recommendation.

The COVID-19 preparedness team has also begun to explore a phased transition to on-campus operations in certain key areas beginning in July, and will communicate any updates to the campus when appropriate.

“Re-Opening” Community meeting

Earlier today, the Board heard about last week’s meeting with community members regarding resuming fall on-campus activities and operations.

One of the key takeaways was that NKU must demonstrate safety to parents and the community as we re-open.

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Healthy at NKU

As part of that last suggestion, we are partnering with St. Elizabeth Healthcare, the Northern Kentucky Health Department, Gravity Diagnostics and RESTART to help ensure safety on campus.

This partnership will explore near-site and on-site testing for all faculty, staff, and students and supporting the university in meeting St. Elizabeth's guidelines and practices for employee health.

It is clear that regardless of the approach we take to resume our regular on-campus operations and face-to-face student learning experiences, there will be a significant negative impact on our financial situation. The likely budget challenge will require some very difficult choices.

In order to build a contingency plan that accounts for at least a \$10 million deficit, I have requested interim VP Mike Hales and Dr. Karen Miller, Chair of Political Science, to co-chair an Ad Hoc Group consisting of faculty and staff to make recommendations that will be vetted across the campus, with a final plan to be submitted to the campus by June 30th. I would like to express my thanks to the faculty and staff who have agreed to serve on the Ad-Hoc group.

I shared with the group that in developing this plan we need to be deliberate, creative and intentional about the way forward.

The focus of the group would be to bring forward conceptual ideas that not only generates savings and revenue opportunities, but also positions NKU as an innovative leader in student success. The work must be mindful of the need to preserve NKU's core mission as a steward of place, our differentiation and distinctiveness, our ability to innovate and generate revenue, and our future competitive advantage.

Summer Work

In order for us to meet the expectations of the community, we will be taking advantage of the summer months to engage the entire campus with various professional development opportunities. These opportunities will cover everything from effective online teaching strategies to organizing in a hybrid environment, to different ways to better support our students.

We will also engage in Summer Campus Conversations on strategic topics around our mission of teaching, learning and economic engagement, student support, as well as academic and administrative operations. While COVID has caused a significant disruption for all of higher education, we plan to accelerate the change we feel is needed to continue on our quest to become a more student-ready regionally-engaged institution in a post COVID world.

Now I'll share some highlights and key updates from across the University, beginning with our Staff Award Recipients.

Staff Award Recipients

We were unable to celebrate Employee Appreciation Week during the last week of March when we would have honored service-award recipients and enjoyed some time together in celebration of the great work NKU employees do.

This year we honor 102 service award recipients who reached milestones in 2019 ranging from 5 years of service to 40 years of service, totaling 1,145 years of institutional knowledge.

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I would like to specifically acknowledge David Knight of Visual Arts for his 30 years of service and Mary Paula Schuh of Campus and Space Planning for her 40 years of service.

We thank them for their service and all that they do to support student success.

In addition to the service awards, we also honor three deserving staff members with the University's highest staff award, the Regents' Distinguished Service Award.

Earlier today, Chair Scheben announced Michele Kay, David MacKnight and Lisa McElfresh as this year's winners. Congratulations to each of the winners!

Academic Affairs Awards and Millburn Recipient

Academic Affairs announced its Faculty and Staff Honors and Awards last month on a special website dedicated to the occasion. We were pleased to honor two Academic Affairs staff, 14 faculty and four academic units with awards.

Among the winners was Dr. Mark Bardgett who was honored with the prestigious Frank Sinton Milburn Outstanding Professor Award. The honors and awards also recognized 27 recently promoted faculty and 17 retiring faculty.

Regents Professor, Dr. Scott Nutter

Additionally, Dr. Scott Nutter was named as NKU's next Regents Professor in April. This important award recognizes full professors who, "at the apex of their careers, have an exceptional record of achievements in scholarship or creative activity that has brought acclaim to the university and is consistent with the university's core values... The award celebrates the accomplishments of the recipient and provides support through time and resources for the processor to focus on his/her work."

Congratulations, Drs. Bardgett and Nutter.

The Safest Colleges Campuses in America in 2020

NKU has been ranked No. 23 in the 2020 Safest Colleges Campuses in America rankings.

We were recognized especially for our impressive safety website. The publication noted that NKU, "gives students a breakdown of every emergency action plan, so they'll know what to do in the event of a tornado, active shooter, and even a psychological crisis. Even better, the school has a brag-worthy violent crime rate of 0.75 per 10,000 people."

Thanks for Chief Gaffin and the entire University Police team for this impressive and noteworthy achievement.

The Young Scholars Academy

At the March Board meeting I mentioned the agreement between NKU and the Kenton County School District to launch the Young Scholars Academy. I am pleased to report that we have offered admission to 100 students who will be in the inaugural class of the Northern Kentucky University-Kenton County Young Scholars Academy this fall.

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This innovative program will give high-school students an early start toward their higher education goals by giving them a full-time collegiate experience and the opportunity to complete a baccalaureate degree at NKU with only an additional two years of study.

The Young Scholars Academy is a competitive program for high-achieving juniors and seniors in Kenton County. Early College Academies such as this will not only increase access to higher education, but also strengthen the educational pipeline from Kenton County to NKU. I'm looking forward to welcoming these young scholars to NKU in a couple months.

CPE Diversity, Equity, and Inclusion Plan Report Evaluation

The 2020 CPE Diversity, Equity, and Inclusion Plan Report Evaluations were shared in a public forum late last month. Four-year universities must obtain a minimum composite score of 24 out of 36 in order to be automatically eligible to offer new academic programs. NKU received 26 out of 36. Our Equity Academy and the Success by Design Framework were praised as state and regional models for higher education. Institutions that do not meet the minimum composite score are denied the opportunity to forward new academic programs for approval by the CPE.

Campus Climate Survey

Earlier this month, the Campus Climate Survey was formally presented to University Council and campus leadership. This study compared differences in perceptions of campus climate by ethnicity, gender identity, sexual orientation, disability status and veteran status. The conclusion was that our greatest areas of opportunity for improvement was with students and staff of color, female students and faculty, and faculty and staff with disabilities. A detailed presentation of the report to the campus community is in progress.

New Title IX Regulations

Last week, the U.S. Department of Education released new regulations to guide the application of Title IX. Our team is reviewing the new regulations to understand the compliance expectations of the Department of Education's Office for Civil Rights, and we will keep the community informed as we evaluate what will need to be put in place.

It should be noted, this is a large undertaking to revamp our policies, training materials and website while navigating the pandemic. The mandated date for completion is August 14.

We have a lot more good news to report from each of our divisions as well, so let's start with the latest good news from the Institute for Health Innovation as they continue to find innovative ways to positively impact the health and wellness of our region.

Institute for Health Innovation

The IHI is part of an international collaborative research team that has been awarded \$2.4 million from the American Heart Association. NKU's Department of Mathematics and Statistics and the College of Health and Human Services will join the IHI on this research team.

In addition to NKU, this team includes Cincinnati Children's Hospital Medical Center, the University of Washington, the Rheumatic Heart Disease Research Collaborative in Uganda and Caption Health, a private company.

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The team will address rheumatic heart disease and will provide research experiences for our students on the ground the Uganda, new cross-disciplinary courses in developing and implementing novel healthcare technologies, and opportunities for NKU faculty, staff, and students to help evaluate and learn from a country-wide effort to decrease impact of the Rheumatic Heart Disease.

Congratulations to the IHI, the College of Health and Human Services and to the Department of Mathematics and Statistics for this exciting opportunity.

We have more good news to report from the Academic Affairs division, beginning with an important new scholarship fund in the College of Health and Human Services.

Academic Affairs Updates

- A new matching scholarship program through our partnership with Seven Hills Anesthesia's St. Elizabeth Division will provide financial aid to qualifying students who are enrolled in the nurse anesthesia program. Their generous gift in excess of \$195,000 (\$390,000 total) will be wholly matched to establish the **Seven Hills Anesthesia-St. Elizabeth Division Scholarship Fund**. This fund will also help students persist toward earning their degrees before transitioning into careers as nurse anesthetists with Seven Hills Anesthesia's St. Elizabeth Division.
- The Council for Postsecondary Education has approved the new Bachelor of Science in Cybersecurity degree in the College of Informatics. This degree program will prepare graduates for unfilled jobs in cybersecurity, addressing a need in our region.
- The Haile/US Bank College of Business has been recognized among the top 25 business schools in the world in the 2020 Innovations That Inspire Challenge by the AACSB International accrediting body. The Innovations That Inspire challenge recognizes institutions from around the world that serve as champions of change in the business education landscape. This recognition is for the Underground Agency championed by David Raska. Congratulations to Dr. Raska and the College of Business.
- The Chase College of Law has established the Chase Center on Addiction Law & Policy. The plan is to partner with interested departments across campus and within the region to launch programming and outreach in the Fall.
- Finally, 235 students presented their research at NKU's Online Celebration of Student Research and Creativity on April 29 and 30 when more than 400 visitors visited the web pages. The pages earned 21,900 views during those two days!

Thank you to the faculty and staff who made a quick pivot to present this annual event online in the middle of the semester, and to the many who tuned in to see the work presented by our students. I'm grateful to all who made this important event happen in the virtual setting.

Let's continue with reports from other divisions, beginning with Administration and Finance.

Administration and Finance Update

- The annual CIO 100 Awards named the HIC Project as a 2020 CIO 100 award winner in March.

This award celebrates 100 organizations that are using IT in innovative ways to deliver

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business value, recognizing innovative organizations around the world that exemplify the highest level of operational and strategic excellence in IT.

Our award was based upon all the innovative technology implemented in the Health Innovations Center, including:

- Classroom technology with full lecture/capture and hybrid instruction mode,
- Technology in collaboration spaces,
- Radio-frequency identification (RFID) inventory tracking technology,
- A 3D printing program,
- Augmented Reality and Virtual Reality Innovation Lab,
- Infrastructure innovation with our wired and wireless backbone,
- and the way we have integrated the SIM labs and other technologies in the building.

This honor puts NKU in good company because other winners included McDonald's, Allstate Insurance, Accenture and Verizon. I'm proud of our Information Technology team's abilities to transform and unlock a classroom's true potential. Congratulations to all involved.

- Construction on the new residence hall began in April. The building will be located on the front section of Lot F and will include 297 semi-suite-style beds featuring two double-occupancy bedrooms. We expect the project to be complete by July 2021 in time for the Fall 2021 semester. A groundbreaking ceremony is planned for later this month.

Athletics

- The Department of Athletics moved its annual student-athlete celebration, The Victors, to a virtual setting late last month. This celebration recognizes the achievements of our student-athletes in a setting similar to the Oscars.

With the event on Twitter this year, it was widely viewed beyond the athletics department. It generated more than 243,000 impressions and viewers saw more than 14,500 minutes of video content, honoring the Norse student-athletes.

- Athletics has also transitioned its reporting to a more feature-based style during this time without competition.

We have heard some incredible stories of personal triumph, including women's basketball player Taylor Clos facing several daunting set-backs on the road to recovery from a knee injury, as well as volleyball's Miranda Wucherer wearing pink shoes during every match in honor of her late mother who passed away due to breast cancer more than 12 years ago.

These stories show the resolve and character of Norse student-athletes in all that they do.

Dr. Tom Rambo

It is with sadness that I share the news that Dr. Tom Rambo, Emeritus faculty in the Department of Biology and one of our founding faculty, passed away earlier this month after a long illness.

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Tom is survived by his wife, Elinor, also a retired biology faculty member. Of note, Tom taught and was the biology advisor for Dean Diana McGill when she was a student here. He later served as a mentor for Dr. McGill when she joined the faculty.

Dr. Rambo's family has asked for memorial donations to be made to their church or to NKU's COVID-19 Student Emergency Fund, demonstrating Tom's love for this community and our students.

Farewell to Terry Mann and Jarett Lopez

I would like to thank Regents Terry Mann and Jarett Lopez for their service to NKU. Both of their terms end on June 30.

Jarett graduated Saturday, earning his Bachelor of Science in Political Science with a minor in history and international studies. Jarett, thank you for your service this year as student regent and as Student Government President. It was an honor to work alongside you and I wish you luck as you embark on your next chapter.

Regent Mann received his graduate degree in education at NKU and has been committed to this university as regent for two consecutive terms from 2008 through 2020. Regent Mann also served as Board Chair from 2011 through 2013.

Terry, your perspective as a former schoolteacher, principal, and member of the house in Frankfort has served NKU well and I wish you well.

Clare Birkeland Learning from Home in Michigan

I began my comments today with an update of how we're dealing with this pandemic and what we are doing for our students. I'd like to close with an email I received from one of those students who just completed her first year as an NKU student and is now about 380 miles away at home in Rockford, Michigan.

Clare Birkeland told me she had experienced the best few months of her life during the Fall 2019 semester at NKU. She said she came to campus knowing no one but left a few weeks ago with an NKU family. In fact, it was very difficult for her to leave campus when the COVID-19 crisis began.

She also wanted to share a package sent to her from her uncle in Seattle who knew how disappointed she was to leave her new NKU family. He had written her a letter with a sign to hang in her room welcoming her to "Northern Kentucky University – Rockford!"

Clare is and will always be, in her words, a proud member of the Norse community and she is grateful to the NKU staff and faculty for all that we have done during this Covid-19 crisis.

As we conclude a unique academic year, and we continue our commitment to student success, I echo what so many of the faculty and staff are feeling – Clare and her peers are why we are here and we long for the day we can welcome them back to campus as an NKU family again.

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. Energy Savings Performance Contract
- c. Elevator Improvements (Lucas Administrative Center)
- d. Softball Field Turf Replacement
- e. Landrum Hall Roof Restoration
- f. New Residence Hall
- g. Residential Village Exterior Repairs
- h. NKU Gateway Sign at the Three Mile Roundabout
- i. Fine Arts Floor Heaving Repairs
- j. Fine Arts Center Corbett Lobby Renovation
- k. Fine Arts Roof Restoration
- l. Student Union Ballroom AV/IT Upgrade
- m. Steely Library Improvements
- n. Fine Arts Passenger Elevator Replacement
- o. Mathematics Education Psychology Center West Elevator
- p. Nunn Hall Elevator Replacement
- q. Math Education Psychology Center/Administrative Center Bridge Parapet Repair
- r. Mathematics Education Psychology Center Skylight Replacement
- s. Herrmann Science Center Plaza Replacement
- t. US 27 Development

2. Research, Grants, and Contracts Report (February 1, 2020 through March 31, 2020) (Provost and Executive Vice President Sue Ott Rowlands).

During the February 1, 2020 through March 31, 2020 time period 9 grants were awarded. The total amount of money awarded was \$561,408. For the fiscal year 2019-20 the cumulative total number of grants awarded is 57 totaling \$6,669,921.

3. Fundraising Report (February 15, 2020 through April 6, 2020) (Vice President of University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from February 15, 2020 through April 6, 2020 totaling \$9,401,390 in support of the university.

4. Quarterly Financial Report (July 1, 2019 Through March 31, 2020) (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).

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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.

Credit Card Processing & Security
Developmental & Co-Requisite Courses (Policy Retirement)
Graduation Ceremony Participation

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Normand Desmarais and seconded by Regent Dennis Repenning to approve the Presidential Recommendations as listed; C-1 through C-6 and C-13. (**Motion carried**)

1. Academic Affairs Personnel Actions:

a. Faculty Appointments:

Dr. Junko Agnew, assistant professor in Japanese in the Department of World Languages and Literatures, College of Arts and Sciences, effective August 10, 2020; **Mr. Rupesh Kumar Agrawal**, assistant professor in the Department of Business Informatics, College of Informatics, effective August 10, 2020; **Dr. Brian Carlson**, assistant professor in Microbiology/Genetics in the Department of Biological Sciences, College of Arts and Sciences, effective August 10, 2020; **Dr. George Carpten**, assistant professor in the Trumpet and Brass in the Department of Music, College of Arts and Sciences, effective August 10, 2020; **Dr. Crystal Daugherty**, assistant professor in the Department of Communication, College of Informatics, effective August 10, 2020; **Ms. Michelle Donahue**, assistant professor in Creative Writing in the Department of English, College of Arts and Sciences, effective August 10, 2020; **Dr. Andrea Fieler**, lecturer in the Department of World Languages and Literatures, College of Arts and Sciences, August 10, 2020; **Dr. Heleen Giesbers**, advisor and lecturer in the Department of Biological Sciences, College of Arts and Sciences, effective August 10, 2020; **Dr. William Herzog**, assistant professor in the School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Mr. Alex Kreit**, assistant professor in the Department of Law School Instruction, Chase College of Law, effective August 10, 2020; **Dr. Jennifer Lape Kaiser**, assistant professor in the School of Kinesiology, Counseling & Rehabilitative Sciences, College of Health and Human Services, effective August 10, 2020; **Dr. Lorita Nivanthi Mihindukulasooriya**, assistant professor in the Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 10, 2020; **Ms. Rebeka Richardson**, advisor and lecturer in History and Geography in the Department of History and Geography, College of Arts and Sciences, effective August 10, 2020; **Ms. Jo Sanburg**, assistant professor in The School of the Arts, College of Arts and Science, effective August 10, 2020; **Mr. Adam G. White**, assistant professor in The School of the Arts, College of Arts and Sciences, effective August 10, 2020; **Dr. Mahdi Yazdanpour**, assistant professor in Engineering Technology in the Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences,

effective August 10, 2020.

b. Transitions:

Dr. Chris Christensen, from professor to permanent part-time tenured professor in the Department of Mathematics and Statistics, College of Arts & Sciences, effective August 10, 2020; **Mr. Joseph Cress**, from lecturer to assistant professor in the School of Allied Health, College of Health and Human Services, effective August 10, 2020; **Dr. Susan Griebing**, from associate professor to permanent part-time tenured professor in the College of Education, effective January 1, 2021; **Dr. Keith Russell**, from professor and interim chair to professor and chair in the Department of Chemistry and Biochemistry, College of Arts and Sciences, effective July 1, 2020; **Dr. Erin Strome**, from associate professor to professor and chair in the Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2020; **Ms. Lynn Warner**, from lecturer to lecturer II in the W. Frank Steely Library, effective July 1, 2020.

c. Departures:

Dr. Ishbel Lyle Burr, lecturer in the School of Kinesiology, Counseling & Rehabilitative Sciences, College of Health and Human Services, effective May 31, 2020; **Dana Schmutte**, lecturer/advisor in the Advising Center, College of Health and Human Services, effective February 28, 2020.

d. Phased Retirement:

Mr. Steven Finke, associate professor in the School of the Arts, College of Arts and Sciences, beginning fall semester 2020 and terminating spring semester 2022; **Dr. Steven Weiss**, professor in the Department of Communication in the College of Informatics, beginning spring semester 2021 and terminating at the end of fall semester 2021; **Dr. Gail Wells**, professor and provost emerita in the Department of Computer Science in the College of Informatics, beginning fall semester 2020 and terminating at the end of spring semester 2022.

e. Retirements:

Dr. John Clarkin, associate professor of Management in the Haile/US Bank College of Business, effective June 30, 2020; **Mr. Allen Ellis**, professor in the W. Frank Steely Library, beginning July 1, 2020 and terminating June 30, 2021.

f. Emeritus Faculty:

Ms. Sandra Turkelson, associate professor in the School of Nursing, College of Health and Human Services, effective December 31, 2019.

g. Temporary Faculty Appointments:

Sarah Ison, Department of Biological Sciences, effective Spring 2020 Semester; **Dr. Alfred Greenfield**, Department of Accounting and Business Law, effective Spring 2020 Semester;

David Harrison, Department of Management, effective Spring 2020 Semester; **Ms. Melissa Hess**, Teacher Education and School Leadership, effective Spring 2020 Semester; Tan Boston, Law School Instruction, 2020-2021 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between February 15, 2019 and April 10, 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 \$1,528,200 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period February 15, 2020 through April 6, 2020.

4. Naming Recommendations:

The Board of Regents approved the following naming action:

1. The naming of a scholarship to support Chase College of Law 2L or 3L day-division students or 3L or 4L evening-division students who demonstrate high academic promise and who are from one of the following Eastern Kentucky counties: Pike, Floyd, Johnson, Magoffin, Letcher, Martin, Knott, Perry, Morgan, Breathitt, and Harlan. In addition, there shall be a preference for students who express interest in Tax Law, Estate Planning Law, or Entrepreneurship Law. “Kenneth H. and Michelle R. Kinder II Endowed Scholarship for Eastern Kentucky”
2. The naming of a fund to support nursing anesthesia education through awarding scholarships to students enrolled in a nursing anesthesia program in the College of Health and Human Services. “Seven Hills Anesthesia - St. Elizabeth Division Scholarship Fund”
3. The naming of a scholarship to support undergraduate students who are full-time, first generation students, have demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA), and are a global supply chain management major. “Verst Group Logistics Global Supply Chain Management Student Scholarship Fund”
4. The naming of Room 243 in the Haile/US Bank College of Business Building. “Verst Group Logistics Hub for Supply Chain and Logistics”

5. Faculty Handbook Update – Emeritus Faculty:

The Board of Regents approved the amendment to the Faculty Policies and Procedures Handbook regarding Emeritus Faculty.

6. Faculty Emeritus (McMillan-McCartney):

The Board of Regents approved that Professor Elizabeth McMillan-McCartney receive Faculty Emeritus status.

7. Faculty Handbook Update – Research Misconduct:

Matthew Zacate, Faculty Senate president presented the background and rationale for the PCC version of the policy and expressed that Faculty Senate was not in agreement with the legal interpretation of the requirements of the federal law. Provost Sue Ott Rowlands and General Counsel Joan Gates provided the timeline and legal rationale as to why the EC version of the policy is in compliance with Federal law and in the best interest of the university. President Vaidya stated that while his recommendation differs from the policy approved by the Faculty Senate, it does not diminish his commitment to shared governance. President Vaidya recommended the EC version to the Board.

The Board of Regents approved the amendment (language recommended by the Executive Committee of the Faculty Senate) to the Faculty Policies and Procedures Handbook, regarding the Scientific/Research Misconduct Policy.

Motion: A motion was made by Regent Terry Mann and seconded by Regent Andrés Ward to approve Presidential Recommendation C-7. (Motion carried 10-1 with Regent Michael Baranowski in opposition).

8. New Occupational Therapy Doctorate:

The Board of Regents approved a new Occupational Therapy Doctorate.

Motion: A motion was made by Regent Gregory Shumate and seconded by Regent Richard Boehne to approve Presidential Recommendation C-8. (**Motion carried**)

9. New Bachelor of Science in Applied Engineering:

The Board of Regents approved a new Bachelor of Science in Applied Engineering.

Motion: A motion was made by Regent Normand Desmarais and seconded by Regent David Bauer to approve Presidential Recommendation C-9. (**Motion carried**)

10. FY 2020-2021 Dining, Parking, Housing and Other Fees:

The Board of Regents authorized the proposed dining, parking and housing fees and the Schedule of Fees and Service Charges for the 2020-2021 academic year.

Motion: A motion was made by Regent Richard Boehne and seconded by Regent Terry Mann to approve Presidential Recommendation C-10. (**Motion carried**)

11. FY 2020-2021 Tuition Rates:

The Board of Regents approved the tuition for the 2020-21 academic year at the rates proposed in the Authorized Schedule of Tuition. The President will submit tuition rates for the 2020-21 academic year to the Council on Postsecondary Education (CPE) for approval prior to the June 19, 2020 CPE meeting.

Motion: A motion was made by Regent Jarett Lopez and seconded by Regent Gregory Shumate to approve Presidential Recommendation C-11. **(Motion carried)**

12. FY 2020-2021 Annual Operating Budget Resolution:

The Board of Regents approved the resolution establishing and approving the Fiscal Year 2020-21 Annual Unrestricted Operating Budget for Northern Kentucky University.

Motion: A motion was made by Regent Terry Mann and seconded by Regent David Bauer to approve Presidential Recommendation C-12. **(Motion carried)**

13. SD1 Easement – Covington Property:

The Board of Regents authorized the granting of an easement to Sanitation District 1 for sewer purposes on NKU’s portion of the Covington Property that runs parallel to the Dixie Highway Right-of-Way.

D. Executive Session:

Regent Gregory Shumate seconded Regent W. Lee Scheben’s motion to enter into executive session pursuant to KRS 61.810(1) (c). **(Motion carried)**

At 3:34 p.m., Regent Normand Desmarais seconded Regent Terry Mann’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 meeting held on May 13, 2020, and that such matters are still in force and effect.

Signature On File
Normand Desmarais
Secretary of the Board of Regents

**Board of Regents Subcommittee Meeting
Northern Kentucky University
Video Teleconference
May 18, 2020**

The Board of Regents Subcommittee meeting took place at 1:00 p.m., Monday, May 18, 2020.

Attendees: Gregory Shumate, Andr Ward, Ashley Himes, Ashish Vaidya, Bonita Brown, Sue Ott Rowlands, Mike Hales, Mary Paula Schuh, Kevin Petersen, Elizabeth Long, Shannon Dowling, Tracy Insko.

The Board of Regents subcommittee members reviewed the progress of the Northern Kentucky University Master Plan. No other matters were discussed, no final action was taken.

I, Andr Ward, Vice President of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the Board of Regents Subcommittee meeting held on May 18, 2020, and that such matters are still in force and effect.

Signature On File

Bonita Brown
Vice President and Chief Strategy Officer
Secretary to the Board of Regents

Signature On File

Andr Ward
Vice President of the Board of Regents

**Board of Regents Meeting
Executive Session
Northern Kentucky University
Video Teleconference
July 14, 2020**

Regent W. Lee Scheben, Chair, called the video teleconference meeting of the Board of Regents to order at 6:00 pm, Tuesday, July 14, 2020.

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

D. Executive Session:

Regent Desmarais seconded Regent Scheben's motion to enter into executive session pursuant to KRS 61.810(1)(F). **(Motion carried)**

No other matters were discussed.

At 7:40 p.m., Regent Mann seconded Regent Scheben's motion to adjourn. **(Motion carried)**

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 Board of Regents meeting held on July 14, 2020, and that such matters are still in force and effect.

Signature on File

Normand Desmarais
Secretary of the Board of Regents

**Board of Regents Retreat
Northern Kentucky University
Video Teleconference
July 15, 2020**

Regent W. Lee Scheben, Chair, called the Board of Regents Retreat to order at 9:00 a.m., Wednesday, July 15, 2020.

Roll Call: Michael Baranowski, David Bauer, Richard A. Boehne, Normand Desmarais, Lauren Goodwin, Ashley Himes, Terry L. Mann, Dennis Repenning, W. Lee Scheben, Gregory Shumate, André Ward.

Other Attendees: Ashish Vaidya, Bonita Brown, Wendy Peek, Joan Gates, Darryl Peal, Ande Durojaiye, Eric Gentry, Mike Hales, George Mehaffy. Video link was posted for public viewing.

Oath of Office:

Regent W. Lee Scheben performed the oath of office for the newly elected Regent: Lauren Goodwin. 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.

Presidential Annual Evaluation:

Regent W. Lee Scheben made the following motion, “We applaud and are very appreciative of the work the President has done this year. President Vaidya has exceeded our expectations and the goals that were set for this past year. We have full and complete confidence in his leadership of the university. The President has requested that since he and others at the University are taking a non-recurring salary reduction this year, that he not receive a salary increase in FY21. Although he has made significant contributions to NKU, due to the budgetary impacts of the pandemic crisis, I move that the Board approve that the President receives no salary increase in FY21 and the target bonus be deferred to FY22.” Regent David Bauer seconded his motion. All Regents approved the motion. **(Motion carried)**

Board of Regents Retreat Presentations:

The Board held in depth discussions on the following topics.

- Ten Contemporary Challenges for Higher Education – Presented by: George Mehaffy
- Campus Climate, Inclusion and Free Speech – Presented by: Joan Gates, Ande Durojaiye, Darryl Peal
- Positioning NKU for Success and Financial Sustainability – Presented by: Eric Gentry, Mike Hales

At 4:22 p.m., Regent Gregory Shumate seconded Regent Normand Desmarais’s motion to adjourn.
(Motion carried)

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 retreat meeting held on July 15, 2020, and that such matters are still in force and effect.

Signature on File

Bonita Brown
Vice President and Chief Strategy Officer
Secretary to the Board of Regents

Signature on File

Normand Desmarais
Secretary of the Board of Regents

**Board of Regents Special Meeting
Northern Kentucky University
Video Teleconference
August 7, 2020**

Regent W. Lee Scheben, Chair, called the special meeting of the Board of Regents to order at 1:00 p.m., Friday, August 7, 2020.

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

Other Attendees: Ashish Vaidya, Bonita Brown, Wendy Peek, Joan Gates, Darryl Peal, Sara Kelley, Angela Zippin, Tracy Insko. The video teleconference link was provided to the public.

Presentation: The Overview of New Title IX Regulations presentation was given by Darryl Peal and Sara Kelley.

Presidential Recommendation:

Agenda Item: A motion was made by Regent Richard Boehne and seconded by Regent Michael Baranowski to approve the Presidential Recommendation as listed; B-1. **(Motion carried)**

RECOMMENDATION:

That the proposed Sexual Harassment policy be approved by the Board of Regents to bring Northern Kentucky University into compliance with Title IX Final Regulations and to advance the university's commitment to inclusion. The Board of Regents approval is sought as this new policy identifies a major university strategic initiative and is associated with an issue of significant risk.

BACKGROUND:

The purpose of this policy is to foster a safe and inclusive educational and work environment that is free from sexual harassment and to ensure NKU's compliance with legal requirements.

On May 6, 2020, the U.S. Department of Education released final regulations governing how institutions that receive federal financial assistance covered by Title IX of the Education Amendments of 1972 (Title IX) must respond to allegations of sexual harassment. This is the first time the Department has issued regulations addressing sexual harassment as a form of prohibited sex discrimination under Title IX. The regulations detail a recipient's requirements for providing procedural due process to both complainants and respondents.

The regulations become effective on August 14, 2020. Drafting this policy swiftly over the summer to meet the compliance deadline, NKU's Office of TIX utilized internal and external resources as well as an internal drafting committee and implementation team.

Board of Regents
August 7, 2020

At 2:02 p.m., Regent Gregory Shumate 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 special Board of Regents meeting held on August 7, 2020, and that such matters are still in force and effect.

Signature on File
Normand Desmarais
Secretary of the Board of Regents

**Board of Regents Subcommittee Meeting
Northern Kentucky University
Video Teleconference
August 18, 2020**

The Board of Regents Subcommittee meeting took place at 4:15 p.m., Tuesday, August 18, 2020.

Attendees: Gregory Shumate, Andr Ward, Ashish Vaidya, Bonita Brown, Sue Ott Rowlands, Mike Hales, Mary Paula Schuh, Kevin Petersen, Elizabeth Long, Shannon Dowling, Tracy Insko. The video teleconference link was provided to the public.

The Board of Regents subcommittee members reviewed the progress of the Northern Kentucky University Master Plan. No other matters were discussed, no final action was taken.

I, Andr Ward, Vice President of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the Board of Regents Subcommittee meeting held on August 18, 2020, and that such matters are still in force and effect.

Signature On File

Bonita Brown
Vice President and Chief Strategy Officer
Secretary to the Board of Regents

Signature On File

Andr Ward
Vice President of the Board of Regents

FACILITIES MANAGEMENT REPORT

1. Master Plan

Ayers Saint Gross of Washington, D.C. is leading the update of the campus master plan. The Master Plan Steering Committee will oversee a collaborative campus planning process focused on land use/site planning, space utilization and space needs, student life, community integration, transportation/parking, and infrastructure including utility planning. Built on consensus through engagement and collaboration, the Campus Master Plan will articulate the physical goals and aspirations of the University's mission aligned with the strategic plan.

The campus engagement phase of the Master Plan process began in November 2019. Phase 1 of the planning process included the quantitative and qualitative analysis of data to provide an accurate portrait of the University. The analysis included a campus-wide space needs assessment measuring the type of space required to support current needs as well as future objectives.

Using the analysis developed in Phase 1 as a foundation, the planning team worked with the campus community to develop Guiding Principles as well as a Conceptual Plan. The Guiding Principles state the University's philosophical goals, help build consensus, and guide decisions related to the development and implementation of the master plan. The Conceptual Plan translates the guiding principles into a shared vision for the spatial development of the University by illustrating the structure, layout, and relationships of planned open space, circulation, environmental systems, buildings, and focal points.

Master Plan – Guiding Principles:

- Support a more engaged university serving the Northern Kentucky region
- Create a place of academic excellence and innovation to support a diversity of learners
- Design a welcoming and desirable NKU experience
- Leverage campus assets to create value

The master plan team is currently utilizing virtual technology to engage with the internal and external campus communities to develop and evaluate design scenarios for specific areas of the campus. The scenarios include renovation of existing facilities, new construction, relocation of departments, treatment of open space and entryways, pedestrian and vehicular circulation systems, parking, campus entry and arrival, signage and infrastructure. Planning includes athletic and recreation facilities and edge of campus land uses.

The preferred design scenarios will be consolidated into a Final Master Plan which includes prioritization and sequencing of future projects. The Master Plan, expected to be completed this fall, will provide a visionary and implementable plan supporting the university's mission and future goals and aspirations.

For more information: <https://www.nku.edu/masterplan.html>

Master Plan - Continued

Consultant: Ayers Saint Gross

Estimated Scope: \$606,000

Fund Source: Net Position

Anticipated Completion: November 2020

2. Elevator Improvements (Lucas Administrative Center)

The elevators in the Lucas Administrative Center had reached the end of their useful life, becoming increasingly unreliable. Both elevators were modernized to improve safety and performance. Pedco E&A Services prepared bid documents and ThyssenKrupp performed installation. Work on both elevators is complete. Final testing and inspections were completed in August.

Engineer: Pedco E&A Services

Contractor: ThyssenKrupp

Scope: \$610,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: August 2020

3. New Residence Hall

Moody Nolan (MN) architects, of Columbus, Ohio and Lord Aeck Sargent (LAS) of Lexington, Kentucky and Atlanta, has designed a new 297-bed student residential facility. A significant part of LAS' higher education practice is the planning and design of student residential facilities. Messer Construction is serving as construction manager. The building will be located on the front (south) section of Lot F. It will include 297 semi-suite style beds featuring two double-occupancy bedrooms sharing one private shower room, one private toilet room, and two sinks. The building will include ample communal gathering and study space to foster student engagement.

Construction began in April 2020. Site grading is complete. Good progress has been made on underground utilities, foundations, slab-on-grade and installation of the geothermal well field is underway. The project is scheduled for completion by July 2021.

Architect of Record: Moody/Nolan

Student Life/Interior Design Consultant: Lord Aeck Sargent

Engineers: CMTA, THP, The Kleingers Group, Geotechnology, Inc.

Landscape Architect: Vivian Llambi & Associates

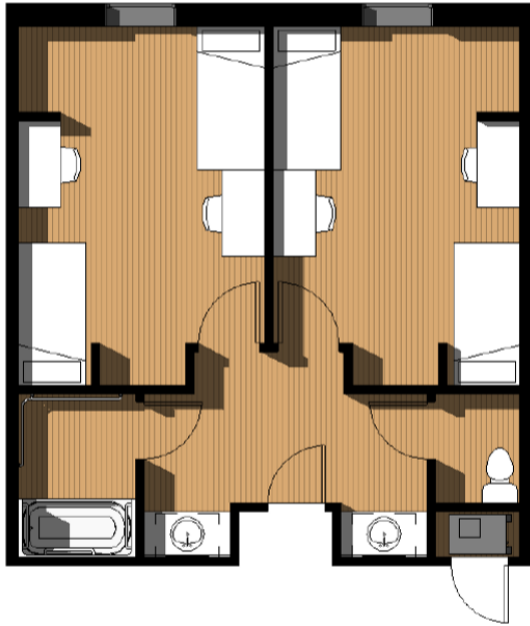
Construction Manager: Messer Construction

Scope: Approx. \$26.5M

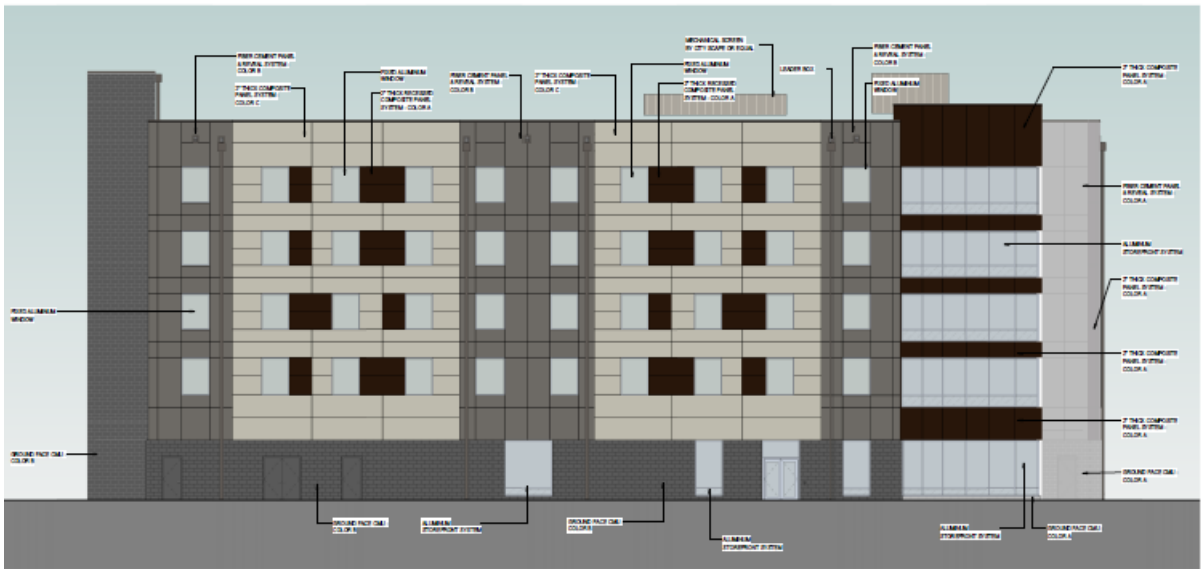
Fund Source: NKU Bonds – Supported by Housing Revenue

Anticipated Completion: Summer 2021

New Residence Hall - Continued



Semi-Suite Layout



North Elevation: New Lot F/Kenton Drive Entry

New Residence Hall - Continued



South Elevation: Carroll Drive Entry/Courtyard Overlook

4. Norse Hall Exterior Repairs

THP, Limited, a structural engineering firm, designed repairs to the exterior of Norse Hall. Work is focused on the stairs, landings, balcony railings and the soffits below the balconies. Construction began in June 2020 and a Fall 2020 completion is expected. Critical items of work impacting building occupancy will be complete prior to the start of the fall semester. This work has an estimated scope of \$950,000.

Also underway is replacement of the last section of underground “Blue Max” piping at Norse Hall. This effort, which will cost about \$450,000, includes installation of needed underground storm water piping, improved access for water shut-offs, flooring replacement and drywall repairs, and restoration of units impacted by past blue-max piping failures.

Engineer: THP Limited

Contractor: Structural Systems Repair Group (Stairs) and Millay & Co. (Blue Max Piping)

Scope: \$1,400,000

Fund Source: NKU Bonds – Supported by Housing Bond Revenue

Anticipated Completion: Fall 2020

Norse Hall Exterior Repairs - Continued



Norse Hall Balcony Railing Replacement, July 27, 2020



Norse Hall, New Underground Piping (Copper Pipe Replaces Blue Max Piping), July 2020

5. Fine Arts Floor Heaving Repairs

The heaving of the first floor in the original part of the Fine Arts Center has caused several concrete block walls to put pressure on the second floor slab, causing structural cracks in the second floor slab and adjacent beams. THP completed design of needed repairs, which will allow the walls to move upward without putting structural pressure on the second floor slab.

Repair work began in May, encompassing an area of five SOTA labs and several faculty offices. Work was completed in August 2020.

These are interim repairs until the larger Fine Arts floor heaving project (an area of about 15,000 square feet) is funded.

Designer: THP Limited

Contractor: Haire Construction, LLC (Louisville)

Scope: \$250,000

Fund Source: Deferred Maintenance Project Pool

Completion: Summer 2020



Fine Arts Center Concrete Slab Repair, Second Floor Corridor, July 2020

Fine Arts Floor Heaving Repairs - Continued



Fine Arts Center Concrete Slab Repair, FA 220 Movement Studio, July 2020

6. Fine Arts Center Corbett Lobby Renovation

SOTA used private funds to enhance the two-story entry lobby to Corbett Theater. The existing wall carpet was removed and a new gypsum board wall surface was installed. New flooring, painting and lighting were also included in the project. These improvements, in addition to improving the lobby's appearance, will allow for the display of art in this space. Millay & Company was the contractor. Work began in April and is complete.

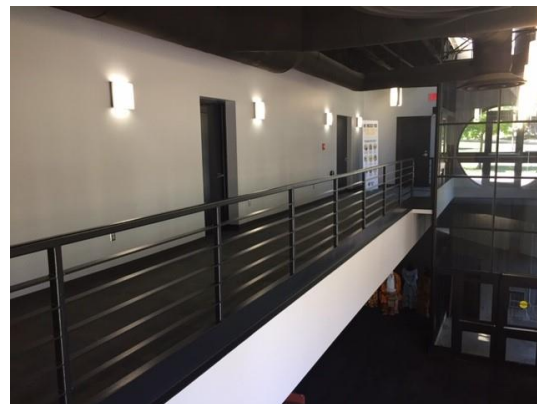
Designer: In-House

Contractor: Millay & Company

Scope: \$100,000

Fund Source: Private Funds

Completion: Summer 2020



Corbett Lobby Renovation, August 2020

7. Fine Arts Roof Restoration

The Fine Arts roof has multiple roof sections made up of three separate systems. The section covering the original building had reached the end of its service life, was showing signs of stress and had minor leaks. This project restored the roof by repairing the existing membrane, replacing sections (where necessary) and installing a new protective membrane over the entire roof section.

Roof restoration, rather than complete replacement, extends roof life, saves resources, reduces replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits.

The project began in June and is complete. The roof now has a 20-year warranty.

Contractor: TREMCO Roofing

Scope: \$300,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2020

8. Student Union Ballroom AV/IT Upgrade

The audiovisual and information technology systems in the Student Union Ballroom were increasingly unreliable, making replacement a priority. All presentation system infrastructure, including projectors, speakers, and system components, as well as lighting, were replaced. Distance learning equipment was also installed. Work began in April and is complete.

Engineer: KLH Engineers

Contractor: Trinity

Scope: \$990,000

Fund Source: Net Position – Non-Recurring Investment

Completion: Summer 2020

9. Stealy Library Improvements

A first phase of physical improvements is underway in Stealy Library as part of the effort to enhance the Library. Using \$135,000 in funding from the Deferred Maintenance Project Pool, new carpet, paint and furniture are being installed on the 3rd floor in the area of the circulation desk and in seven student group study rooms on floors 1, 2 and 3. IT is dedicating approximately \$250,000 for technology upgrades to the seven study rooms, which will have capability similar to group study rooms in the Health Innovation Center and Founders Hall. In addition, eight classrooms/meeting rooms in Stealy will be upgraded to a level consistent with campus; open computer labs will be upgraded to improve student interface; and, the Library's network infrastructure will be upgraded to a level consistent with elsewhere on campus.

Steely Library Improvements - Continued

Carpet and painting are complete. Furniture has been delivered and installed and IT upgrades are complete.

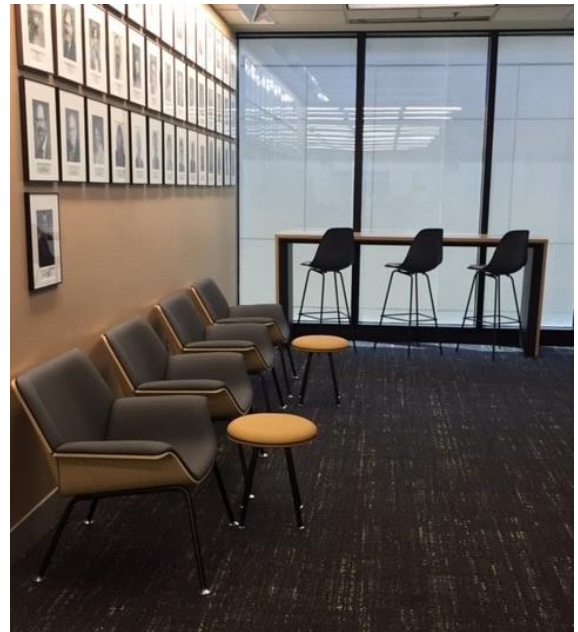
Designer: In-House

Contractor: Flooring – Mr. David’s Flooring

Scope: \$385,000

Fund Source: Deferred Maintenance Project Pool, Various IT Funding Sources

Completion: Summer 2020



Steely Library, Third Floor



Steely Library, Typical Study Room Renovation

Steely Library Improvements - Continued



Steely Library Third Floor Entrance

10. Fine Arts Elevator Replacement

The mechanical equipment for the passenger elevator in the original section of Fine Arts is original to the building and in need of total replacement. Increasingly unreliable, modernization of this elevator is essential to ensure safe, continued operation. Otis was the low bidder. Because the freight elevator shares a shaft with the freight elevator, to ensure the safety of the workers that elevator will also be out of service throughout the construction period. The project is in the shop drawing submittal phase. Delivery and construction start times have not been determined.

Engineer: Pedco E&A Services

Contractor: Otis

Scope: \$285,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: TBD

11. Mathematics Education Psychology Center West Elevator

The hydraulic cylinder on the west elevator in the Mathematics Education Psychology Center corroded due to electrolysis and must be replaced. Due to a hole in the PVC sleeve, the jack hole filled up with water and oil, and to further complicate the repair, the existing PVC sleeve broke in the jack hole. Otis is bringing in a drill crew to remove the existing PVC sleeve and clean the jack hole. The goal is to complete the repair in early August.

Mathematics Education Psychology Center West Elevator - Continued

Engineer: N/A

Contractor: Otis

Scope: \$125,000

Fund Source: Deferred Maintenance Project Pool

Completion: August 2020

12. Nunn Hall Elevator Replacement

Nunn Hall has three elevators, and all are at the end of their useful life. The elevators have become increasingly unreliable and are often out of service. Modernization is essential to ensure safe, continued operation. Otis was the low bidder. Work will begin when contract negotiations are complete. One elevator will be out of service throughout the construction period.

Engineer: Pedco E&A Services

Contractor: Otis

Scope: \$800,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: TBD

13. Nunn Hall Return Fans

The return fans in Nunn Hall, original to the building, have out lived their life expectancy. The repair cost for the obsolete parts is extremely high with long delivery times. The fans help regulate temperature and door function due to air pressure. This project is in the planning phase.

Engineer: TBD

Contractor: TBD

Scope: \$500,000

Fund Source: Deferred Maintenance Project Pool

Completion: TBD

14. Albright Health Center Façade Caulk & Seal

When the Campus Recreation Center project was underway in 2015, the north façade on the Albright Health Center was caulked and sealed. This project provided for the completion of that work, primarily on the east and south façades. Leaks had begun to occur; replacing the caulk between precast concrete panels and sealing the concrete restored the integrity of the building exterior. Work was completed this summer by ZSR Contracting.

Albright Health Center Façade Caulk & Seal - Continued

Contractor: ZSR Contracting.

Scope: \$20,000

Fund Source: Deferred Maintenance Project Pool

Completion: Summer 2020

15. Callahan Hall Water Heater Replacement

This project had been on hold but approval to proceed has been received. The domestic hot water system in Callahan Hall was replaced in 2008 when the building was converted to a residence hall. The boilers and mixing valves feeding the hot water system were not replaced at that time, are in poor condition and are increasingly unreliable. The project is ready for bidding and replacement will occur this fall.

Engineer: CMTA

Contractor: TBD

Scope: \$138,000

Fund Source: Housing Funds

Anticipated Completion: Fall 2020

16. Access Control Conversion

A project is underway to convert the University's electronic card access locking system to a new standard. Transitioning from a proprietary access control system to a non-proprietary system will provide NKU the flexibility for a more competitive bidding process for maintaining the system (existing system is \$12 per reader, proposed system will be approximately \$5 per reader). The new system will continue to use the NKU All Card. The residence halls were completed first. Work is in progress across campus and will continue into the fall semester.

Contractor: Structured Access Control

Scope: \$315,000

Fund Source: \$115,000 from Deferred Maintenance Project Pool; \$200,000, cost avoidance due to lower maintenance fees – bridge funded from Net Position

Anticipated Completion: Fall 2020

17. Math Education Psychology Center/Administrative Center Bridge Parapet Repair

The concrete parapets (vertical railing pieces) on the bridge connecting the second floor of the Mathematics Education Psychology Center to the Administrative Center/University Center plaza is in need of repair. The project includes various concrete crack repairs, steel repair and application of a coating to the concrete. Repair to a plaza drain in the vicinity of this railing is also included. This project was on hold but approval to proceed has been received. This project will be bid in August/September and repair work will follow.

Engineer: THP Limited

Contractor: TBD
Scope: \$200,000
Fund Source: Deferred Maintenance Projects Pool
Anticipated Completion: Fall 2020

18. Herrmann Science Center Plaza Replacement

The concrete pavers in the circular Science plaza are deteriorated and have become a tripping hazard. Options for paving replacement and resolution of drainage issues are being investigated. The project is in the design phase.

Landscape Architect: RossTarrant
Contractor: TBD
Scope: \$100,000
Fund Source: Deferred Maintenance Project Pool
Anticipated Completion: Fall 2020

19. Switchgear Replacement – Three Buildings

Switchgear equipment distributes a building's incoming electric power to its internal electrical systems. The electrical high voltage switchgear in Landrum, Fine Arts and Nunn Hall all are located inside the buildings, making replacement a challenge. In all three cases, the units (original to the buildings) had reached the end of their useful lives, and risk of failure has become a significant concern. Failure would cause loss of power resulting in a building shutdown. The projects were initially managed separately, and three engineering firms were hired to prepare bid documents. It was decided to bid the project to one contractor, in an attempt to leverage increased value. The project was bid this spring and the Mayers Electric Company is the contractor. Work will occur over the holiday break.

Engineers: KZF, RMF and KLH
Contractor: Mayers Electric Company
Scope: \$1,250,000
Fund Source: Deferred Maintenance Project Pool
Anticipated Completion: Holiday Break, 2020/2021

20. US 27 Development

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

Phase Two, on the south side of Nunn Drive, will be a mixed-use development of 30-38,000 square feet of full-service and casual restaurant and retail tenants; a 110-room hotel; 75-150 market rate apartments; parking; and, potentially, office space. Retail uses will result in a safe, active pedestrian experience complete with al fresco dining on patios, sidewalk

amenities, public art installations and an urban environment that embraces the notion of a unique street experience.

The State TIF (Tax Increment Financing) application has been reviewed and a final award of \$14.2M was approved. State and local TIF funds will be used to help with the cost of infrastructure development on the Phase II site. OKI has approved an \$861,704 STP/SNK Transit infrastructure support grant for the project. Funds allocated through two federal programs, the Surface Transportation Block Grant program and the Transportation Alternatives program, will be spent on road, transit and pathway improvements benefitting the project. Fairmount will match the grant funds with \$369,302 in project funds.

With occupancy of the St. Elizabeth Medical Office Building at the end of April, Phase One is complete.

Phase II Progress - South side of Nunn Drive:

- Fairmount continues to have discussions with potential hoteliers and retailers.
- Master Planning is underway to incorporate design for both sides of Nunn Drive, to ensure a look that is consistent with the objective of creating a new campus gateway.
- Ground Lease negotiations with Fairmount are ongoing.

OFFICE OF RESEARCH, GRANTS, AND CONTRACTS REPORT

The attached report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for April 1, 2020 through June 30, 2020, for Fiscal Year 2019-20:

- 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**.

NKU Office of Research, Grants and Contracts
Grants Awarded Funding: April 1, 2020 - June 30, 2020
FY 2019-2020

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Administration & Finance</i>					
Institutional Support	New	Administration & Finance	NKU CARES ACT Higher Ed Emergency Relief Fund (Institutional - COVID)	U.S. Department of Education	\$3,999,481
<i>College of Arts & Sciences</i>					
Basic Research	New	Biological Sciences	Pollinator Habitat Initiative: Drone Survey	Great Parks of Hamilton County (OH)	\$3,387
Basic Research	New	Biological Sciences	KBRIN Post-Doctoral Fellow Award - Year 1	University of Louisville Research Foundation - FFT	\$43,725
Basic Research	Continuation	Biological Sciences	KBRIN Maternal helminths as a possible anti-inflammatory intervention in a model of neonatal infection - Year 2	University of Louisville Research Foundation - FFT	\$53,000
Basic Research	Continuation	Chemistry	KBRIN Characterization of the Isomerase and Lyase Mechanisms of MST Enzymes - Year 2	University of Louisville Research Foundation - FFT	\$52,898
Basic Research	New	Chemistry	KBRIN CURE: UROCC	University of Louisville Research Foundation - FFT	\$26,500
Basic Research	Continuation	Chemistry	KBRIN Post-Doctoral Fellow Award - Year 3	University of Louisville Research Foundation - FFT	\$33,125
Applied Research	New	Psychological Science	KBRIN Autonomic Nervous System Functioning in Heavy Drinking Adolescents	University of Louisville Research Foundation - FFT	\$53,000
Basic Research	Continuation	Psychological Science	KBRIN Post-Doctoral Fellow Award - Year 2	University of Louisville Research Foundation - FFT	\$33,125
Basic Research	Continuation	Psychological Science	KBRIN Post-Doctoral Fellow Award - Year 2	University of Louisville Research Foundation - FFT	\$33,125

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>College of Education</i>					
Instruction	Continuation	Teacher Education	NKU Kentucky Reading Project (Cadre 22)	Collaborative Center for Literacy Development	\$42,000
Student Financial Aid	New	Teacher Education	Kentucky Traineeship in Special Education 20-21	Kentucky Department of Education - FFT	\$740,000
Student Financial Aid	New	Teacher Education	Kentucky Traineeship in Special Education 19-20 - Additional Funds	Kentucky Department of Education - FFT	\$30,000
<i>College of Health & Human Services</i>					
Student Financial Aid	Continuation	Nursing	Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program 20-21	Health Resources and Services Administration	\$24,460
<i>Enrollment and Degree Management</i>					
Student Support	New	Student Financial Assistance	Student Success - COVID-19 Response Grant	Kentucky Council on Postsecondary Education	\$40,000
<i>Health Innovation Center</i>					
Applied Research	New	Institute for Health Innovation	OUD Partnerships for Families in Carroll and Owen Counties II	U.S. Department of Justice	\$667,145
Public Service	Continuation	Institute for Health Innovation	KY INNOVATION: Regional Innovation for Startups & Entrepreneurs (RISE) Year 2 - Additional Funds	Kentucky Cabinet for Economic Development	\$87,550
<i>Vice Provost for Graduation Education, Research & Outreach</i>					
Public Service	New	Kentucky Campus Compact	TASK VISTA 2020-2021 - MATCH	Felix E. Martin Jr. Foundation	\$8,000
Public Service	New	Kentucky Campus Compact	Kentucky College Coaches (KCC) - KC3	KY Cabinet for Health & Family Services	\$804,210
Instruction	Continuation	Scripps Howard Center for Civic Engagement	Student Philanthropy Project (Scripps) 20-21	Scripps Howard Foundation	\$7,000

Total Number of Awards 04/01/2020 - 06/30/2020

20

Total Funds Awarded

\$6,781,731

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Total Number of Awards FY 2019-20</i>		<u>77</u>		<i>Total Funds Awarded FY 2019-20</i>	<u>\$13,452,776</u>

FUNDRAISING RESOURCES

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

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2020.

FY 20 Fundraising Resources Through 6/30/2020	
Designation	FY 2020 at 6/30/2020
Academic Affairs/Univ. Designated	3,014,609
Athletics	943,324
Chase College of Law	3,667,124
College of Arts & Sciences	632,470
College of Education	206,960
College of Health and Human Services	578,483
College of Informatics	896,886
Haile US Bank College of Business	438,172
Honors College	262,511
Institute for Health Innov./Health Innov Ctr.	732,930
Steely Library	47,930
Student Affairs	413,009
Total	11,834,407

FY 21 Fundraising Resources Through 7/31/2020	
Designation	FY 2021 at 7/31/2020
Academic Affairs/Univ. Designated	193,926
Athletics	22,734
Chase College of Law	14,865
College of Arts & Sciences	4,180
College of Education	53
College of Health and Human Services	2,262
College of Informatics	14,799
Haile US Bank College of Business	150,720
Honors College	100
Institute for Health Innov./Health Innov Ctr.	5
Steely Library	305
Student Affairs	57,467
Total	461,416

POLICIES REPORT

The following policies 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](#):

The Board of Regents shall approve the following criteria to determine if a university policy requires Board approval:

- The policy identifies a major university strategic initiative;
- The policy involves the Board's fiduciary responsibilities;
- The policy is associated with an issue of significant risk; and/or
- The policy must be approved by the Board for legal and compliance purposes

The criteria will be interpreted by the President, who may seek consultation from General Counsel or other university administrators. All new or revised university policies that meet the above criteria will be submitted to the Board for approval.

For efficiency purposes, the administration shall have the authority to make technical or editorial revisions for Board approved policies. A technical or editorial change is a non-substantive change such as the correction of statutory or regulation references, contact names, position titles, department names, office locations, email or web addresses, spelling or grammatical errors, and the like.

Copies of these policies are available upon request.

PERFORMANCE EXPECTATIONS AND CORRECTIVE ACTION

This policy outlines performance expectations and corrective action measures for non-faculty employees. This revision updates and replaces the Discipline & Performance Improvement Plan policies. To clarify that this policy pertains only to non-faculty, a reference to the Faculty Handbook has been included.

REAL ESTATE INCOME & CASH MANAGEMENT

This policy identifies the guidelines for leases on University-owned rental properties. These revisions update the policy name and reflect minor procedural changes that improve effectiveness and increase efficiency.

SERVICE ANIMALS

This policy outlines rules for the presence of Service Animals at NKU, as defined by the Americans with Disabilities Act as Amended (ADAAA), while on campus and in the residence halls. New HUD guidelines now describe emotional support animals as assistance animals, so that wording was eliminated from this policy in this revision (e.g., changing the title from "Service and Assistance Animals" to "Service Animals") in order to reduce confusion. The office name and contact information changed, so those were also updated.

TRANSFER CREDIT ACCEPTANCE-UNDERGRADUATE

This policy describes NKU's undergraduate transfer credit acceptance requirements and procedures, which are consistent with the Kentucky Council for Postsecondary Education (CPE) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). This revision clarifies that credits earned from nationally accredited institutions may be considered for transfer credit.

GENERAL EDUCATION CERTIFICATION FOR TRANSFER STUDENTS WITH AN A.S. OR A.A. DEGREE

This policy articulates guidelines for general education certification for transfer students who hold an A.S. or A.A. degree from a regionally accredited institution or an institution accredited by an agency recognized by the U.S. Department of Education and are admitted to Northern Kentucky University (NKU) based on admission criteria at the time of application. The main revision in this policy is to indicate that degrees from both regionally accredited and nationally accredited institutions recognized by the U.S. Department of Education will be fully certified for general education.

GENERAL EDUCATION CERTIFICATION FOR TRANSFER STUDENTS WHO COMPLETED THE OHIO TRANSFER MODULE OR THE INDIANA STATEWIDE TRANSFER EDUCATION CORE

An articulation agreement that was signed by NKU in 2013 created policies for transfer students from Ohio 2-year and 4-year public institutions. The provisions outlined in the articulation agreement were never made into NKU policy. This policy articulates guidelines for general education certification for transfer students who complete the Ohio Transfer Module (OTM) from a 2-year or 4-year Ohio public institution or the Statewide Transfer General Education Core (STGEC) from a 2-year or 4-year Indiana public institution and are admitted to NKU based on admission criteria at the time of application. Including Indiana in this policy offers students who completed the Statewide Transfer General Education Core at 2-year or 4-year Indiana public institutions the same benefit as students transferring from Ohio public institutions.

RECOMMENDATION:

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

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.

Mini Vitas Follow

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.

Mini Vitas Follow

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.

Mini Vita Follows

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. Kesha 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.

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.

Mini Vitas Follow

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.

Mini Vita Follows

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

Biological Sciences	Mr. Steven Castellano	Academic Year
Biological Sciences	Dr. Sarah Ison	Academic Year
Biological Sciences	Dr. Warunya Panmanee	Academic Year
Chemistry & Biochemistry	Dr. Marcus Eilers	Academic Year
CINSAM	Ms. Kristina Bielewicz	Academic Year
CINSAM	Mr. Rueben Bullard	Academic Year
CINSAM	Ms. Amber Carter	Academic Year
English	Ms. Kristi Brock	Academic Year
English	Ms. Lindsey Caldwell-Thomas	Academic Year
English	Ms. Megan Henson	Academic Year
English	Ms. Natalie Williams	Academic Year
History and Geography	Mr. Joseph Lombardi	Academic Year

History and Geography	Ms. Kathleen Quinn	Academic Year
Honors/Integrative Studies	Dr. Rachel Zlatkin	Academic Year
Integrative Studies	Mr. Steven Watkins	Academic Year
Mathematics and Statistics	Ms. Chrystal Culbertson	Academic Year
Mathematics and Statistics	Ms. Barbara Phillips	Academic Year
Mathematics and Statistics	Mr. David Evans	Academic Year
Mathematics and Statistics	Ms. Laura Urbanski	Academic Year
Music	Dr. Joy Burdette	Academic Year
Music	Dr. Richard Van Dyke	Academic Year
Music	Dr. Cara Leanne Wood	Academic Year
Music	Mr. John Zappa	Academic Year
Music	Mr. Ashley Shepherd	Academic Year
Music	Dr. Louis Setzer	Academic Year
Music	Mr. Michael Culligan	Academic Year
Physics, Geology and Engineering Technology	Dr. Nuwan Kumara	Academic Year
Physics, Geology and Engineering Technology	Dr. Peng Zhou	Academic Year
Physics, Geology and Engineering Technology	Mr. Roger Miller	Academic Year
Physics, Geology and Engineering Technology	Mr. Roy Hobbie	Academic Year
Physics, Geology and Engineering Technology	Dr. Souvik Sarkar	Academic Year
Physics, Geology and Engineering Technology	Dr. Saeed Azad	Academic Year
Physics, Geology and Engineering Technology	Ms. Rachel Thornton	Academic Year
Physics, Geology and Engineering Technology	Dr. Yong Xue	Academic Year
Political Science, Criminal Justice and Org. Leadership	Mr. Jason Farkas	Academic Year
Sociology, Anthropology, and Philosophy	Dr. Gary Blahnik	Academic Year
Sociology, Anthropology, and Philosophy	Dr. Robert Greenleaf Brice	Academic Year
Sociology, Anthropology, and Philosophy	Dr. Nichole Grant	Academic Year
Sociology, Anthropology, and Philosophy	Ms. Denise Knisely	Academic Year
Sociology, Anthropology, and Philosophy	Dr. Michael Simonton	Academic Year
Sociology, Anthropology,	Ms. Kristina Vise	Academic Year

and Philosophy Theatre and Dance	Mr. Charles Roetting	Academic Year
Visual Arts	Mr. Matt Overwine	Academic Year
Visual Arts	Mr. Earl Plowman	Academic Year
Visual Arts	Ms. Julia Sebastian	Academic Year
World Languages and Literatures	Ms. Sandra Bazzani-Aronne	Academic Year
World Languages and Literatures	Dr. Iliana Rosales Figueroa	Academic Year

Haile/US Bank College of Business

Accounting & Business Law	Dr. Alfred Greenfield	Academic Year
	Mr. James Human	Academic Year
	Mr. James Kirtley	Academic Year
	Ms. Kimberly Roush	Academic Year
Marketing, Sports Business, & Construction Management Management	Mr. David Harrison	Academic Year
	Mr. Louis Manchise	Academic Year
	Dr. Stephen Roush	Academic Year
	Mr. Zachary Strobl	Academic Year
	Mr. Jeffrey Varrone	Academic Year

College of Health and Human Services

School of Nursing	Dr. Brian Kasson	Fiscal Year
	Ms. Jennifer Hunter	Academic Year
	Ms. Lynn Brown	Academic Year
	Ms. Amber Thomas	Academic Year
	Ms. Anita Phillips	Academic Year
School of Social Work	Ms. Allison Schmidt	Fiscal Year
School of KCRS	Dr. Rhyanne McDade	Academic Year
	Mr. Keith Collins	Academic Year
	Dr. Ashley Nicole Brooks-DeLa Torre	Academic Year
School of Allied Health	Ms. Carrie Hipple	Academic Year

College of Education

Teacher Education & School Leadership	Dr. April Eddie	Academic Year
Teacher Education & School Leadership	Ms. Melissa Hess	Academic Year

College of Informatics

Business Informatics	Mr. Anthony Burk Mr. Matthew Zachary Otey	Academic Year Academic Year
Communication	Dr. David R. Brandt Mr. Aaron Zlatkin	Academic Year Academic Year
Computer Science	Mr. John Musgrave	Academic Year

MINI VITA

Name: James Allen

Title: Associate Professor

Education: Ph.D. in Urban Education Leadership, 2003, University of Cincinnati

M.Ed. in Educational Administration, 1994, University of Cincinnati

B.S. in Elementary Education, 1991, University of Cincinnati

Experience: 2019-2020, Interim Dean and Associate Professor, Northern Kentucky University

2018-2019, Associate Professor and Interim Assistant Co-Chair, Northern Kentucky University

2010-2018, Associate Professor, Northern Kentucky University

2008-2010, Associate Professor and Assistant Dean, Antioch University

2007-2008, Assistant Professor and Coordinator, Northern Kentucky University

2004-2007, Chair, Educational Leadership/Ohio Principal Licensure Programs, Antioch University

2003-2007, Assistant Professor, Antioch University

MINI VITA

Name: Sandra Bazzani Aronne

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

Education: M.A. in Teaching Spanish as a Foreign Language, 2008, Fundación Universitaria Iberoamericana (FUNIBER), Universidad de León, Spain

B.A. in Venezuelan Legal Studies, 2001, Universidad Católica Andrés Bello, Caracas, Venezuela

Experience: 2016-present, Lecturer, Northern Kentucky University

2015-2016, Adjunct Instructor, Northern Kentucky University

2012-present, Freelance Spanish Teacher, Procter and Gamble

2012-2016, Adjunct Instructor of Spanish, University of Cincinnati, Blue Ash

2009-2016, Adjunct Instructor of Spanish, Xavier University

2009-2010, Spanish Instructor, Berlitz Language Center

2003-2007, Spanish Teacher, Loyalist College, Belleville, ON, Canada

2003-2007, Freelance Spanish Teacher, Belleville, ON, Canada

MINI VITA

Name: Holly Attar

Title: Director of Music Preparatory and Lecturer of Music

Education: D.M.A. in Viola Performance, 2010, University of Cincinnati

M.M. in Viola Performance, 2004, North Carolina School of the Arts

B.M.E. in Music Education, Central Michigan University

Experience: 2011–present, Director of NKU Music Preparatory, Adjunct Professor of Viola, Corbett Trio, NKU String Project Master Teacher

2009–2011, Director of Career Services and Student Referral Service, University of Cincinnati College-Conservatory of Music

MINI VITA

Name: Saeed Azad

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Mechanical Engineering, 2020, University of Cincinnati

M.S. in Mechanical Engineering, 2016, Alfred University

B.S. in Mechanical Engineering, 2010, Azad University of Mashhad, Iran

Experience: 2020-2020, Instructor, University of Cincinnati

2019-2019, Research Intern, P3 North America

2018-2019, Teaching Assistant, University of Cincinnati

2016-2018, Research Assistant, University of Cincinnati

2015-2016, Teaching Assistant, Alfred University

2014-2016, Researcher, Alfred University

MINI VITA

- Name:** Linda Ault
- Title:** Associate Professor and Interim Director, School of Social Work
- Education:** Ph.D. in Social Work, 2006, University of Kentucky
M.S.W. in Social Work, 1995, University of Kentucky
B.S. in Sociology and Social Work, 1974, Northern Kentucky State College
- Experience:** 2020 - Present, Associate Professor and Interim Director, School of Social Work, Northern Kentucky University
2019-2020, Program Director, Master of Social Work, Northern Kentucky University
2006-2019 Associate Professor, Northern Kentucky University
2015 Fulbright Scholar, Specialist to Volodymyr Hnatyuk Ternopil National Pedagogical University, Ternopil, Ukraine
2009-2011 Program Director, Master of Social Work, Northern Kentucky University
2006-2009 Program Director, Bachelor of Social Work, Northern Kentucky University
2004-2006 Advisor/Lecturer, Northern Kentucky University
2002-2004 Adjunct Faculty, Northern Kentucky University
1997-2003 Teaching Assistant and Adjunct Faculty, University of Kentucky

MINI VITA

Name: Ali Balapour

Title: Assistant Professor

Education: Ph.D. in Managing Information Systems, in progress, University of Arkansas

M.B.A., 2015, University of Tehran

B.B.A., 2013, University of Tehran

Experience: 2015-present, Graduate Assistant, University of Arkansas

2013, Import Sample Inspection Expert, Bekhrad International Inspection Services

2013-2015, Quality Assurance Management and Database Designer, Parnian Payesh
Andeische Kadous International Inspection Services

MINI VITA

Name: Mary Kathryn Barton

Title: Lecturer (non-tenure-track, renewable)

Education: M.A. in Teaching, 1999, University of Louisville
B.M.E. in Music, 1998, University of Louisville

Experience: 2014-Present, Lecturer of Music Education, Assistant Director of Choral Studies
2010-2014, Adjunct Faculty, Northern Kentucky University
2007-Present, Director of Liturgy and Music, St. Mary Church, Hyde Park
2000-2008, Choral Director, Lloyd Memorial High School and Tichenor Middle School
1996-2007, Choral Director, Holy Spirit Parish

MINI VITA

Name: Kristina Bielewicz

Title: Lecturer (non-tenure track, temporary)

Education: M.S., Immunobiology, 2014, University of Cincinnati

B.S., Natural Sciences, 2000, University of Cincinnati

A.A.S., Biochemistry, 1997, University of Cincinnati

Experience: 2013-present, Freelance Medical Science Writer and Editor, *The American Academy of Allergy, Asthma and Immunology: the Journal of Allergy and Clinical Immunology*

2008-2015, Principal Research Assistant-Compliance Officer, Departments of Neurology and Neurosurgery, University of Cincinnati

2007-2008, Senior Research Assistant, UC Cancer Programs, University of Cincinnati

2004-2007, Research Assistant, Department of Neurosurgery, University of Cincinnati

2003-2004, Principal Research Assistant, Department of Cancer and Cell Biology, University of Cincinnati

2002-2003, Staff Research Associate, Elan Pharmaceuticals

2000-2002, Research Associate, Gladstone Institute of Neurological Disease

MINI VITA

Name: Gary Blahnik

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

Education: Ph.D. in Humanities, 1989, Union Institute and University

M. Ed. in Counseling, 2004, Xavier University

M.A. in Philosophy, 2007 University of Cincinnati

M.A. in English, 2006 Xavier University

B.A. in Linguistics and Religion, 1975, California State University System

Experience: 1996 – present, Lecturer, Northern Kentucky University

1994 –2016, Adjunct Professor, Xavier University

1991 – 2016, Adjunct Professor, Union Institute and University

MINI VITA

Name: Nancy L. Bowers

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 2004, English, Iowa State University, Ames, Iowa
Specialization in Rhetoric, Composition, and Professional Communication

B.A., 1986, Secondary Education, Buena Vista College, Storm Lake, Iowa

Experience: 2019-present, Member, Humanities Internship Team
Northern Kentucky University

2017-present, Internship Coordinator, Northern Kentucky University

2007-present, Lecturer, Northern Kentucky University

2006-2007, Adjunct Instructor, Northern Kentucky University

2004-2005, Adjunct Instructor, Des Moines Area Community College

MINI VITA

- Name:** David Brandt
- Title:** Visiting Assistant Professor of Practice (non-tenure track, temporary)
- Education:** Ph.D. in Communication, 1980, Michigan State University
M.A. in Communication, 1975, Indiana University
B.A. in Communication, 1974, Purdue University
- Experience:** 2018-present, Visiting Assistant Professor of Practice of Communication, Northern Kentucky University
2016-2018, Adjunct Professor of Communication, Northern Kentucky University
2015-2018, Founder and Principal, Voice Crafter
2012-2015, Senior Vice President, Maritz Research
2004-2012, Vice President, Maritz Research
1998-2004, Senior Vice President, Burke, Inc.
1988-1998, Vice President, Burke, Inc.
1985-1988, Director, Marketing Sciences, Walker Information
1984, Adjunct Instructor, University of Texas at Dallas
1982-1985, Associate Research Director, Tracy-Locke/BBDO Advertising
1979-1982, Assistant Professor of Communication, University of North Texas
1978-1979, Assistant Professor of Language, Literature, and Communication, Rensselaer Polytechnic Institute
1975-1978, Graduate Teaching Assistant, Michigan State University
1974-1975, Graduate Teaching Assistant, Indiana University

MINI VITA

Name: Robert Greenleaf Brice

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

Education: Ph.D. in Philosophy, 2004, Michigan State University

M.A. in Philosophy, 1997, West Chester University of Pennsylvania

B.A. in Philosophy, 1994, University of Houston

Experience: 2016-present, Lecturer, Northern Kentucky University

2010-2016, Assistant Professor, Loyola University New Orleans

2008-2010, Visiting Professor, Loyola University New Orleans

2007-2008, Visiting Professor, Marlboro College

2003-2007, Adjunct Professor, Elmhurst College

MINI VITA

Name: Kristi Brock

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

Education: M.A. in English and Comparative Literature, 2001, University of Cincinnati
B.A. in Journalism, 1988, Northern Kentucky University

Experience: 2001-present, Lecturer, Northern Kentucky University

1999-2001, Academic Tutor, University of Cincinnati

1999-2001, Freelance Writer, Cincinnati Enquirer/Kentucky Enquirer

MINI VITA

Name: Ashley Nicole Brooks-De La Torre

Title: Lecturer (non-tenure track, temporary)

Education: Ed.D in Counselor Education & Supervision, 2016, Eastern Kentucky University

M.A. in Mental Health Counseling, 2011, Eastern Kentucky University

B.S. in Psychology, 2008, Eastern Kentucky University

Experience: 2020-present, Lecturer, Northern Kentucky University

2015-2020, Adjunct Faculty Instructor, Eastern Kentucky University

2016-2020, Team Leader Regional Children's Services, NorthKey Community Care

2014-2016, Clinical Coordinator of Outpatient Services, Addiction Recovery Care

2012-2014, Residential Primary Therapist/Domestic Violence Coordinator, Chrysalis House, Inc.

2010-2011, Domestic Violence Coordinator/Residential Therapist Intern, Chrysalis House, Inc.

MINI VITA

Name: Lynn Brown

Title: Lecturer (non-tenure track, temporary)

Education: B.S. in Nursing, 2011, Northern Kentucky University

B.A. in English, 1988, College of William and Mary

Experience: 2019-present, Lecturer, Northern Kentucky University

2012-present, Staff Nurse, Nurse Advocacy Center for the Underserved

2012-2018, Staff Nurse, University of Cincinnati Hospital and Medical Center

MINI VITA

Name: Reuben (Rick) G. Bullard, Jr.

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

Education: Ph.D. Candidate (A.B.D.), Geology, University of Cincinnati

M. S., 2001, Geology, University of Cincinnati

M. A., 1996, Near Eastern Archaeology, Cincinnati Christian University

B. A., 1982, Near Eastern Archaeology and Biblical Studies, Cincinnati Christian University

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

2000-2013, Lecturer, Geology, Northern Kentucky University

2012-present, Lecturer (part time), Geology, Ancient History, Cincinnati Christian University

2007-2012, Assistant Professor, Geology, Ancient History, Cincinnati Christian University

2002-2006, Lecturer, Geology, Cincinnati Christian University

1986-2004, Lab Instructor, Geology, University of Cincinnati

1986-1994, Instructor, Photography, Cincinnati Christian University

MINI VITA

Name: Joy L. Burdette

Title: Lecturer (non-tenure track, temporary)

Education: D.M.A. in Vocal Performance and Pedagogy, 2013, University of Cincinnati College-Conservatory of Music

M.M. in Vocal Performance, 1997, University of Louisville

B.M.E. in Voice and Horn, 1992, Cumberland College

Experience: 1999-present, Lecturer, School of the Arts, Northern Kentucky University

2015-2017, Instructor of Voice, Department of Theatre, Xavier University

1998-2001, Teaching Assistant, University of Cincinnati College-Conservatory of Music

MINI VITA

Name: Anthony Burk

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Computer Information Technology, 2013, Northern Kentucky University
B.A. in Accounting & Psychology (Double Major), 1979, Georgetown College

Experience: 2014-present, Lecturer of Business Informatics, Northern Kentucky University
2012-2014, Adjunct Professor of Media Informatics, Northern Kentucky University
2011-2012, Instructor of Psychology, University of Michigan
2011-2013, Graphic Designer in the Center for Applied Informatics, Northern Kentucky University

MINI VITA

Name: Amber Carter

Title: Lecturer/Outreach Specialist (non-tenure track, temporary)

Education: M.A. in Special Education, December, 2016, University of the Cumberland

B.A. in Elementary Education, 2007, Northern Kentucky University

Experience: 2016-present, Outreach Specialist for CINSAM

2012-2016, Summer Camp Instructor and Next Generation STEM Classroom Consultant, Center for Integrative Natural Science and Mathematics (CINSAM)

2007-2016, Elementary School Teacher, Stephens Elementary School

MINI VITA

Name: Steven Castellano

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

Education: M.S. in Botany/Ecology Certification, 2008, Miami University
B.S. in Biological Science, 2006, Northern Kentucky University

Experience: 2015-present, Lecturer, Biological Sciences, Northern Kentucky University
2013-2014, Adjunct Instructor, Biology, Miami University
2006-2011, Graduate Assistant TA/RA, Botany, Miami University

MINI VITA

Name: Keith Collins

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Clinical Exercise Physiology, 2004, Indiana University

B.S. in Kinesiology, 2002, Indiana University

B.A. in Psychology, 2002, Indiana University

Experience: 2019-present, Lecturer, Northern Kentucky University

2014- 2019, Part-time Lecturer, Northern Kentucky University

2011- present, Director, Epoch Wellness LLC

2011-2012, Adjunct Instructor, Daymar College

2010, Exercise Physiologist, St. Elizabeth Healthcare

2010, Health Coach, St. Elizabeth Healthcare

2005-2010, Exercise Physiologist, St. Elizabeth Healthcare

2005, Health and Fitness Specialist, TriHealth

MINI VITA

Name: Trina L. Cossin

Title: Associate Professor and Director

Education: M.A. in Education, 1997, University of Cincinnati
B.S. in Radiologic Administration, 1989, University of Charleston
A.S. in Radiologic Technology, 1987, University of Charleston

Experience: 2020-present, Associate Professor and Director, School of Allied Health, Northern Kentucky University
2017-2020, Associate Professor and Program Director, Radiologic Technology, Northern Kentucky University
2019-2020, RadTech Boot Camp consultant & contributor, Cloverlearning
2016-2017, Associate Chair, Department of Allied Health, Northern Kentucky University
2003-2012, Program Director, Radiologic Technology, Northern Kentucky University
1998-1999, Assistant Professor, Radiologic Technology, Northern Kentucky University
1993-1998, Instructor, Radiologic Technology, Northern Kentucky University
1992-1993, Clinical Coordinator, Radiologic Technology, Middlesex County College
1991, Clinical Instructor, Registered Radiologic Technologist, Jersey Shore Medical Center
1988-1990, Radiology Supervisor, Charleston Area Medical Center
1987-1988, Registered Radiologist Technologist, Charleston Area Medical Center

MINI VITA

Name: Chrystal Culbertson

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

Education: M.A. in Mathematics, 2005, Miami University, Concentrations: Sequences in Algebra, Real Analysis, and Topology

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

Experience: 2008–present, Lecturer, Northern Kentucky University

2009–2011, GRE and GMAT Test Prep Instructor NKU Community Connections

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

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

2003–2005 Teaching Assistant Miami University, Oxford, OH

2000–2003 Peer Tutor Pikeville College, Pikeville, KY

MINI VITA

Name: Michael Culligan

Title: Lecturer (non-tenure track, temporary)

Education: M.M. in Percussion Performance, 2010, Temple University

B.S. in Music Education, 2008, Duquesne University

Experience: 2015-2020, Part-Time Faculty, Northern Kentucky University

MINI VITA

Name: Kimberly Dinsey-Read

Title: Associate Professor and Director, School of Nursing

Education: Ph.D. in Nursing Philosophy, 2018, University of Hawai'i

M.S.N. in Nursing Education, 2006, Northern Kentucky University

B.S.N. in Nursing Science, 2004, Northern Kentucky University

Experience: 2020-present, Associate Professor and Director, School of Nursing, Northern Kentucky University

2019-2020, Interim Associate Dean of Nursing, The Henrietta Schmoll School of Health, St. Catherine University

2018-2019, Interim Dean of Nursing, The Henrietta Schmoll School of Nursing, St. Catherine University

2017-2018, Director of BSN College for Adults, The Henrietta Schmoll School of Nursing, St. Catherine University

2015-2017, Assistant Professor of Nursing, The Henrietta Schmoll School of Nursing, St. Catherine University

2010-2015, Director of Accelerated Bachelor of Nursing Program, Northern Kentucky University

2008-2015, Assistant Professor of Nursing, Northern Kentucky University

2007-2008, Lecturer, Northern Kentucky University

2007, Adjunct Faculty, Northern Kentucky University

2005-2006, Adjunct Faculty and Graduate Assistant, Northern Kentucky University

2005-2006, Lead Case Manager, Northern Kentucky Independent District Health Department

2003-2009, Registered Nurse, St. Elizabeth Medical Center

2005-2007, Registered Nurse, Business Health

MINI VITA

Name: April Eddie

Title: Lecturer (non-tenure track, temporary) and Diversity Faculty Fellow

Education: Ph.D. in Educational Leadership, 2018, Miami University

M.A. in Educational Leadership, 2009, Central State University

B.S. in Education Intervention Specialist – Mild/Moderate and Moderate Intense,
2001, Central State University

Experience: 2019-present, Lecturer and Diversity Faculty Fellow, Northern Kentucky University

2019, Adjunct Instructor, Ohio University

2015-2016, Instructor, Miami University

2010-2012, Adjunct Instructor, Central State University

2009-2010, Adjunct Instructor, Sinclair Community College

2004-2005, Director of Special Education/Intervention Specialist, Springfield
Academy of Excellence

2001-2008, Intervention Specialist/Special Needs Teacher, Dayton Public Schools

MINI VITA

Name: Marcus Eilers

Title: Lecturer (non-tenure track, temporary)

Education: B.S. in Chemistry, 2001, University of Cincinnati

Ph.D. in Chemistry, 1997, University of Dortmund, Germany

Diploma in Chemistry (Diplom-Chemiker), 1993, University of Dortmund, Germany

Experience: 2014-2020, Adjunct Instructor, Northern Kentucky University

2004-2013, Research Assistant Professor, Stony Brook University

2007-2010, Structural Biology Research Coordinator, Stony Brook University

2002-2004, Research Scientist, Stony Brook University

1998-2002, Postdoctoral Scientist, Stony Brook University

1998, Visiting Scientist, Massachusetts Institute of Technology

1997-1998, Postdoctoral Scientist, Yale University

MINI VITA

Name: David Evans

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Biostatistics, 2019, University of Cincinnati

B.A. in Mathematical Sciences, 2007, University of Cincinnati

Experience: 2019, Financial Aid Advisor, Cincinnati State University

2017-2018, Academic Coach, Cincinnati State Technical and Community College

2012-2013, Credit Recover Advisement/Math Instructor, Cincinnati State Technical and Community College

2008-2011, Supplemental Math Tutor Program, Cincinnati State Technical & Community College

2008- present, Adjunct Instructor, Cincinnati State Technical and Community College

MINI VITA

Name: Kelly Fallon

Title: MSW Field Education Director (non-tenure track, renewable)

Education: Master of Social Work, 2009, University of Cincinnati

B.S. in Psychology, 2003, University of Cincinnati

Experience: 2020- present, MSW Field Education Director, Northern Kentucky University

2019-2020, Adjunct Instructor, Miami University

2017-2020, Regional Clinical Services Coordinator, Specialized Alternatives for Families & Youth

2014-2017, Treatment Director, Specialized Alternatives for Families & Youth

2013, Team Leader, Hope for Children & Families

2009-2013, Program Supervisor, Pressley Ridge

2008-2009, Intern, Comprehensive Counseling, Cincinnati Children's Hospital Medical Center

2005-2008, Family Service Coordinator, Pressley Ridge

2003, Co-operative Student, Cincinnati Children's Hospital Medical Center

MINI VITA

Name: Jason S. Farkas

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Leadership Development, 2016, Wright State University

B.A. in Psychology, 2014, Wright State University

Experience: 2017 - present, Lecturer, Northern Kentucky University

2014 - present, Adjunct Instructor & Research Assistant, Wright State University

2003 - 2013, General Manager, Guitar Center, Inc.

MINI VITA

- Name:** Iliana Rosales Figueroa
- Title:** Lecturer (non-tenure-track temporary)
- Education:** Ph.D. in Romance Languages & Literatures, 2012, University of Cincinnati
M.A. in French Literature, 2006, University of Missouri
B.A. in French, 2001, Universidad Veracruzana, Xalapa, Ver., México
B.A. in English, 2003, Universidad Veracruzana, Xalapa, Ver., México
- Experience:** 2017-present, Lecturer, Northern Kentucky University
2016-2017, Adjunct Instructor, Northern Kentucky University
2014-2017, 2011-2012, 2006-2007, French Instructor, Alliance Française
2014-2016, Spanish Instructor, Xavier University
2016, French instructor, Kenton County Public Library, Covington, KY Branch
2014, Spanish Instructor, Cincinnati Spanish Academy
2012-2014, Visiting Assistant Professor of Spanish, Dept. of Modern Languages, Denison University
2010-2011, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati
2009- 2010, Research assistant for Dr. Myriam Chancy, Dept. of English and Comparative Literature, University of Cincinnati
2007-2009, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati
2005-2006, French Instructor, Dept. of Romance Languages & Literatures, University of Missouri

MINI VITA

Name: Dyane Foltz

Title: Lecturer/Advisor and Assistant Director of Advising Center (non-tenure track, renewable)

Education: M.A. in Public Administration, 2005, Northern Kentucky University

B.A in Political Science, 2002, Northern Kentucky University

Experience: 2020-present, Lecturer/Advisor and Assistant Director of Advising, Northern Kentucky University

2016-2020, Lecturer/Advisor Northern Kentucky University

2015-2016, Director of Financial Aid, Thomas Moore College

2010-2015, Assistant Director of Compliance, Office of Financial Aid, Northern Kentucky University

2008-2010, Financial Aid Coordinator, Northern Kentucky University

2007-2008, Domestic Admissions Officer, University of Cincinnati

2005-2007, One Stop Student Service Associate, University of Cincinnati

MINI VITA

Name: Christian Gamm

Title: Director of Online Education (non-tenure track, renewable)

Education: Ph.D. in Education and Counseling Psychology, 2011,
University of Louisville

M.Ed. in Education and Counseling Psychology, 2006, University of Louisville

B.A. in Communication, 2003, University of Louisville

Experience: 2020, Director of Online Education, Northern Kentucky University

2013-2020, Director of Graduate Education, Northern Kentucky University

2013, Adjunct Professor, University of Louisville

2010-2013, Assistant Director of Admissions, University of Louisville

2006-2010, Admissions Counselor, University of Louisville

2005, Instructor, University of Louisville

2004-2006, Disability Resource Center Graduate Assistant, University of Louisville

2003-2004, Associate Director of Finance, Sigma Kappa Sorority, Indianapolis, IN

MINI VITA

Name: Kimberly Gelbwasser-Lazerri

Title: Program Head and Assistant Professor of Voice

Education: D.M.A. in Vocal Performance, 2011, University of Cincinnati College-Conservatory of Music

M.M. in Vocal Performance, 2006, University of Cincinnati College-Conservatory of Music

B.M. in Vocal Performance, 2002, Northwestern University

Experience: 2019-present, Assistant Professor, Northern Kentucky University

2014-2019, Associate Professor, Northern Kentucky University

2012-2014, Instructor, Eastern New Mexico University

2009-2010, Visiting Professor, University of North Florida

2010-2012, Private Voice Studio (Bay Area, CA)

MINI VITA

Name: Nicole Grant

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

Education: Ph.D. in Sociology, 1989, State University of New York

M.S. in Sociology, 1985, State University of New York

B.A. in Sociology, 1983, State University of New York

Experience: 2002-present, Lecturer, Sociology, Northern Kentucky University

1995-2002, Adjunct Instructor, Sociology, Northern Kentucky University and University of Cincinnati

1991-1995, Assistant Professor, Ball State University

1989-1991, Assistant Professor, Northern Kentucky University

1988-1989, Visiting Assistant Professor, Ramapo College of New Jersey

MINI VITA

Name: Dr. Alfred Greenfield

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. in Accounting, 2005, Virginia Commonwealth University
B.S. in Accounting, 2001, Virginia Commonwealth University

Experience: 2018-2019, Adjunct, Northern Kentucky University
2005-Present, Professor, Perdue Global University
2007-2019, Adjunct, Argosy University
2008-2010, Assistant Professor, Assistant Professor, High Point University
2005-2008, Assistant Professor, The University of Texas of the Permian Basin
2001-2005, Graduate Assistant, Virginia Commonwealth University
2001-2005, Instructor, Bryant & Stratton College
2000-2001, Tax Intern, Keiter, Stephens, Hurst, Gary, & Shreeves

MINI VITA

Name: Jasmine Hardy

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

Education: M.S. in Student Affairs in Higher Education, 2020, Miami University
B.S. in Health and Sport Studies, 2011, Miami University

Experience: 2018-2020, Academic Coach, Miami University

2019, Assistant Office Manager, Orientation and Transitions Programs, Miami University

2019, Graduate Assistant, Botany, Miami University

MINI VITA

Name: Mr. David Harrison

Title: Lecturer (non-tenure-track temporary)

Education: M.B.A. 1983, University of Virginia

B.S. in Marketing & Management, 1978, Babson College

Experience: 2016-2019, Adjunct, Northern Kentucky University

2014-present, Lecturer, Indiana University

2009-present, Consultant, Harrison Management Consultants

2012-2013, Chief Marketing Officer, Champion Home Improvement

1996-2009, Chief Marketing Officer, GAF Materials Corporation

1991-1994, Chief Marketing Officer, Armstrong World Industries

1989-1991, VP Sales & Marketing, Eckerd Drug, Consultant Pharmacy

MINI VITA

Name: Julie Hart

Title: Associate Professor and Director of Undergraduate Clinical Education

Education: DNP, 2016, University of Southern Indiana

MSN, 2009, Northern Kentucky University

BSN, 1997, Thomas Moore College

Experience: 2020, Associate Professor and Director of Undergraduate Clinical Education,
Northern Kentucky University

2018-2020, Associate Professor, Northern Kentucky University

2013-2018, Assistant Professor, Northern Kentucky University

2006-2013, Lecturer, Northern Kentucky University

2004-2006, Clinical Faculty, Northern Kentucky University

1997-2009, Staff Nurse, St. Elizabeth Healthcare Edgewood

MINI VITA

Name: Deborah Henry

Title: Senior Lecturer (non-tenure track, renewable)

Education: M.S.W., 2005, University of Kentucky

B.S. in Social Work, 2002, Northern Kentucky University

Experience: 2020-present, Advisor/Senior Lecturer, Northern Kentucky University

2006-2020, Advisor/Lecturer II, Northern Kentucky University

2009-2013, Advising Center Coordinator, Northern Kentucky University

2005-2006, Interim Field Director, Northern Kentucky University

2002-2007, Program Director, Northern Kentucky University

MINI VITA

Name: Megan Henson

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

Education: M.F.A. in Creative Writing, 2016, University of Kentucky

B.A. in English, 2010, Northern Kentucky University

Experience: 2016-Present, Lecturer, Northern Kentucky University

2016, Adjunct Instructor, Antioch College

MINI VITA

Name: Melissa Hess

Title: Lecturer (non-tenure track, temporary)

Education: M.Ed. in Education, 2010, Old Dominion University

B.S. in Elementary Education, 2004, Eastern Kentucky University

Experience: 2019-present, Lecturer, Northern Kentucky University

2013-2019, Associate Professor and Education Department Chair, Cincinnati Christian University

2006-2013, Fifth Grade Classroom Teacher, Henrico County Public Schools

2005-2006, Third Grade Classroom Teacher, Liberty Christian School

MINI VITA

Name: Carrie Hipple

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Adult Education, 2013, Indiana University

B. S. in Health Science, 2009, Northern Kentucky University

A.A.S. in Radiologic Technology, 1999, Northern Kentucky University

Experience: 2020-present, Lecturer, Radiologic Technology Program, Northern Kentucky University

2013-2020, Adjunct Faculty, Radiologic Technology Program, Northern Kentucky University

2010-present, Clinical Instructor, Radiologic Technology Program, Northern Kentucky University

2010-present, Special Imaging Technologist, Cincinnati Children's Hospital Medical Center

2005-2009, Clinical Instructor, University of Cincinnati

1999-2005, Imaging Technologist, Cincinnati Children's Hospital Medical Center

MINI VITA

Name: Roy Hobbie

Title: Lecturer (non-tenure track, temporary)

Education: M.B.A. in Business Administration, 1996, Northern Kentucky University

B.S. in Electrical Engineering, 1953, University of Kentucky

Experience: 2019-2020, Part-time faculty, Northern Kentucky University

2018-Present, Instrumentation and Controls Department Manager, BSI Engineering

2018-2018, Electronic Design Engineer, Zigtronics

2017-2018, Senior Consulting Engineer, Matrix Technologies Cincinnati, OH

2016-2016, Maintenance and Engineering Manager, Crane Composites

2014-2016, Engineering Manager, Harris Products Group

2012-2014, Operations Manager/Sales Manager, Osborn

2011-2012, Managing Engineer, Tomasco (HONDA)

1990-2011, Business Development Manager, INEOS ABS (Formerly Bayer Polymers)

MINI VITA

Name: Carolyn Hollan

Title: Clinical Professor (non-tenure track, temporary)

Education: Masters of Radiologic Science, 1987, University of Cincinnati

Bachelor of Health Sciences, 1977, University of Kentucky

School of Radiation Therapy, 1973, University of Kentucky Medical Center

Associate Degree in Radiologic Technology, 1972, Lexington Technical Institute,
University of Kentucky

Experience: 2020-Present, Clinical Professor and Radiation Therapy Program Interim Clinical
Coordinator, Northern Kentucky University

2019-2020, Clinical Professor and Radiation Therapy Program Director, Northern
Kentucky University

2005-2009, Program Director of Medical Dosimetry Program and Radiation
Science Bachelor's Degree Program, Raymond Walters College

1996-2016, Program Director of Radiation Therapy Technology Program,
Raymond Walters College/University of Cincinnati

1984-1996, Assistant Professor, Radiation Oncology, College of Medicine,
University of Cincinnati

1978-1984, Instructor, Cincinnati School of Radiation Therapy Technology

1978-1981, Program Director of Cincinnati School of Radiation Therapy
Technology, University of Cincinnati Hospital

1976-1978, Staff Technologist, Radiation Oncology, University of Cincinnati
Hospital

1974-1975, Assistant Supervisor of Radiation Therapy Department, University of
Kentucky

MINI VITA

Name: Mr. James Human

Title: Lecturer (non-tenure-track temporary)

Education: Masters of Accountancy, 2016, Northern Kentucky University

Masters of Arts, 2000, Asbury Theological Seminary

B.A. in Economics, 1986, University of Kentucky

Experience: 2019-Present, Lecturer, Northern Kentucky University

2017-2019, Advisor, Northern Kentucky University

2017-2017, Revenue Audit Supervisor, Belterra Park Gaming

2011-2017, Adjunct, Northern Kentucky University

2000-2011, Lecturer, Bluegrass Community & Technical College

2005-2010, Lecturer/Research Fellow, University of Kentucky

1995-2005, Vice President & Treasurer, Human Design Group

MINI VITA

Name: Vanessa Hunn

Title: Associate Professor and Associate Dean

Education: PhD in Social Work, 2006, University of Kentucky

Master of Social Work, 1990, University of Kentucky

Bachelor of General Studies, 1982, University of Kentucky

Experience: 2020-present, Associate Professor and Associate Dean, Northern Kentucky University

2019-2020, Associate Professor and Interim Director, Northern Kentucky University

2018-2019, Associate Professor and Interim Chair, Northern Kentucky University

2017-2018, Associate Professor, Assistant Chair, and MSW Program Director, Northern Kentucky University

2016, Associate Professor, Northern Kentucky University

2010-2016, Assistant Professor, Northern Kentucky University

2007-2010, Assistant Professor, University of Southern Indiana

2006-2007, Postdoctoral Research Fellow, University of Kentucky

2001-2007, Adjunct Faculty, University of Kentucky

MINI VITA

Name: Jennifer Hunter

Title: Lecturer and Director of Nurse Advocacy Center for the Underserved
(non-tenure track, temporary)

Education: M.S. in Nursing, 2010, University of Kentucky

Public Health Nursing Certificate, 2007, University of Kentucky

B.S. in Nursing, 1996, Northern Kentucky University

A.A.S. in Nursing, 1988, Northern Kentucky University

Experience: 2019-present, Lecturer and Director of Nursing Advocacy Center for the Underserved (NACU), Northern Kentucky University

2018-2019, Adjunct Faculty, Northern Kentucky University

2007-2018, Director of Clinical Services, Director of Nursing, Northern Kentucky Health Department

2003-2006, Interim Director of Clinical Services, Director of Nursing, Northern Kentucky Health Department

2000-2003, Quality Assurance Manager, Northern Kentucky Health Department

1997-2000, Clinic Manager, Kenton County Health Center/Dressman Health Center, Northern Kentucky Health Department

1993-1997, Clinic Manager, Kenton County Health Center, Northern Kentucky Health Department

1992-1993, Team Leader, Campbell County Health Center, Northern Kentucky Health Department

1989-1992, Community Health Nurse, Campbell County Health Center, Northern Kentucky Health Department

1988-1989, Labor and Delivery staff RN, St. Luke East

MINI VITA

Name: Sarah Ison

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Animal Science, 2016, Texas Tech University

M.S. in Career and Technical Education in Agriculture, 2011, Morehead State University

B.S. in Animal Science, 2009, Morehead State University

Experience: 2016-present, Postdoctoral Research Assistant, Texas Tech University

2014-2016, Graduate Research Internship, French Agency for Food, Environmental and Occupational Health and Safety

2011-2016, Graduate Research Assistant, Texas Tech University

2010-2011, Graduate Assistant, Morehead State University

MINI VITA

Name: Lisa Jameson

Title: Associate Professor

Education: M.A. in Art Education, 1996, University of Cincinnati, DAAP

M.F.A. in Drawing, 1980, University of Cincinnati, DAAP

B.F.A. in Painting, 1977, Webster College

Experience: 2020-present, Associate Professor, Northern Kentucky University

1997-2020, Program Head and Associate Professor, Northern Kentucky University

1996-1997, Interim Instructor, Northern Kentucky University

1994-1996, Teaching Assistant, University of Cincinnati

1990-1994, Instructor Assistant, Cincinnati Public Schools

1985-88, 1992-96, 2007, Art Educator, Art Academy of Cincinnati Community Education Faculty

1987-88, Adjunct Instructor, University of Cincinnati

1981, Adjunct Instructor, University of Cincinnati

1979-80, Teaching Assistant, University of Cincinnati

MINI VITA

Name: Flore Jesuca

Title: Lecturer (non-tenure track, renewable)

Education: DNP in Nursing Practice, 2016, Florida Atlantic University

M.S. in Nursing, 2007, Florida Atlantic University

B.S. in Nursing, 2004, Florida Atlantic University

A.S. in Nursing Science, 2002, Broward Community College

Experience: 2020-present, Lecturer, MSN Program, Northern Kentucky University

2020, Adjunct Clinical Professor, Palm Beach State College

2020, Adjunct Faculty, BSN/MSN Program, Nova Southeastern University

2009-2020, Nurse Practitioner, Family Health Services

2019-2020, Adjunct Visiting Professor, MSN Program, Chamberlain University

2018-2020, Online Adjunct Professor, MSN Program, Saint Thomas University

2012-2019, Nurse Practitioner, United Health Care

2011-2012, Nurse Practitioner, Continuum Medical Group

2010-2011, Nurse Practitioner, We Care Health Services of South Florida

MINI VITA

Name: Brian Kasson

Title: Didactic Faculty/OB Clinical Coordinator (non-tenure track, temporary)

Education: DNP in Nursing Practice, 2018, Northern Kentucky University

M.S. in Health Sciences, Certificate in Nurse Anesthesia, 1991, Medical University of South Carolina

B.S. in Nursing, 1986, The Ohio State University

Experience: 2020-present, Didactic Faculty/OB Clinical Coordinator, Nurse Anesthesia Program, Northern Kentucky University

2017-2020, Assistant Clinical Professor, Nurse Anesthesia Program, Northern Kentucky University

2017, Faculty and Clinical Coordinator, Nurse Anesthesia Program, Northern Kentucky University

2012-2016, Adjunct Assistant Professor of Clinical Nursing, Nurse Anesthesia Major, University of Cincinnati

2010-2012, Visiting Assistant Professor of Clinical Nursing, Nurse Anesthesia Major, University of Cincinnati

2010-2012, Staff Nurse Anesthetist, University Anesthesia Associates, Inc., University of Cincinnati Academic Health Center

2009-2016, Owner and Consulting Services, Office Based Anesthesia Services, LLC.

2008-present, Faculty/Speaker, American Association of Nurse Anesthetists, AANP Foundation Learning Center

1997-2004, Staff Nurse Anesthetist, Midwest Eye Center, Inc.

1991-present, Staff Nurse Anesthetist, Anesthesia Associates of Cincinnati, Inc., The Christ Hospital

1986-1989, Staff Nurse, Cardiothoracic Surgical Intensive Care Unit, Duke University Medical Center

MINI VITA

Name: James Kirtley

Title: Lecturer (non-tenure-track temporary)

Education: M.B.A., 1975, Xavier University

B.B.A. in Banking & Finance, 1969, Marshall University

Experience: 2010-Present, Lecturer, Northern Kentucky University

2010-2011, Adjunct Instructor, Xavier University

2010, Part-time Faculty, Northern Kentucky University

2005-2009, Adjunct Instructor, Westminster College and Youngstown State University

1995-2005, Director, Materials Management/Logistics, General Motors Corporation

1992-1996, Director, Manufacturing Shift Operations, General Motors Corporation

1991-1992, Superintendent, Trim Department Operations, General Motors Corporation

1990-1990, Adjunct Instructor, Kent State University

1984-1991, Superintendent, Materials Operations, General Motors Corporation, Lordstown, Ohio

1981-1983, Adjunct Instructor, Youngstown State University

1980-1984, Assistant Resident Controller, General Motors Corporation

MINI VITA

Name: Denise E. Knisely

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

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

B.A. Anthropology, 2003, Millersville University

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

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

2012-2013, Visitation Enhancement Specialist, Cincinnati Museum Center

2011-2012, Graduate Assistant, University of Cincinnati

2011, Field School Staff, University of Cincinnati

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

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

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

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

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

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

MINI VITA

Name: Nuwan Kumara

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Physics, 2018, Western Michigan University

M.A. in Physics, 2013, Western Michigan University

B.S. in Physics, 2009, University of Peradeniya, Sri Lanka

Experience: 2019-2020, Visiting Physics Lecturer, Kalamazoo College

2019-2020, Adjunct Physics Lecturer, Kalamazoo Valley Community College

2011-2018, Graduate Teaching Assistant, Western Michigan University

MINI VITA

Name: Winona Landis

Title: Coordinator (non-tenure track, renewable)

Education: PhD. In English Literature, 2018, Miami University

M.A. in English Literature, 2013, Miami, University

B.A. in English & Chinese, 2011, St. Mary's College of Maryland

Experience: 2019-2020, Visiting Assistant Professor, Asian/Asian American Studies, Miami University

2018-2019, Faculty, English Literature and Digital Media & Publications, Holy Cross High School

2015-2017, Adjunct Instructor, English and Speech, Chatfield College

2014-2017, Assistant Editor, *Journal of Asian American Studies*, Miami University

2011-2018, Graduate Teaching Assistant, English Literature and Composition, Miami University

MINI VITA

Name: Scott Lang

Title: Senior Lecturer (non-tenure track, renewable)

Education: M.M. in Percussion Performance, 1986, University of Cincinnati
B.S. in Music Education, 1983, Ball State University

Experience: 2013-Present, Senior Lecturer, Northern Kentucky University
2007-2013, Lecturer II, Northern Kentucky University
2004-2007, Lecturer I, Northern Kentucky University
2002-2004, Lecturer, Northern Kentucky University
1997-2001, Part-time Faculty, Northern Kentucky University

MINI VITA

Name: Lawrence J. “Tobe” Liebert

Title: Assistant Professor and Assistant Director of Library Services (tenure track)

Education: J.D., 1986, University of Kentucky

Masters of Library Science, 1994, Indiana University, Bloomington

B.A. in History, 1983, Centre College of Kentucky

Experience: 2016-Present, Reference Librarian and Adjunct Professor, LMU Loyola Law School

2015-2016, Research Librarian part-time, Chicago-Kent School of Law

2014, Lecturer part-time, University of Southern California Gould School of Law

2011-2014, Research and Documents Coordinator, UIC John Marshall Law School

1998-2007, Assistant Director for Collection Development & Special Projects,
University of Texas at Austin School of Law

MINI VITA

Name: Alar Lipping

Title: Professor and Director, School of Kinesiology, Counseling and Rehabilitative Sciences

Education: Ph.D. in Physical Education, 1980, The Ohio State University

M.S. in Physical Education, 1976, Queens College of the City University of New York

B.A. in Physical Education, 1975, Queens College of the City University of New York

Experience: 2020-present, Professor and Director, School of Kinesiology, Counseling and Rehabilitative Sciences, Northern Kentucky University

2019-2020, Professor and Interim Director, School of Kinesiology, Counseling and Rehabilitative Sciences, Northern Kentucky University

2018-2019, Professor and Interim Dean, College of Education and Human Services, Northern Kentucky University

2005-2018, Professor, Northern Kentucky University

1995-2005, Associate Professor, Northern Kentucky University

1988-1995, Assistant Professor, Northern Kentucky University

1980-1988, Assistant Professor, Miami University

1979-1980, Instructor, Miami University

MINI VITA

Name: Joseph Lombardi

Title: Lecturer (non-tenure track, temporary)

Education: M.S.L.S. in Library Science, 2006, University of Kentucky

M.A. in History, 2002, Ohio University

B.A. in History, 1995, Miami University

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

2009 - 2012, Adjunct Lecturer, History, Northern Kentucky University

MINI VITA

Name: Louis Manchise

Title: Lecturer (non-tenure-track temporary)

Education: B.B.A. in Management and Business Administration, 1965, Baruch College (City College of New York)

Experience: 2007-present, Lecturer, Northern Kentucky University

2000-2007, Director of Mediation Services, Sub-Region E-04, Federal Mediation Service

1992-2007, Adjunct Professor, University of Cincinnati

1984-1992, Instructor, Northern Kentucky University

1973-2000, Federal Mediator, Federal Mediation Service

1969-1973, Regional Manager of Industrial Relations, National Can Corporation

1967-1969, Personnel Manager, National Can Corporation

1966-1967, New York Air National Guard

MINI VITA

Name: Joy Melvin

Title: Lecturer (non-tenure track, renewable)

Education: M.S. in Nursing, 2011, University of Cincinnati

B.S. in Nursing, 1998, Xavier University

RN Diploma, 1994, The Christ Hospital School of Nursing

Experience: 2019-present, Lecturer, Northern Kentucky University

2018, Clinical adjunct faculty, Xavier University

2016-2019, Manager of Patient Services for the Division of Psychiatry, Cincinnati Children's Hospital Medical Center

2013-2016, Case Manager for Adolescent Medicine, Cincinnati Children's Hospital Medical Center

2006-2013, Clinical Systems Education and Support Specialist, Cincinnati Children's Hospital Medical Center

2002-2006, Patient Care Facilitator and Site Supervisor for Psychiatry, Cincinnati Children's Hospital Medical Center

2000-2002, Medical Auditor, The Health Alliance of Cincinnati

MINI VITA

Name: John J. Metz

Title: Associate Professor

Education: Ph.D. in Geography, 1989, University of Wisconsin, Madison

M.S. in Geography, 1980, University of Wisconsin, Madison

B.A. in Philosophy, 1967, Maryknoll College

Experience: 2005-2017, Director of the Geography, Northern Kentucky University

1995-present, Associate Professor, Northern Kentucky University

1990-1995, Assistant Professor, Northern Kentucky University

1989-1990, Lecturer, University of Wisconsin, Whitewater

MINI VITA

Name: Brad McCombs

Title: Program Head of Visual Arts and Associate Professor

Education: M.F.A. in Trans-disciplinary Studio Arts, 2002, Carnegie Mellon University

B.F.A. in Sculpture, 1997, Washington University in St. Louis

Experience: 2016-2020, Program Head of Music and Associate Professor, Northern Kentucky University

2015-2016, Program Head of Visual Arts and Associate Professor, Northern Kentucky University

2014-2015, Assistant Chair and Associate Professor, Northern Kentucky University

2013-2014, Associate Professor, Northern Kentucky University

2007-2013, Assistant Professor, Northern Kentucky University

2005-2007, Art Coordinator and Assistant Professor, Ohio University

2004-2005, Visiting Assistant Professor, Bowling Green State University

2002-2004, Lecturer, Bowling Green State University

1999-2002, Graduate Assistant/Instructor, Carnegie Mellon University

MINI VITA

Name: Rhyanne McDade

Title: Lecturer/Diversity Post-Doctoral Fellow (Non-tenure track, temporary)

Education: PhD in Health Education, 2016, University of Cincinnati

M.S. in Health Promotion and Education, 2013, University of Cincinnati

B.S. in Biology, 2011, College of Mount St. Joseph

Experience: 2020-present, Lecturer/Diversity Post-Doctoral Fellow, Northern Kentucky University

2020-present, Adjunct Faculty, Xavier University

2020, Adjunct Faculty, Northern Kentucky University

2018-present, Community Health Program Director, Center for Closing the Health Gap

2016-present, Clinical Research Coordinator, Cincinnati Children's Hospital Medical Center

2015-present, Apple of His Eye, Inc., founder

2013-2014, Clinical Research Coordinator II, Cincinnati Children's Hospital Medical Center

2008-2010, Pharmacy Technician, University of Cincinnati Medical Center

2005-2007, child care services, owner, Karlyne Kare

MINI VITA

Name: Roger T. Miller

Title: Lecturer (non-tenure track, temporary)

Education: B.S. in Mechanical & Manufacturing Technology, 2011, Northern Kentucky University.

Experience: 2015-present, Lecturer and Lab Manager, Northern Kentucky University
1989-2015, Production Specialist/Service Technician, HI-GEAR Co., Newport
1986-1989, Machinist/Fabrication/Welder, TKF, Inc., Cincinnati
1985-1986, Machinist/Welder, RB Systems, Dayton, Oh.
1979-1985, Lead Fabricator/Assembler, H&L Manufacturing, Bellevue, Ky.

MINI VITA

Name: Awad Mussa

Title: Assistant Professor

Education: Ph.D. in Computer Science, 2016, Colorado State University

M.S. in Computer Science, 2012, Colorado State University

M.S. in Computer Science, 2008, University of Madras

B.S. in Computer Science, 2001, Garyounis University

Experience: 2016-present, Lecturer, Georgia State University

2011-2016, Graduate Teaching Assistant, Colorado State University

MINI VITA

Name: Matthew Zachary Otey

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Health Informatics, Marshall University

B.B.A. in Management Information Systems, Marshall University

Experience: 2018-present, Lecturer of Health Informatics, Northern Kentucky University

2013-2018, Adjunct Instructor of Health Informatics, Marshall University

2009-present, Health Information Technology Consultant, YetoZ, LLC

2005-2008, Healthcare Project Manager and Business Analyst, IBM

MINI VITA

Name: John Matthew Overwine

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

Education: B.F.A in Graphic Design, 2009, Northern Kentucky University

Experience: 2016-present, Lecturer, Northern Kentucky University

2016-present, Freelance Front End Developer

2015-2016, Senior Front End Developer, Bluestone Creative

2012-2015, Front End Developer, Powerhouse Factories

2012, Community Education Instructor, Art Academy of Cincinnati

2010-2012, Interactive Designer, Traction

MINI VITA

Name: Warunya “Noot” Panmanee

Title: Post Doctorate Associate/Lab Manager (non-tenure track, temporary)

Education: Ph.D. in Biotechnology, 2003, Mahidol University

M.S. in Biochemistry, 1999, Mahidol University

B.S. in Biotechnology, 1995, Prince of Songkla University

Experience: 2008-present, Research Associate, University of Cincinnati

2005-2007, Postdoctoral Fellow, University of Cincinnati

2003-2004, Postdoctoral Fellow, Chulabhorn Research Institute

1999-2000, Research Assistant, Chulabhorn Research Institute

MINI VITA

Name: Richard Pessagno

Title: Lecturer (non-tenure track, renewable)

Education: DNP in Nursing Practice, 2020, Chatham University
M.S. in Nursing, 1990, University of Cincinnati
B.S. in Nursing, 1984, The Catholic University of America

Experience: 2020-present, Lecturer, DNP Program, Northern Kentucky University
2019, Contract Subject Matter Expert, Nursing Program, Frostburg University
2018-2020, Adjunct Faculty, Psychiatric Nurse Practitioner Program, Maryville University
2016-2018, Associate Professor, PMHNP Program Coordinator, Maryville University
2010-2020, Adjunct Online Professor, DNP Program, Chatham University
2014-2015, Clinical Associate Professor, DNP Program, Rutgers University-Newark
2012-2014, Clinical Assistant Professor, PMHN Program, Rutgers University-Newark
2011-2012, Clinical Assistant Professor, Nursing Program, Rutgers University-Newark
2010-2011, Adjunct Online Instructor, MSN Program, University of Cincinnati
2004-2006, Clinical Preceptor, Psychiatric Nurse Practitioner, Drexel University
2004-2005, Clinical Preceptor, Psychiatric Advance Practice Nursing Program, University of Pennsylvania
1993-1994, Clinical Instructor, Psychiatric Mental Health Nursing, Emory University

MINI VITA

Name: Anita Phillips

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Nursing, 1999, Northern Kentucky University

B.S. in Management of Nursing Services, 1992, College of Mount St. Joseph

B.S. in Nursing, 1987, College of Mount St. Joseph

Experience: 2019-present, Lecturer, Northern Kentucky University

2007-present, Adult Nurse Practitioner, Hospitalist Program, St. Elizabeth Physicians

2019, Adjunct Faculty, MSN program, Northern Kentucky University

2012, Adjunct Professor, BSN program, Indiana Wesleyan University

2000-2007, Adult Nurse Practitioner, Tri-State Gastroenterology Associates

1996, Clinical Instructor, ADN program, Northern Kentucky University

1987-2000, Registered Nurse, St. Elizabeth Hospital

MINI VITA

Name: Barbara Phillips

Title: Lecturer (non-tenure track, temporary)

Education: M.A. in Education, 2000, College of Mt. St. Joseph

Graduate Work, Education, 1996-97, University of Cincinnati

Graduate Work, Mathematics, 1981-82, Rice University

B. A. in Mathematics, 1981, Hanover College

Experience: 2004-Present, Lecturer, Mathematics, Northern Kentucky University

1990-2004, Instructor, University of Cincinnati

1989-2000, Instructor, Development Department Cincinnati State College

1985-1989, Instructor, Mathematics, University of Missouri

1984-1985, Instructor, Mathematics University of North Carolina

1983-1984, Teacher, St. Pius School, Houston, TX

MINI VITA

Name: Earl Randel Plowman

Title: Lecturer (non-tenure track, temporary)

Education: M.F.A in Fine Arts, 2013, University of Wisconsin-Madison

M.A. in Fine Arts, 2012, University of Wisconsin-Madison

B.F.A. in Fine Arts, 2008, Northern Kentucky University

Experience: 2019-present, Lecturer, Northern Kentucky University

2015-2019, Adjunct Professor, Northern Kentucky University

MINI VITA

Name: Kathleen M. Quinn

Title: Lecturer (non-tenure track, temporary)

Education: A.B.D., Classics, University of Cincinnati

M.A. in Classics, 1999, University of Cincinnati

M.A. in Archaeology, 1996, Cornell University

B.A. in Archaeology and Latin, 1992, The College of Wooster

Experience: 2011-present, Lecturer, Northern Kentucky University

2008-2009, 2012-2013, 2015, 2017, 2018, Summer/Winter Faculty, Ancient and Byzantine History and Archaeology, Western Kentucky University (KIIS Study Abroad Programs to Turkey, Greece, and Italy)

2005-present, Adjunct Instructor, Latin Language, Northern Kentucky University

2003-2011, Adjunct Instructor, Ancient and Early European History, Northern Kentucky University

2010-2011, Faculty, Latin Language, Saint Ursula Academy

2006-2010, Adjunct Faculty, Latin Language, Saint Ursula Academy

2006-2007, Adjunct Instructor, Composition and World Literature, Northern Kentucky University

2004, Adjunct Instructor, Classics, Xavier University

2003-2004 & 2007, Adjunct Instructor, Classics, University of Cincinnati

2001-2002, Visiting Instructor, Classics, University of Cincinnati

MINI VITA

- Name:** Charles Roetting
- Title:** Lecturer (non-tenure track, temporary)
- Education:** Certificate in Improvisation, 2012, iO West (Formerly Improv Olympic)
Certificate in Improvisation, 2011, Upright Citizens Brigade Training Center
M.F.A. in Acting for Film, 2011, New York Film Academy
B.F.A. in Theatre, 2009, Northern Kentucky University
- Experience:** 2017-present, Lecturer of Theatre, Northern Kentucky University
2016-present, Instructor, Improv Cincinnati
2015-2018, Instructor, OTRimprov
2015-2016, Instructor, CCM Preparatory
2013-2017, Adjunct Instructor, Northern Kentucky University
2011-2012, Administrative Assistant, New York Film Academy

MINI VITA

- Name:** William Terry Ray
- Title:** Clinical Director (non-tenure track, temporary)
- Education:** Ph.D. in Nursing Research and Physiology, 1997, University of Cincinnati
M.N.Sc. in Adult Health Nursing, 1992, University of Arkansas for Medical Sciences
Certificate in Anesthesia, 1983, Mayo Foundation School of Health Related Sciences
B.S. in Nursing, 1978, University of Central Arkansas
A.A.S in Nursing, 1974, Phillips County Community College
- Experience:** 2019-Present, Clinical Director, Nurse Anesthesia Program, Northern Kentucky University
2016-2019, Clinical Professor and Program Director, Nurse Anesthesia Program, Northern Kentucky University
2015-2016, Visiting Professor, Northern Kentucky University
2010-2015, Assistant Professor and Program Director, Nurse Anesthesia Major, University of Cincinnati
2008-2009, Clinical Instructor, Nurse Anesthesia Major, University of Cincinnati
1984-2008, Clinical Practice as a Certified Registered Nurse Anesthetist
1974-1981, Clinical Practice as a Registered Nurse

MINI VITA

Name: Ms. Kimberly Roush

Title: Lecturer (non-tenure-track temporary)

Education: Masters of Business Administration, 2014, Duquesne University
B.S. in Marketing, 2010, Butler University

Experience: 2019-Present, Lecturer, Northern Kentucky University

2018-Present, Consultant, LogStudies LLC

2015-2019, Lecturer, Georgia College & State University

2010-2015, Re-Branding Manager, PPG Industries, Inc.

2009-2010, Marketing Analyst, Butler Business Consulting Group

MINI VITA

- Name:** Stephen Roush
- Title:** Lecturer/Haile Practice Professor in Human Resource Management
(non-tenure-track temporary)
- Education:** Certified Senior Professional in Human Resources (S.P.H.R.), 1998, UCLA
- Ed.D. in Organizational Development/Adult and Continuing Education, 1982,
Virginia Polytechnic Institute and State University
- M.S., 1980, Virginia Polytechnic Institute and State University
- B.S., 1978, Northeast Missouri State University (now Truman University)
- Experience:** 2009-2013, Vice President, Human Resources/North America, General Cable Corporation, Highland Heights, Kentucky
- 2000-2009, Chief Human Resources Officer, Roper Corporation (Subsidiary of General Electric), Lafayette, Georgia
- 1997-2000, Vice President/Officer-Human Resources, Alflex Corporation (Subsidiary of Commonwealth Industries), Long Beach, California
- 1995-1996, Manager-Corporate HR/HR Systems, Commonwealth Industries Inc., Louisville, Kentucky
- 1990-1995, Manager-Human Resources, Commonwealth Aluminum Corporation, Lewisport, Kentucky
- 1984-1990, Human Resource Organizational Development Team Leader, ARCO/Logan Aluminum Incorporated, Russellville, Kentucky

MINI VITA

Name: Souvik Sarkar

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Physics, 2018, University of Cincinnati

B.S. in Physics, 2012, Chennai Mathematical Institute, Chennai, Tamil Nadu

Experience: 2018-present, Lecturer, Northern Kentucky University

2017-2018, Floating Teaching Assistant and Lab Instructor, University of Cincinnati

2014-2017, Recitation Instructor, University of Cincinnati

2013-2017, Lab Instructor, University of Cincinnati

2012-2018, Physics Tutor, University of Cincinnati

MINI VITA

- Name:** Patrick Schultheis
- Title:** Professor, Department of Biological Sciences
- Education:** Ph.D. in Molecular Genetics, Biochemistry, and Microbiology, 1994, University of Cincinnati
- M.S. in Biology, 1994, University of Dayton
- B.S. in Biology, 1984, University of Dayton
- Experience:** 2020-present, Professor, Department of Biological Sciences, Northern Kentucky University
- 2017-2020, Professor and Chair, Department of Biological Sciences, Northern Kentucky University
- 2016-Present, Professor and Interim Chair, Department of Biological Sciences, Northern Kentucky University
- 2012-Present, Professor, Department of Biological Sciences, Northern Kentucky University
- 2005-2012, Associate Professor, Department of Biological Sciences, Northern Kentucky University
- 1999-2005, Assistant Professor, Department of Biological Sciences, Northern Kentucky University
- 1994-1999, Post-doctoral Associate, University of Cincinnati College of Medicine

MINI VITA

Name: Allison M. Schmidt

Title: Lecturer (non-tenure track, temporary)

Education: M.Ed. in Educational Administration, 2002, Xavier University

B.A. in History & Secondary Education, 1998, Northern Kentucky University

Experience: 2019-present, Lecturer, Northern Kentucky University

2001-present, Independent Contractor, Prime for Life by Prevention Research Institute

2014-2015, Senior Manager-Virtual Learning, Macy's Corporate

2013-2014, Training Manager, Groupon

2013, Manager-Learning & Development, NoAm Partners

2010-2013, Academic Program Advisor/Instructor, Northern Kentucky University

2007-2009, Registrar/Adjunct Faculty, Brown Mackie College

2002-2003, Social Studies Teacher, Boone County Schools

1998-2002, Social Studies Teacher, Beechwood Independent Schools

MINI VITA

Name: Julia Sebastian

Title: Lecturer (non-tenure track, temporary)

Education: M.F.A. in Fine Art, 2014, University of Cincinnati

B.A. in Studio Art, 2012, Transylvania University

Experience: 2018-present, Lecturer, Northern Kentucky University

2016-2018, Adjunct Instructor, Northern Kentucky University

2016, Visiting Lecturer in 2D Visual Language, Antioch College

2014, Drawing Instructor, Osher Lifelong Learning Institute, University of Cincinnati

2014, Sophomore Research Studio Instructor, University of Cincinnati

2013, 3D Foundations Instructor, University of Cincinnati

MINI VITA

Name: Louis Setzer

Title: Lecturer (non-tenure track, temporary)

Education: D.M.A. in Trombone Performance, 2017, University of Cincinnati

M.M. in Trombone Performance, 2013, Pennsylvania State University

B.M. in Music Education, 2011, Mansfield University of Pennsylvania

Experience: 2018-2020, Instructor, Marian University

2017, Instructor, Rend Lake College

2015-2016, Part-Time Faculty, Northern Kentucky University

2014-2016, Instructor, University of Cincinnati

2012-2013, Instructor, Pennsylvania State University

MINI VITA

Name: Ashley G. Shepherd

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

Education: B.M. in Music Production and Engineering, 1991, Berklee College of Music

Experience: 2015-present, Online Instructor, Center Stage Media

2018-present, Designer and Producer, Dynaudio Unheard Container Studio

2012-2018, Product Instructor Specialist, Yamaha Technical Marketing

2009-2011, Audio Engineering Instructor, Recording Connection

1998-present, Owner, Grandin Media

1998-2001, Audio Engineer and Producer, Lightborne Communications

1992-1998, Audio Engineer and Producer, Ligosa Sound Studios

MINI VITA

Name: Minchul Shin

Title: Assistant Professor

Education: Ph.D. in Mechanical Engineering, 2012, Tufts University

M.S. in Biomedical Engineering, 2007, University of Alabama

B.S. in Mechanical Engineering, 2005, Kyungpook National University, South Korea

Experience: 2014-present, Assistant Professor, Georgia Southern University

2013-2014, Postdoctoral Fellow, University of Michigan

MINI VITA

Name: Michael J. Simonton

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

Education: Ph.D. in Social Anthropology, 2010, National University of Ireland-Galway

M.A. in Anthropology, 1977, The Ohio State University

B.A. in Anthropology, 1976, University of Dayton

Experience: 2001-present, Lecturer, Anthropology, Northern Kentucky University

2008 -2018, Adjunct Associate Professor of Anthropology, University of Cincinnati

2000 -2018, Adjunct Professor of Sociology and Biology, Wilmington College Cincinnati Campus

2000-2001, Adjunct Instructor, Anthropology, Northern Kentucky University

1985, Part-time Faculty, Anthropology, The Ohio State University, Marion Regional Campus

1985, Part-time Faculty, Anthropology, Urbana University Dayton Campus

1979- 1985, Graduate Teaching/Research Associate, Anthropology, The Ohio State University

MINI VITA

Name: Mr. Zachary Strobl

Title: Lecturer (non-tenure-track temporary)

Education: Masters of Business Administration, in progress, Northern Kentucky University

B.S. in Entrepreneurship, 2010, Northern Kentucky University

B.S. in Marketing, 2010, Northern Kentucky University

Experience: 2018-Present, Lecturer, Northern Kentucky University

2020-Present, Assistant Co-Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2018-2020, Assistant Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2012-2015, Management Consultant, Small Business Development Center

2011-Present, Program Director/Co-Founder, the INKUBATOR

2011-2011, Owner, Minuteman Press Colerain

2010-2011, Field Operations Manager, Global Medical Products

2007-2010, Customer Service Technician, Global Medical Products

MINI VITA

Name: David B. Tataw

Title: Associate Professor

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

MPH, 2019, Western Kentucky University

MPA in Health Administration, 1996, University of Southern California

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

MMIS in Information Systems Management, 1990, West Coast University

B.A. in Language and Literature, 1982, University of Yaoundé

Experience: 2020-present, Associate Professor, Northern Kentucky University

2019-2020, Associate Professor, Interim Director, School of Allied Health, Northern Kentucky University

2018-2019, Associate Professor, Northern Kentucky University

2016-2018, Associate Professor and Associate Dean, Northern Kentucky University

2012-2016, Associate Professor and Chair, College of Saint Elizabeth

2010-2012, Assistant Professor, Indiana University

2009-2010, Visiting Professor, Jackson State University

2007-2009, Associate Professor and Director of Special Projects, Western University of Health Sciences

2001-2007, Assistant Professor and Director, University of California/Charles R. Drew University

1997-2001, Business Manager and Affiliated Hospital Administrator for Pediatrics, King/Drew Medical Center/Charles R. Drew University

1988-1996, Insurance Examine, Program Manager, Disability Insurance Branch, State of California.

MINI VITA

Name: Amber Thomas

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Nursing, 1997, University of Cincinnati

B.S. in Nursing, 1996, University of Cincinnati

B.S. in Biology, 1993, Duke University

Experience: 2013-Present, Lecturer, Northern Kentucky University

1997-Present, Clinical Nurse, University Cincinnati Medical Center

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

1996-1997, Registered Nurse, Madeira Health Care

MINI VITA

Name: Lindsey Caldwell Thomas

Title: Lecturer (non-tenure track, temporary)

Education: M.A. in English, 2011, Northern Kentucky University

Professional Certificate in Composition and Rhetoric, 2011, Northern Kentucky University

B.A. in English, 2002, Northern Kentucky University

Experience: 2010-present, Lecturer, Northern Kentucky University

2004-2006, Account Service Representative, RR Donnelley, Florence

2002-2004, On-Site Performance Manager, CBS Companies, Cincinnati

MINI VITA

Name: Rachel Thornton

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Geology, 2019 University of Cincinnati

B.S. in Geology, 2011 Kent State University

Experience: 2019-present, Lecturer, Northern Kentucky University

2018-2019, Part-Time Faculty, Northern Kentucky University

2018-present, Featured Exhibits Specialist, Cincinnati Museum Center

2015-2018, Graduate Assistant, University of Cincinnati

2013-2015, Science Assistant, National Science Foundation

2012-2013, Field Geologist, Chesapeake Energy

2011, Mud Logger, Geosearch Logging

2010, Adopt-A-Student Intern, Cleveland Museum of Natural History

MINI VITA

Name: Laura Urbanski

Title: Lecturer (non-tenure track, temporary)

Education: M.S. in Mathematics, 1992, Cleveland State University

B.S. in Mathematics Education, 1990, Bowling Green State University

Experience: 2008-present, Lecturer, Mathematics, Northern Kentucky University

2005-2008, Instructor, Mathematics, University of Cincinnati Clermont College

1992-1997, Instructor, Mathematics, Miami University Middletown

MINI VITA

- Name:** Richard Van Dyke
- Title:** Keyboard Area Coordinator/Lecturer (non-tenure track, temporary)
- Education:** D.M.A. in Piano Performance, 2007, University of Cincinnati College-Conservatory of Music
- M.M. in Piano Performance, 1988, University of Cincinnati College-Conservatory of Music
- B.S. in Music, 1976, University of Wisconsin-Oshkosh
- Experience:** 2018-2019, Keyboard Area Coordinator/Lecturer, Northern Kentucky University
- 2012-2018, Adjunct Professor of Piano, Northern Kentucky University
- 2011, 2015, 2019, Presenter at the NCKP, national conferences, Chicago
- 2013, 2018, Presenter at the MTNA, national conferences, Orlando and Anaheim
- 1992-2019, Self-employed Independent Music Teacher, Cincinnati, Ohio
- 2002-2016, Music Teachers National Association, Ohio State Leadership, Member of State Board (President of OhioMTA 2012-2014)
- 1997-2008, Medical Technologist, TriHealth Laboratory Services, (Supervisor at Bethesda 1998-2002, Part Time 2002-2008)
- 1996-1997, Lab Manager, Health Alliance/St. Luke East Hospital
- 1991-1996, Medical Technologist/Lab Supervisor, The Christ Hospital
- 1987-1991, Medical Technologist, The Christ Hospital
- 1988-1992, Graduate Assistant in Class Piano, UC-CCM
- 1980-1986, Medical Technologist, North Memorial Medical Center, Minneapolis
- 1976-1980, Swim Coach/Instructor, Lifeguard, YMCA, Appleton, WI

MINI VITA

Name: Candice van Loveren Geis

Title: Senior Lecturer/Retention Specialist

Education: M.A. in Art Education, 2004, University of Cincinnati

B.F.A in Photography/Electronic Media, 2002, University of Cincinnati

Experience: 2006-Present, Lecturer/Retention Specialist, Northern Kentucky University

2009-2013, Contractor for Evenings for Educators, Cincinnati Art Museum

2005-2006, K-8 Art Specialist, Summit Academy Community Schools

2004-2006, Adjunct Professor, University of Cincinnati, Blue Ash Campus

2004-2006, Summer Art Specialist, Wise Temple Center and Forest Hills School District Summer Programs

2004-2005, Long-Term Substitute, New Miami School District and Fairfield City School District

2003-2004, Graduate Assistant in Art Education, University of Cincinnati

MINI VITA

Name: Mr. Jeffrey Varrone

Title: Lecturer (non-tenure-track temporary)

Education: Masters of Public Administration, 2004, Northern Kentucky University
B.A. in Geography, 2002, Northern Kentucky University

Experience: 2005-Present, Lecturer, Northern Kentucky University

2020-Present, Assistant Co-Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2018-2020, Assistant Director of The Center for Innovation & Entrepreneurship, Northern Kentucky University

2010-2011, Advisor, Northern Kentucky University

MINI VITA

Name: Kristina E. Vise

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

Education: M.A. in Sociology, 2000, University of Cincinnati

B.S. in Applied Cultural Studies, 1998, Northern Kentucky University

Experience: 2007-Present, Lecturer, Northern Kentucky University

MINI VITA

Name: Dr. Robert K. Wallace

Title: Regents Professor

Education: B. A. in English, 1966, Whitman College

M. A. in English, 1967, Columbia University

Ph. D. in English, 1972 Columbia University

Experience: 1991-present, Regents Professor, Northern Kentucky University

1984-91, Full Professor, Northern Kentucky University

1977-84, Associate Professor, Northern Kentucky University

1976-77, Fulbright Professor, University of Deusto, Spain

1972-76, Assistant Professor, Northern Kentucky University

MINI VITA

Name: Steve Watkins

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Humanities, 2014, University of Louisville

M.Div. Old and New Testament, Church History, Theology, Biblical Hebrew,
KoineGreek, 2000, Master's Seminary, California

B.A. in History, 1996, Northern Kentucky University

Experience: 2014-Present, Lecturer, University of Louisville

2008-Present, adjunct professor, Northern Kentucky University

2008-2014, Lieutenant Commander, US Navy Reserve-Chaplain Corps

2000-2009, Senior Pastor, Kenton Baptist Church

MINI VITA

Name: Dolores White

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

Education: DNP, 2016, Western Kentucky University

M.S. in Nursing Education, 2008, McKendree University

B.S. in Nursing, 2006, McKendree University

A.S. in Nursing, 1996, Elizabethtown Community College

Experience: 2020-present, Assistant Professor, Northern Kentucky University

2018-2020, BSN Program Manager, Galen College of Nursing

2017-2020, Faculty, MSN Online, Capella University

2017-2018, Assistant BSN Program Director, Galen College of Nursing

2014-2015, Clinical Faculty, Galen College of Nursing

2014-2018, Faculty, Galen College of Nursing

2006-2008, Instructor-Lab Assistant, Elizabethtown Community College

2006-2007, Clinical Faculty, Galen College of Nursing

MINI VITA

Name: Justin White

Title: Lecturer (non-tenure track, renewable)

Education: DNP in Nursing Practice, 2013, University of Alabama
M.S. in Nursing, 2012, University of Utah
B.S. in Nursing, 2010, University of New Mexico
M.S.W. 2008, New Mexico Highlands University
B.A. in Psychology, 2006, New Mexico University

Experience: 2020-present, Lecturer, Northern Kentucky University
2013-2020, Assistant Professor, MSN/DNP Programs, University of Alabama
2013-2014, Adjunct Faculty in Nursing, University of Alabama
2012-2020, Owner and Psychiatric Nurse Practitioner, New Vision Behavioral Health, LLC
2012-2012, Graduate TA in Nursing, University of Utah
2010-2012, Adjunct Faculty in Associate Social Work Program, Central New Mexico Community College
2012-2015, Psychiatric Nurse Practitioner with Dr. Robbin Gingery, MD
2012-2013, Psychiatric Nurse Practitioner, Correctional Health Care
2009-2020, Nurse Practitioner, Lovelace Medical Center
2009-2010, Clinical Social Worker/Psychotherapist, Hogares, Inc.
2007-2009, Paramedical Examiner, APPS Medical Services
2006-2009, Instructor, Pima Medical Institute
2006-2007, Treatment Foster Care Coordinator, High Desert Family Services
2005-2006, Home Base Counselor/Clinical Assessor, Mesilla Valley Hospital
2004-2005, Pharmacy Technician, Mountain View Regional Medical
1999-2004, Dental Assistant, Giannini Dental Clinics, Fort Sumner

MINI VITA

Name: David Wilkerson

Title: Lecturer II (non-tenure track, renewable)

Education: M.S.W., 1995, University of Cincinnati
B.A., 1984, Psychology, Miami University

Experience: 2020-present, Lecturer II, Northern Kentucky University
2011-2020, Faculty/Lecturer, Northern Kentucky University
2018-2019, Investigator/Clinical Team Leader, NKU Owen County Collaborative Addiction Treatment Initiative
2015-2018, Lead Principal Investigator/Project Director, Northern Kentucky University SBIRT Grant
2015-2016, Director of BSW Field Education, Northern Kentucky University
2014-2015, Clinical Mental Health Consultant, Brighton Center
2008-2015, Director, NKU Training and Development Center, Department of Counseling, Social Work and Leadership
2006-2008, Clinical Director, REM Ohio, Inc.
2004-2006, Community Support Services Manager, Greater Cincinnati Behavioral Health Services
2003-2004, Director of Staff Development and Training, CRC Health Group, Inc/National Specialty Clinics, Carlsbad, CA
1995-2001, Developmental Disabilities/Mental Health Coordinator, Cincinnati Children's Hospital
1990-1995, Developmental Disabilities/Mental Health Specialist, Cincinnati Children's Hospital
1988-1990, Program Supervisor, Children's Home of Cincinnati
1985-1988, Child Placement Social Worker, Catholic Social Service of SW Ohio

MINI VITA

Name: Natalie Williams

Title: Lecturer (non-tenure track, temporary)

Education: M.A., TESOL, 2003, University of Central Florida

B.A. in Communications, 2000, University of Central Florida

Experience: 2012 - Present, Lecturer, Learning PLUS, Northern Kentucky University

2010 – 2013, Instructional Designer, University of Cincinnati

MINI VITA

Name: Yong Xue

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Physics, 2012, University of Illinois at Chicago

M.S. in Physics, 2008, University of Illinois at Chicago

B.S. in Microelectronics, 2005, Sichuan University

Experience: 2017-2019, Visiting Assistant Professor, University of Cincinnati

2017-2019, Adjunct Instructor, Cincinnati State Community and Technical College

2016-2017, Adjunct Instructor, Gateway Technical College

2016-2017, Physics Teacher, Pius XI Catholic High School

2016-2019, Adjunct Physics Instructor, Milwaukee Area Technical College

2015-2016, Physics Instructor, Milwaukee Area Technical College

2014-2015, Tutor/Trio Summer Instructor, John Wood Community College

2014-2015, Adjunct Physics Instructor, Culver-Stockton College

2013-2014, Adjunct Physics Lab Instructor, Indiana State University

2009-2012, Tutor/Instructor, University of Illinois at Chicago

MINI VITA

Name: Lynne D. Zajac

Title: Associate Professor

Education: Ph.D. in Nursing Education, 2010, University of Northern Colorado

M.S. in Nursing, 1994, Case Western Reserve University

B.S. in Nursing, 1981, Albright College

Experience: 2020-present, Associate Professor, Northern Kentucky University

2019-2020, Associate Professor and Interim Director, School of Nursing, Northern Kentucky University

2018-2019, Associate Professor, Northern Kentucky University

2015-2017, Assistant Professor, Northern Kentucky University

2009-2015, Graduate Faculty, Associate Professor, Professor, Lourdes University

2014-2015, Interim Director of the MSN program, Lourdes University

2012-2104, Director of the Center for Scholarship, Lourdes University

2004-2009, Associate Professor, Mercy College of Ohio

2000-2004, Associate Professor, Professor, Assistant Chairman of Nursing Program, Owens Community College

1994-2000, Instructor, Assistant Professor, Owens Community College

1987-1993, Adjunct Clinical Instructor, Owens Community College

1999-2000, Staff RN Medical-Surgical, St. Luke's Hospital

1989-1993, Staff RN Progressive/Telemetry, Riverside Hospital

1988-1994, RN Health Educator, The Center for Choice

1985-1987, Community Health Nurse, Long Branch Public Health

1984-1985, Staff RN Intensive Care Unit, Monmouth Medical Center

1981-1984, Staff and Charge RN Coronary Care Unit, Medical-Surgical Unit, Albert Einstein Medical Center

MINI VITA

Name: John Zappa

Title: Lecturer (non-tenure track, temporary)

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

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

Experience: 2018-present, Lecturer, Northern Kentucky University

2015-present, Adjunct Instructor, University of Cincinnati-College Conservatory of Music

2015-2018, Adjunct Instructor, Northern Kentucky University

2013-2015, Lecturer, Northern Kentucky University

2006- 2013, Adjunct Instructor, Northern Kentucky University

2008-2009, Adjunct Instructor, University of Cincinnati-College Conservatory of Music

1996-1998, St. Xavier H.S. Cincinnati, OH. Assistant Band Director, Jazz Ensemble Director, Instructor of Music Theory

1993-1996, St. Xavier H.S. Cincinnati, OH. Jazz Ensemble Director

MINI VITA

Name: Peng Zhou

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in Geology, 2019, Louisiana State University

M.E. in Geological Engineering, 2008, China University of Geosciences, Beijing

B.E. in Geological Engineering, 2004, Yangtze University

Experience: 2015-2019, Teaching Assistant & Instructor, Louisiana State University

2015-2019, Research Fellow, Louisiana State University

2013-2015, Development Geologist, Newfield China

2011-2013, Geologist, Newfield Exploration – Mid Continent

2007-2011, Exploration Geologist, Newfield China

2006-2007, Instructor, Beijing Vocational College of Agriculture

2005-2008, Research Fellow, China University of Geosciences, Beijing

MINI VITA

Name: Rachel Zlatkin

Title: Lecturer (non-tenure track, temporary)

Education: Ph.D. in English and Comparative Literature, 2013, University of Cincinnati

M.A. in English Language and Literature, 2004, University of Cincinnati

B.A. in Drama and English, 1994, Thomas More College

Experience: 2014-present, Academic Advisor in Honors, Northern Kentucky University

2014-present, Lecturer in Honors, Northern Kentucky University

2014-present, Faculty Advisor, *The Compass: an Interdisciplinary Journal of the Honors Program*, Northern Kentucky University

2013-2014, Lecturer in English, Writing Instruction Program, Northern Kentucky University

RECOMMENDATION:

That the attached non-academic personnel actions receive Board of Regents approval.

BACKGROUND:

The following categories of non-academic personnel actions which occurred between April 11, 2020 and August 7, 2020 require approval by the Board of Regents:

1. Activations/Rehires
2. Reassignments, Reclassifications, Title/Status Changes, Promotions
3. Transfers
4. Contract/Temporary/Student to Regular & Regular to Contract
5. Departures
6. Retirements
7. Administrative/Executive

ACTIVATIONS/REHIRES**04/11/20 – 08/07/20**

NAME	DEPARTMENT	TITLE	EFF. DATE
Daniels, Nicole	Graduate Education	Assistant Director, Graduate Admissions	07/29/2020
Dobbs, Emily	Biological Sciences	Manager, Lab (Biology)	07/01/2020
Epps, Anthony	Women's Basketball	Assistant Coach, Women's Basketball	07/15/2020
Ferneding, Joyce	IT – Information Technology Central	Lead Systems Analyst	07/01/2020
Harris, Maren	College of Education Advising Center	Advisor	06/22/2020
Howe, Steven	Institute for Health Innovations	Program Evaluator, IHI	07/20/2020
Knuehl, Georgia	Center for Innovation & Tech. in Education	Instructional Designer	07/31/2020
Kralik, Shelbey	Student Financial Assistance	Coordinator	07/13/2020
Maki, Jennifer	Athletics Facilities	Coordinator, Athletics Facilities	07/06/2020
Massie, Elizabeth	Steely Library	Specialist, Steely Library Reserves	06/09/2020
Mitchell, Heather	University Police, Field Operations	Police Officer	07/01/2020
Murphy, Brittany	Admissions	Specialist	07/13/2020
Reinhard, Joseph	Admissions	Specialist	07/13/2020
Thompson, Joe	IT – Infrastructure & Operations Group	Systems Analyst II	05/11/2020
Wehrle, Robert	Chemistry & Biochemistry	Lab Technician, Chemistry	07/20/2020
Wise, Abby	Institute for Health Innovations	Assistant, Event Planning	06/22/2020
Zamskie, Christopher	Campus Recreation	Coordinator, Campus Recreation Facilities	07/13/2020

REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS**04/11/20 – 08/07/20**

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Grothaus, Corey	Admissions	Coordinator, Marketing, Comms. & Tech.	Promotion	08/03/2020
Hunley, Stephanie	Chase – Law Library	Specialist	PT to FT	07/01/2020
Lovell, Danny	Steely Library	Specialist – Interlibrary Loan Services	Promotion	06/09/2020
Marsala, Jackie	Nursing Undergraduate Studies	Academic Specialist	Reclassification	05/03/2020
Taylor, Evriel Joy	Building Services 2 nd Shift	Custodian	Lateral Move	07/20/2020

TRANSFERS
04/11/20 – 08/07/20

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Davis, Jennifer	Admissions	Center for Student Excellence	Advisor, Undergraduate Programs	04/20/2020
Hartzel, Melanie	Civic Engmnt. & Nonprof. Capacity	Community Connections	Program Coordinator, Comm. Conns.	07/01/2020
Holley, Felicia	Building Services 3 rd Shift	Building Services 2 nd Shift	Custodian	07/20/2020
O'Bryan, Lillian	University Development	Advancement Operations	Assistant Director of Donor Engmt.	05/15/2020
Salyers, Krista	Student Engagement	Campus Recreation	Coordinator, CRC Business Ops.	08/03/2020
Spaulding, Annie	Advancement Operations	Chief Diversity Officer	Asst. to the CDO & Title IX Coord.	05/04/2020
Tabor, Christopher	Building Services 3 rd Shift	Power Plant	EMS/HVAC Systems Specialist III	06/29/2020
Webster, Nathan	Building Services 1 st Shift	Power Plant	Assistant, EMS/HAVC Systems	06/02/2020

CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT
04/11/20 – 08/07/20

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Fern, Daniel	University Police – Field Operations	Police Sergeant	Regular to Contract	07/01/2020
Murray, Johnathan	University Police – Field Operations	Police Officer	Regular to Contract	07/01/2020
Pate, Bobby	University Police – Field Operations	Police Officer	Regular to Contract	07/01/2020

RETIREMENTS
04/11/20 – 08/07/20

NAME	DEPARTMENT	TITLE	EFF. DATE
Compton, Vicki	Building Services 1 st Shift	Lead Custodian	08/01/2020
Golden, Mary	Learning PLUS	Academic Specialist	06/01/2020
Scott, Michael	Power Plant	Power Plant Supervisor III	06/01/2020
Smiley, Tonya	Comptroller, Financial & Investment Management	Senior Analyst, Budget & HR Integration	06/01/2020
Trenkamp, Donna	Chase, Law Library	Specialist	07/01/2020

DEPARTURES
04/11/20 – 08/07/20

NAME	DEPARTMENT	TITLE	EFF. DATE
Barge, Zachary	Athletic Academic Services	Advisor	07/04/2020
Crim, Kameron	Women's Cross Country	Assistant Coach, Women's Track & Field CC	06/01/2020
Dean, Meredith	Kentucky Campus Compact	Director of College Access	05/01/2020
Duty, Sharon	University Housing	Specialist, University Housing Facilities	07/25/2020
Howard, Jackson	Electric Shop	Electrical Assistant	07/03/2020
Jett, Justin	Campus Recreation	Coordinator, CRC Business Operations	05/05/2020
Lane, Margaret	Housing Facilities Management	Custodian	07/31/2020
McNeal, Kimumekia	Student Financial Assistance	Specialist, Financial Aid/Scholarships	04/22/2020
New, Janet	Building Services 2 nd Shift	Custodian	07/03/2020
North, Hayley	Graduate Education	Assistant Director, Graduate Admissions	08/07/2020
Ollier, Jacob	IT – BW Business Support Group	Business Analyst	05/30/2020
Pollitt Clark, Stephanie	Residential Village	Residence Hall Director	07/29/2020
Rowe, Lester	Women's Basketball	Assistant Coach	07/01/2020
Seybert, Katherine	O&M Administrative Services	Specialist	07/18/2020
Smith, Elizabeth	Building Services 2 nd Shift	Custodian	07/25/2020
Stewart, William	Building Services 1 st Shift	Custodian	08/01/2020
Tomboley, Susan	IT – Enterprise Systems Group	Senior Programmer Analyst	05/01/2020
White, Andrew	HVAC/General Maintenance	HVAC/General Maintenance Mechanic Assistant	06/01/2020
Whitford, Courtney	Housing Facilities Management	Custodian	07/18/2020

ADMINISTRATIVE/EXECUTIVE
04/11/20 – 08/07/20

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Caswell, Adam	Govt., Corp. & Foundation Engagement	AVP, Govt., Corp. & Foundation Engmt.	Separation	05/16/2020
Moore, Dannie	Student Affairs	Co-Interim Chief Student Affairs Officer	Separation	07/16/2020
Nadler, Daniel	Student Affairs	Vice President	Separation	07/01/2020

***Not on previous report**

RECOMMENDATION:

The Board of Regents officially hereby accepts 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 per the below list.

BACKGROUND:

At the March 12, 2014 Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 3/1/20 through 7/31/20 are itemized below.

Contributions of \$25,000 or more from March 1, 2020 – July 31, 2020				
Name	Gift Date	Fund Description	Amount	Gift Type
AccessLex Institute	4/17/20	Professor Caryl Yzenbaard Legacy Fund	\$ 25,000	Cash
Brian P. Berning	7/31/20	NKU Haile/US Bank College of Business Dean's Advisory Board LIFT Scholarship	\$ 25,000	Pledge
Edwards Initiative Inc.	3/5/20	Portfolios Project	\$ 30,000	Cash
First Financial Bank	7/29/20	COB - Center for Economic Education	\$ 75,000	Pledge
J. M. Schlotman	6/5/20	Schlotman LIFT Scholarship	\$ 98,118	Stock
James Graham Brown Foundation	6/26/20	James Graham Brown UCAP Fund	\$ 460,200	Cash
John J. and Mary R. Schiff Foundation	4/24/20	NKU Fund for Excellence	\$ 25,000	Cash
Jonathan K. Daniels	5/15/20	Keith and Lisa Daniels Endowed Athletic Scholarship	\$ 250,000	Planned Gift
Kenneth F. Harper	6/5/20	Eileen Harper Memorial Scholarship	\$ 100,000	Pledge
Michael Francis Zalla Memorial Foundation, Inc.	5/26/20	Michael Francis Zalla Honors Scholarship	\$ 250,000	Pledge
The Bullseye Fund	6/5/20	Women's Golf	\$ 25,000	Cash
The Donovan Family Charitable Fund	7/31/20	Sean and Kimberly Donovan Business Lift Scholarship	\$ 50,000	Pledge
The Donovan Family Charitable Fund	7/31/20	Sean and Kimberly Donovan LIFT Scholarship	\$ 50,000	Pledge
The Kroger Company Foundation	4/24/20	FUEL NKU	\$ 68,000	Cash
Verst Group	4/13/20	Verst Group Logistics Global	\$ 150,000	Pledge

Logistics		Supply Chain Management Student Scholarship		
Verst Group Logistics	4/13/20	Verst Group Logistics Hub for Supply Chain and Logistics	\$ 100,000	Pledge
		TOTAL	\$1,781,318	

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (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 full-time, 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”

BACKGROUND:

Naming actions in connection with private gifts are governed by NKU Administrative Regulation-II-4.0-2, section 2.2. NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.

After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

(1) The university has received a gift to support a LIFT scholarship for 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.

Donor: Michael Francis Zalla Memorial Foundation, Inc.
Naming Gift: \$250,000
Naming Recognition: Michael Francis Zalla Honors Scholarship

The scholarship will be in memory of Michael Francis Zalla. Michael was a bright and driven student at Northern Kentucky University when he passed away in 1986. His family has turned this tragedy into a way to support a variety of individuals and organizations throughout the Northern Kentucky region.

(2) The university has received a gift 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.

Donor: Ken Harper
Naming Gift: \$100,000
Naming Recognition: Eileen Harper Memorial Scholarship

The scholarship will be in memory of Eileen Harper, the donor's wife. Her family wants her life and legacy to be remembered through this scholarship. Eileen passed away in March, 2020. The donor, Ken Harper, is an emeritus member of the NKU Foundation, serving from 1995 until 2010.

(3) The university has received a gift 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).

Donor: J. Michael Schlotman
Naming Gift: \$98,118
Naming Recognition: Schlotman LIFT Scholarship

J. Michael Schlotman is a longtime supporter of the College of Education. This generous gift will allow students from the College of Education to take part in NKU's LIFT program.

(4) The university has received a gift to support students who are active members of a sorority or fraternity and in their junior or senior academic year at NKU.

Donor: Varies, gifts were solicited for this scholarship by the Office of Student Engagement, Sorority & Fraternity Life, and friends and family of Christian Dichoso.
Naming Gift: \$23,000
Naming Recognition: Christian Dichoso Memorial Scholarship

Christian Dichoso was a senior at Northern Kentucky University from Louisville, Kentucky, who recently and suddenly passed away. He was a light to so many people, and he touched so many lives at NKU and within the Northern Kentucky community. Christian was an engaged, active member on NKU's campus; he was involved in Theta Chi Fraternity, Student Government Association, and Xavier University's ROTC through the NKU Detachment. Additionally, Christian served as an intern with the NKU Campus Police Department last year. To honor his fervent spirit and to ensure that his legacy lives on for years to come, his parents are asking for all proceeds to be used to create a scholarship in his name.

(5) The university has received a gift to support a LIFT Scholarship for 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.

Donor: Sean and Kimberly Donovan

Naming Gift: \$50,000

Naming Recognition: Sean and Kimberly Donovan Business LIFT Scholarship

Sean Donovan is an advisor to the Haile/US Bank College of Business' Entrepreneurship Program. He earned his bachelor's degree in finance from NKU and is the co-founder of Finix Payments. Being first generation students themselves, Sean and his wife, Kimberly, wanted to find a way to support those students. They also have a strong desire to help underrepresented minority students.

(6) The university has received a gift to support a LIFT scholarship for students who demonstrate financial need as determined by the Free Application for Federal Student Aid (FAFSA) and are full-time, first-generation students. Preference will be given to students who are underrepresented minorities.

Donor: Sean and Kimberly Donovan

Naming Gift: \$50,000

Naming Recognition: Sean and Kimberly Donovan LIFT Scholarship

Sean Donovan is an advisor to the Haile/US Bank College of Business' Entrepreneurship Program. He earned his bachelor's degree in finance from NKU and is the co-founder of Finix Payments. Being first generation students themselves, Sean and his wife, Kimberly, wanted to find a way to support those students. They also have a strong desire to help underrepresented minority students.

(7) The university received a gift in 2019 to provide scholarship support to students enrolled at Chase College of Law who demonstrate high academic promise, with a preference for students from Eastern Kentucky. The donors wish to change the purpose and name of their endowed fund.

Donors: Frank Allen and Tracy Fletcher

Naming Gift: \$15,000

Naming Recognition: Frank Allen Fletcher, Circuit Judge, Endowed Scholarship

Frank Allen Fletcher, a 1985 Chase graduate, is the Circuit Judge for the 39th Judicial Circuit in Kentucky consisting of Breathitt, Wolfe, and Powell Counties. In 2005, Judge Fletcher and Tracy Fletcher made a gift of \$10,000 to establish an endowed fund at Chase to support student awards. In 2019, the donors made an additional gift of \$15,000 to the fund and expressed their wishes to change the purpose of their endowed fund to support student scholarships. The donors wish to change the name of their endowed fund from the Frank Allen Fletcher Outstanding Student Advocate Award to the Frank Allen Fletcher, Circuit Judge, Endowed Scholarship.

(8) The university received gifts in 2017 to 2019 to provide scholarship support to students enrolled at Chase College of Law who demonstrate an interest in trial practice. The donors wish to change the purpose and name of their endowed fund.

Donors: Timothy L. and Janice M. Timmel

Naming Gift: \$30,000

Naming Recognition: Timothy L. and Janice M. Timmel Endowed Finish Line Fund

Timothy L. Timmel, a 1976 Chase graduate, and Janice M. Timmel made gifts totaling \$30,000 in 2017 to 2019 to establish the Timothy L. and Janice M. Timmel Endowed Scholarship in Trial Practice. The donors wish to change the purpose of their endowed fund to support Chase's Finish Line Fund, which provides assistance to students who face financial hardships while studying for the bar exam. The donors wish to change the name of their endowed fund to the Timothy L. and Janice M. Timmel Endowed Finish Line Fund.

(9) The university has received a planned gift that will support an undergraduate scholarship at NKU. Preference will be given to a Northern Kentucky University student-athlete competing as an official member of either the Men's or Women's Basketball team.

Donors: Jonathan "Keith" Daniels and Lisa M. Daniels

Naming Gift: \$250,000

Naming Recognition: Keith and Lisa Daniels Endowed Athletic Scholarship

The donor agrees to contribute to the NKU Foundation through a standard bequest as noted in the last will and testament of Jonathan "Keith" Daniels and Lisa M. Daniels. Keith Daniels currently serves on the Executive Team of the Go Norse Fund Board. Keith and Lisa have been supporting NKU's athletic program for many years.

RECOMMENDATION:

That Emeritus status for the following individuals receive 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

BACKGROUND

The faculty members recommended for Emeritus status have received the endorsement of the faculty, the vice provost for undergraduate academic affairs, the provost, and the president.

MINI VITA

Name: Diane Gronefeld

Title: Professor Emeritus

Education: MEd in Instructional Services, 1992, Xavier University

B.S. in Radiologic Technology, 1989, Northern Kentucky University

A.A. in Radiologic Technology Education, 1977, Northern Kentucky University

Experience: 2020, Professor Emeritus, Northern Kentucky University

2014-2020, Professor, Northern Kentucky University

2012-2017, Program Director, Northern Kentucky University

1997-2014, Associate Professor, Northern Kentucky University

1991-1997, Assistant Professor, Northern Kentucky University

1991-1994, Registered Radiographer, St. Elizabeth Medical Center

1985-1989, Legal Secretary and Clerk, Summe & Summe, Attorneys at Law

1976-1985, Registered Staff Radiographer, The Emergency Treatment Center of Hyde Park, St. Luke Hospital, and St. Elizabeth Medical Center

MINI VITA

Name: Adrienne Lane

Title: Professor Emeritus

Education: Ed.D. In Educational Administration, 1992, University of Cincinnati
M.S.N. in Adult Nursing, 1983, University of Kentucky
B.S.N. in Nursing/Psychology, 1977, Indiana University

Experience: 2020, Professor Emeritus, Northern Kentucky University
2014-2020, Professor, Northern Kentucky University
2017, Interim MSN Program Director, Northern Kentucky University
2015-2017, Chief Nurse Administrator, Northern Kentucky University
2015-2016, DNP Program Director, Northern Kentucky University
2014-2017, Professor and Chair of Advanced Nursing Studies, Northern Kentucky University
2005-2014, Professor of Nursing, University of Cincinnati
2001-2002, Interim Department Chair of Adult Health, University of Cincinnati
2000-2005, Associate Professor of Nursing, University of Cincinnati
1994-2000, Assistant Professor of Nursing, University of Cincinnati
1992-1994, Assistant Professor of Clinical Nursing, University of Cincinnati
1991-1992, Nursing Quality Improvement Coordinator, Bethesda Oak Hospital
1990-1991, Corporate Education Project Coordinator, Bethesda Hospitals

MINI VITA

Name: Mrs. Threasa Wesley

Title: Associate Professor / Librarian

Education: M.S. in Library Science, 1979, University of Kentucky

B.A. in History, 1977, Western Kentucky University

Experience: 2016-present, Associate Professor/Head of Library Education, W. Frank Steely Library, Northern Kentucky University

1999-2016, Associate Professor/Head of Research and Instructional Services, W. Frank Steely Library, Northern Kentucky University

1994-1999, Associate Professor/Research and Instructional Services Librarian, W. Frank Steely Library, Northern Kentucky University

1993-2011, Adjunct Instructor, Graduate School of Library and Information Science, University of Kentucky

1989-1990, Adjunct Instructor, Graduate School of Library and Information Science, Indiana University

1982-1994, Assistant Professor/Coordinator of Bibliographic Instructor, W. Frank Steely Library, Northern Kentucky University

1979-1981, Reference Librarian/Instructor of Library Science, Hutchings Library, Berea College

RECOMMENDATION:

That Allyson (Ally) Davis receive a posthumous Bachelor of Fine Arts – Theatre Performance – Musical Theatre Track. The recommendations come from Diana McGill, Dean of the College of Arts and Science, Matt Albritton, Director of the School of the Arts, Michael Hatton, Theatre and Dance Program Head, and has been approved by the provost and executive vice president for Academic Affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Allyson Davis’s family in honor of her commitment to Northern Kentucky University and her excellence as a theatre artist. Allyson was a dearly beloved senior on track to graduate in May 2021 when she passed away due to a tragic car accident in July 2020.

Ally was a senior musical theatre major in the School of the Arts (SOTA). She had earned 96 credits and had a 3.25 GPA in her major. Ally had completed the majority of the requirements for the BFA degree in Theatre with a minor in Dance. As an incredible actress and singer, Ally had performed in a multitude of theatre productions at NKU and in the region, including King’s Island, Jenny Wiley Theatre, and the Covedale Center for the Performing Arts. This includes her recent success in the English comic opera, *H.M.S. Pinafore* in the spring of 2020 at NKU. Ally was to have a starring role in the fall 2020 semester’s production of *Noises Off* before her untimely passing.

In addition to her coursework, Ally was involved in multiple aspects of the theatre and dance program as well as campus life. She was a fierce advocate for racial equity and fought for greater understanding and support for those dealing with anxiety and struggling with mental health. The university community is saddened at the tragic loss of a talented student and fully support this posthumous degree recommendation.

RECOMMENDATION:

That Kristina Dickman receive a posthumous Master of Science Degree in Nursing – Adult-Gerontology Nurse Practitioner concentration. The recommendations come from Dale Stephenson, the dean of the College of Health & Human Services, and Karen O’Connell, the associate director of Graduate Programs in the School of Nursing, and has been approved by the provost and executive vice president for Academic Affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Kristina Dickman’s family in honor of her commitment to Northern Kentucky University and her excellence. Kristina was an Adult-Gerontology Nurse Practitioner (AGNP) student on track to graduate in December 2020 when she passed away suddenly in May.

Kristina was a senior AGNP student. She had earned 48 credits and had a 3.978 overall GPA. Kristina had completed all requirements for the MSN degree and only needed to complete her last clinical hours.

In addition to her coursework, Kristina was a member of the community medical response team. She travelled with the team to provide care for victims of COVID-19 during the Spring 2020 semester. The university community is saddened at the tragic loss of a talented student and fully support this posthumous degree recommendation.

RECOMMENDATION:

That the following amendment to the Faculty Policies and Procedures Handbook, regarding Reappointment, Promotion, and Tenure (RPT), receive Board of Regents approval.

BACKGROUND:

The Faculty Senate voted to approve these recommended changes to the handbook at the April 27, 2020 meeting. This revision seeks to make improvements and updates to RPT procedures. The revisions also clarify that during the RPT review process, chairs, directors, and deans should not be allowed to consider supplemental material.

PROPOSAL:

Current Faculty Handbook Language:

3. EVALUATION FOR REAPPOINTMENT, PROMOTION, AND TENURE

3.1. CRITERIA

In making evaluations required for reappointment, promotion, and tenure, three major categories of professional responsibility are to be used. These categories, in order of importance, are teaching effectiveness; scholarship and creative activity; and service to the University, the discipline/profession and the community.

All academic units must have specific guidelines concerning expectations for reappointment, promotion, and tenure, what materials may be considered in each review category, what constitutes appropriate documentation, and how materials will be evaluated. All guidelines must be approved by a majority of the tenured / tenure-track faculty within the affected unit(s), the Chair or School Director, the Dean, and the Provost. Upon final approval by the Provost, all faculty within the affected units(s) must be notified and guidelines must be made available. All new faculty will be given a copy of these guidelines at the time of their hiring.

In colleges where there is no department or school, the dean will function as department chair in all processes described in section 3 unless specified otherwise in a college document approved by the Board of Regents or the Provost.

3.1.1 TEACHING

Teaching includes all work that is intended primarily to enhance student learning. Assessment of teaching effectiveness should take into account documented student learning, contact hours, preparations, service learning, delivery method, and/or number of students.

3.1.2 SCHOLARSHIP AND CREATIVE ACTIVITY

Scholarship and creative activity includes all work that is related to the applicant's academic discipline or current role at the University. To qualify as scholarship or creative activity, the

activity should require a high level of discipline-related or interdisciplinary expertise, and meet the standards of the discipline for scholarly and creative activity. NKU values transdisciplinary scholarship, scholarship of teaching, and scholarship of engagement in addition to traditional scholarship and creative activity.

3.1.3 SERVICE TO THE UNIVERSITY, THE DISCIPLINE/PROFESSION, AND/OR THE COMMUNITY

Service includes all work that contributes to the effective operation, governance, and advancement of programs, departments, schools, colleges, the University, one's discipline, and/or the community. Service also includes public engagement activities.

3.2. PROCEDURES FOR DECISIONS ON REAPPOINTMENT, PROMOTION, AND TENURE

As stated in Kentucky law, all persons involved in evaluation of personnel shall consider all information received and all deliberations as confidential unless disclosure is required by law.

3.2.1 TIME SCHEDULE

Each spring, the provost will issue a calendar listing deadlines for each step in the evaluation process for the coming academic year, a template for dossier preparation, and notification of any updates to the process.

3.2.2 INITIATION OF REQUEST

The applicant is responsible for initiating consideration by applying for reappointment, promotion, tenure, or a combination of them. A full-time administrator with academic rank may apply for tenure or promotion supported by documentation. The applicant will compile an RPT dossier, including a cover sheet provided by the provost's office.

3.2.3. DEPARTMENTAL/SCHOOL COMMITTEE

Each department or school shall have a reappointment, promotion, and tenure (hereinafter, RPT) committee consisting of at least five faculty members elected at a regular or special department or school faculty meeting. If the department or school has five or more full-time tenured members in the case of a tenure committee or five or more members of appropriate rank (a rank above the level of the applicant) in the case of a promotion committee, then the committee shall be formed from faculty within the department or school. If the department or school has fewer than five full-time, tenured members in the case of a tenure committee, or fewer than five members of appropriate rank in the case of a promotion committee, those members, in consultation with the department chair or school director, shall prepare a list of full-time, tenured faculty of appropriate rank from other departments or schools from which faculty will be appointed by the committee to fill out its membership. In choosing members from other departments or schools, preference shall be given to teaching faculty in departments or schools with affinity to the department or school.

The members of the committee shall elect their own chair. The committee chair shall notify the department chair or school director of committee membership within ten working days of election.

3.2.4. DEPARTMENTAL/SCHOOL COMMITTEE: ELIGIBILITY

All full-time, tenure-track faculty in the department or school are eligible to vote to elect the committee membership. Only full-time, tenured faculty may serve on the committee. The department chair or school director may not serve on the committee. Department chairs or school directors in other departments or schools, and assistant and associate deans with faculty appointments serving as administrators with reassigned time may serve on the committee. Tenured faculty with appointments in more than one department/school or discipline may serve on the committee of any department/school or discipline in which they hold appointment. Faculty on sabbatical or paid leave are eligible but not required to serve on the committee. Faculty on unpaid leave are not eligible to serve on the committee.

Upon agreement of RPT committee members, the department chair or school director, the appropriate dean, and the applicant, faculty external to the University and of suitable rank and tenure may serve on the committee. Persons holding full-time administrative appointments, as defined in Section 1.8.1 are not eligible to serve on the committee.

In departments or schools where no faculty members are eligible to serve on a needed RPT committee, the department or school faculty shall serve in place of the department or school committee members to elect suitable RPT committee members.

3.2.5. DEPARTMENT/SCHOOL COMMITTEE: DELIBERATIONS

A quorum of an RPT committee shall be four-fifths (4/5) of its members; a quorum is required in order for the committee to act.

Material considered by the RPT committee must include, but may not be limited to, the applicant's submissions. The committee may consider supplemental material that will aid in their decision. If material not submitted by the applicant is considered, the applicant must be notified of this material. As part of their deliberations, the RPT committee may meet with the applicant when such a meeting aids in the committee's decision process.

If an RPT committee requires clarification on any procedural matter, the committee should make this request to the respective department chair or school director. Committees should not ordinarily make requests to the dean, provost, university counsel, human resources, or any other university official or department.

3.2.6. DEPARTMENT/SCHOOL COMMITTEE: VOTING AND REPORTING

Each member of the committee shall have one vote. Each member is required to vote on each matter before the committee. A member who has not reviewed materials submitted by the applicant or fully participated in the committee discussion of the applicant cannot vote on that applicant.

The recommendation of the committee shall be reported in writing to the department chair or school director and must be characterized as either unanimous or non-unanimous. The recommendation of the committee will reflect the committee's deliberations and must be signed by all committee members. In cases where the committee vote is not unanimous, support for both positive and negative votes must be included in the recommendation. In the case of a tie vote, the committee's recommendation will be deemed a positive recommendation. A copy of the recommendation will be given to the applicant. After receiving a negative recommendation from

the committee, the applicant may elect within three business days to withdraw the application and terminate the RPT process.

3.2.7. CHAIR/DIRECTOR

No sooner than three business days after receipt of the committee recommendation, the department chair or school director shall make a recommendation to the dean in writing. The chair or director may consult with the department or school committee prior to making a recommendation, but not with committee members individually. As part of his or her deliberations, the department chair or school director may meet with the applicant to aid in his or her decision. The reasons for the department chair's or school director's recommendation, whether positive or negative, shall be included in the recommendation. The department chair or school director shall forward his or her recommendation, the department or school committee's recommendation, and the applicant's file to the appropriate dean. A copy of the department chair's or school director's recommendation shall be given to the applicant and all members of the department or school committee.

3.2.8 DEAN

After receipt of the department chair's or school director's recommendation and the department or school committee's recommendation, the dean shall make a recommendation to the provost in writing. The reasons for the dean's recommendation, whether positive or negative, shall be included in the written recommendation. The dean may consult with the department or school committee and/or the department chair or school director prior to making a recommendation, but not with individual committee members. As part of his or her deliberations, the dean may meet with the applicant to aid in his or her decision. The dean shall forward this recommendation, the department chair's or school director's recommendation, the department or school committee's recommendation, and the applicant's file to the provost. A copy of the dean's recommendation shall be given to the applicant, the department chair or school director, and all members of the department or school committee.

3.2.9. PROVOST

After receipt of the dean's recommendation, the department chair's or school director's recommendation, the department or school committee's recommendation, and the applicant's file, the provost shall make a written recommendation to the president. The reasons for the provost's recommendation, whether positive or negative, shall be included in the written recommendation. The provost may consult with the department or school committee, the department chair or school director, the dean, or with any combination of them, but not with individual committee members. As part of his or her deliberations, the provost may meet with the applicant to aid in his or her decision. A copy of the provost's recommendation shall be given to the applicant, the dean, the department chair or school director, and all members of the RPT committee.

3.2.10. PRESIDENT

The president will forward the provost's recommendation to the Board of Regents.

3.2.11. BOARD OF REGENTS

Reappointment, promotion, and tenure may be granted only by the Board of Regents, and then only upon the recommendation forwarded by the president of the University. The Board shall act in accordance with statutory requirements and the bylaws of the Board of Regents

3.2.12. NOTICE OF NON-REAPPOINTMENT

Notice of non-reappointment of a probationary contract must be in writing, by the provost, and given:

- Not later than December 15 of the second academic year of service;
- At least 12 months before the expiration of an appointment after two or more years of service at the University.

3.2.13. FORMAL RECONSIDERATION AND APPEAL

In the case of a negative recommendation concerning reappointment, promotion, tenure, or any combination of them, the applicant has the right to a formal reconsideration only at the level of the initial negative recommendation. An “initial” negative recommendation is defined as the first negative recommendation given for a particular reason. If a negative recommendation is subsequently given at a higher level for a different reason, it shall be considered an initial negative recommendation for the purpose of formal reconsideration. When a negative recommendation is first made, the applicant shall be informed, in writing, of the right to request a formal reconsideration.

In order to exercise this right, the affected applicant must request the reconsideration in writing, with any omitted materials attached, within 10 University working days of receipt of notification of the negative recommendation. Upon receipt of such a request for reconsideration, the department or school committee or the person who made the initial negative recommendation shall complete the reconsideration within 10 university working days and shall notify the applicant, in writing, of the decision reached. The department or school committee must send a copy of the request for reconsideration to the Office of the Provost and Executive Vice President for Academic Affairs for the purpose of resetting the review calendar for the applicant.

During the process of reconsideration, the calendar for the recommendation is extended, and the next level of recommendation shall not consider the applicant’s application until reconsideration is completed. Once the decision regarding formal reconsideration is reached, the process shall continue at the next level.

The procedures for the committee’s deliberations, voting, and reporting will be the same procedures as specified in Sections 3.2.5 and 3.2.6 of this Handbook.

In the event the Provost makes a negative recommendation on an application for reappointment, promotion, tenure, or any combination of them, the applicant may appeal using the procedures set forth in Section 14, Grievances. The appeal must be initiated by the applicant within 15 university working days from receipt of the provost’s notice.

3.2.14. WITHDRAWAL OF APPEAL

A faculty member may withdraw an appeal at any time by request in writing. In that event, no further action may be taken concerning the appeal. In the case of denial of mandatory tenure, if an appeal from a negative recommendation or decision is withdrawn prior to a decision on the appeal, tenure cannot be recommended.

3.2.15. TIME

Unless otherwise specified in these procedures, whenever any recommendation or notice is to be given or conveyed, it shall be given or conveyed within 15 university working days of receipt of the file by the person who is to take action.

Proposed Amendment:

3. EVALUATION FOR REAPPOINTMENT, PROMOTION, AND TENURE

According to the Statement on Collegial Governance at NKU, “[u]nder the collegial system, decision-making authority is delegated or assigned to the collegial group most expert in or responsible for the particular area in which the decision is made.” Further, “[g]enerally speaking, faculty bodies have primary responsibility for recommendations in matters directly related to academics, including ... faculty status...” Specifically, faculty bodies are given the responsibility over “academic personnel decisions,” which includes reappointment, promotion, and tenure.

3.1 CRITERIA

In making evaluations required for reappointment, promotion, and tenure, three major categories of professional responsibility are to be used. These categories, in order of importance, are teaching effectiveness; scholarship and creative activity; and service to the University, the discipline/profession and the community.

All academic units must have specific guidelines concerning expectations for reappointment, promotion, and tenure, what materials may be considered in each review category, what constitutes appropriate documentation, and how materials will be evaluated. All guidelines must be approved by a majority of the tenured / tenure-track faculty within the affected unit(s), the Chair or School Director, the Dean, and the Provost. Upon final approval by the Provost, all faculty within the affected units(s) must be notified and guidelines must be made available. All new faculty will be given a copy of these guidelines at the time of their hiring.

3.1.1 TEACHING

Teaching includes all work that is intended primarily to enhance student learning. Assessment of teaching effectiveness should take into account documented student

learning, contact hours, preparations, service learning, delivery method, and/or number of students.

3.1.2 SCHOLARSHIP AND CREATIVE ACTIVITY

Scholarship and creative activity includes all work that is related to the applicant's academic discipline or current role at the University. To qualify as scholarship or creative activity, the activity should require a high level of discipline-related or interdisciplinary expertise and meet the standards of the discipline for scholarly and creative activity. NKU values transdisciplinary scholarship, scholarship of teaching, and scholarship of engagement in addition to traditional scholarship and creative activity.

3.1.3 SERVICE TO THE UNIVERSITY, THE DISCIPLINE/PROFESSION, AND/OR THE COMMUNITY

Service includes all work that contributes to the effective operation, governance, and advancement of programs, departments, schools, colleges, the University, one's discipline, and/or the community. Service also includes public engagement activities.

3.2. PROCEDURES FOR DECISIONS ON REAPPOINTMENT, PROMOTION, AND TENURE

As stated in Kentucky law, all persons involved in evaluation of personnel shall consider all information received and all deliberations as confidential unless disclosure is required by law.

For purposes of communication of written recommendations, electronic versions of the documents are acceptable replacements.

3.2.1 TIME SCHEDULE

Each spring, the provost will issue a calendar listing deadlines for each step in the evaluation process for the coming academic year, a template for dossier preparation, and notification of any updates to the process.

Applications for reappointment are reviewed biennially. Each biennial review is cumulative but should be focused on the contract years under review. Each review shall consider the information provided in the applicant's dossier from the contract years under review; however, this does not prohibit documentation and/or information from previous years to be included in the evaluation.

Other than exceptions defined in section 6.7, which may grant extensions, applications for tenure are ordinarily reviewed by the sixth year. The dossier for tenure will be evaluated in its full context, including all years of service and any credit for prior service negotiated at the time of the initial appointment.

3.2.2 INITIATION OF REQUEST

The applicant is responsible for initiating consideration by applying for reappointment, promotion, tenure, or a combination of them. A full-time administrator with academic rank may apply for tenure or promotion supported by documentation. **The applicant will compile and submit an RPT dossier no later than 4:30 pm on the last working day of August of the academic year of their request for consideration.**

3.2.3 DEPARTMENTAL/SCHOOL COMMITTEE

Each department or school, **or in the case of SOTA, program**, shall have a reappointment, promotion, and tenure (hereinafter, RPT) committee consisting of at least five tenured faculty members elected at a regular or special department or school faculty meeting. **If necessary, a separate committee may be formed to consider promotion to full professor. Each department or school, or, in the case of SOTA, program, committee must have the same membership in a given year, with the exception of additional external members (see Section 3.2.4). Additionally, for promotion committees, these five faculty members must be at least one rank above the level of the applicants.**

The RPT committee shall be formed from faculty within the department or school, if five or more tenured faculty of appropriate rank are available to serve. If there are not enough faculty members of appropriate rank available to form a committee of five, those faculty initially chosen to serve, in consultation with the department chair or school director, shall prepare a list of tenured faculty of appropriate rank from other departments, schools, or colleges. When choosing additional faculty members, preference shall be given to faculty members in departments or schools with affinity to the applicant's department or school. The RPT committee will fill its membership by appointing faculty from this list.

The members of the committee shall elect their own chair. The committee chair shall notify the department chair or school director of committee membership within ten working days of election.

3.2.4 DEPARTMENTAL/SCHOOL COMMITTEE: ELIGIBILITY

All tenure-track faculty in the department or school are eligible to vote to elect the committee membership. Only **full-time** tenured faculty may serve on the committee. The department chair or school director may not serve on the committee. Department chairs or school directors in other departments or schools may serve on the committee **provided that they are in a different college**. Assistant and associate deans with faculty appointments serving as administrators with reassigned time may serve on the committee **provided that they are serving as administrators in a different college**. Tenured faculty with appointments in more than one department/school or discipline may serve on the committee of any department/school or discipline in which they hold an appointment. Faculty on sabbatical or paid leave are eligible but not required to serve on the committee. Faculty on unpaid leave are not eligible to serve on the committee. **The Faculty Senate President will not serve on a department/school RPT committee unless there are fewer than five eligible faculty members available, in which case the Faculty Senate President can serve but will not chair the committee.**

Upon agreement of RPT committee members, the department chair or school director, the appropriate dean, and the applicant, faculty external to the University and of suitable rank and tenure may serve as **an additional member** on the committee. Persons holding full-time administrative appointments, as defined in Section 1.8.1 are not eligible to serve on the committee.

In departments or schools where no faculty members are eligible to serve on a needed RPT committee, the department or school faculty shall serve in place of the department or school committee members to elect suitable RPT committee members.

3.2.5 DEPARTMENT/SCHOOL COMMITTEE: DELIBERATIONS

A quorum of an RPT committee shall be four-fifths (4/5) of its members; a quorum is required in order for the committee to act.

Material considered by the RPT committee must include, but may not be limited to, the applicant's submissions. The committee may consider supplemental material consistent with department/school guidelines that will aid in its decision. **If there is no department/school, college guidelines may be used. Material that is inconsistent with the department/school or college guidelines may not be considered.** If material not submitted by the applicant is considered, the applicant must be notified **immediately** of this material **in writing. Any supplemental material considered by the RPT committee becomes a part of the dossier going forward and should be clearly marked as supplemental material added by the committee. The letter from the committee to the department chair/school director should also note and comment on the supplemental material.** As part of its deliberations, the RPT committee may meet with the applicant when such a meeting aids in the committee's decision process.

If an RPT committee requires clarification on any procedural matter, the committee should make this request to the respective department chair or school director. Committees should not ordinarily make requests to the dean, provost, university counsel, human resources, or any other university official or department.

3.2.6 DEPARTMENT/SCHOOL COMMITTEE: VOTING AND REPORTING

Nominally, each member of the committee, including the chair, shall have one vote for each applicant. In recognition of the importance of this process to the integrity of the institution, each member is expected to carefully review the relevant materials, participate as fully as possible in committee deliberations, and exercise their best professional judgment in voting either for or against a recommendation. Members may not vote to abstain. Proxy votes are acceptable if circumstances prevent a member from being physically present for the vote, provided the member reviewed the materials and participated in the committee deliberations. A member who has not reviewed the submitted materials or fully participated in committee discussion about an applicant cannot vote on the recommendation of that applicant. It is the responsibility of the

committee chair to ascertain from each member whether they have fully participated in the committee discussions and review of each candidate to be eligible to vote. The chair will make an announcement to the committee and take note of who is eligible to vote. A quorum must be present for a vote to take place, and a minimum of 4 members must vote.

The recommendation of the committee shall be reported in writing to the department chair or school director and must be characterized as either unanimous or non-unanimous. The recommendation of the committee will reflect the committee's deliberations and must be signed by all committee members **who voted. Members who did not vote should not sign the letter.** In cases where the committee vote is not unanimous, support for both positive and negative votes must be included in the recommendation. In the case of a tie vote, the committee's recommendation will be deemed a positive recommendation. A copy of the recommendation will be given to the applicant. After receiving a negative recommendation from the committee, the applicant may elect within three business days to withdraw the application and terminate the RPT process. **When a negative recommendation is made, the applicant shall be informed, in writing, of the right to request a formal reconsideration, according to Section 3.2.14.**

3.2.7 CHAIR/DIRECTOR

No sooner than three business days after receipt of the committee recommendation, the department chair or school director shall make a recommendation to the dean in writing. The chair or director may consult with the department or school committee prior to making a recommendation, but not with committee members individually. As part of his or her deliberations, the department chair or school director may meet with the applicant to aid in his or her decision. The reasons for the department chair's or school director's recommendation, whether positive or negative, shall be included in the recommendation. The department chair or school director shall forward his or her recommendation, the department or school committee's recommendation, and the applicant's file to the appropriate dean. A copy of the department chair's or school director's recommendation shall be given to the applicant and all members of the department or school committee. **When a negative recommendation is made, the applicant shall be informed, in writing, of the right to request a formal reconsideration, according to Section 3.2.14.**

3.2.8 DEAN

After the receipt of the recommendations from the department/school committee and the department chair/school director, the dean shall make a recommendation to the provost in writing. The reasons for the dean's recommendation, whether positive or negative, shall be included in the written recommendation. The dean may consult with the department or school committee and/or the department chair or school director prior to making a recommendation but not with individual committee members. As part of his or her deliberations, the dean may meet with the applicant to aid in his or her decision. The dean shall forward this recommendation, the department chair's or school director's recommendation, the department or school committee's recommendation, and the applicant's file to the provost. A copy of the dean's recommendation shall be given to the

applicant, the department chair or school director, and all members of the department or school committee. **When a negative recommendation is made, the applicant shall be informed, in writing, of the right to request a formal reconsideration, according to Section 3.2.14.**

3.2.9 PROVOST

After receipt of the dean's recommendation, the department chair's or school director's recommendation, the department or school committee's recommendation, and the applicant's file, the provost shall make a written recommendation to the president. The reasons for the provost's recommendation, whether positive or negative, shall be included in the written recommendation. The provost may consult with the department or school committee, the department chair or school director, the dean, or with any combination of them but not with individual committee members. As part of his or her deliberations, the provost may meet with the applicant to aid in his or her.

A copy of the provost's recommendation shall be given to the applicant, the dean, the department chair or school director, and all members of the department committee. **When a negative recommendation is made, the applicant shall be informed, in writing, of the right to appeal using the procedures set forth in Section 14, Grievances.**

3.2.10 PRESIDENT

The president will forward the provost's recommendation to the Board of Regents.

3.2.11 BOARD OF REGENTS

Reappointment, promotion, and tenure may be granted only by the Board of Regents, and then only upon the recommendation forwarded by the president of the University. The Board shall act in accordance with statutory requirements and the bylaws of the Board of Regents.

3.2.12 NOTICE OF NON-REAPPOINTMENT

Notice of non-reappointment of a probationary contract must be in writing, by the provost, and given at least 12 months before the expiration of an appointment.

- ~~• Not later than December 15 of the second academic year of service;~~
- ~~• At least 12 months before the expiration of an appointment after two or more years of service at the University.~~

3.2.13 WITHDRAWAL OF APPLICATION

After receiving a negative recommendation from the RPT committee, the applicant may elect within three business days to withdraw the application and terminate the RPT process. If the process is terminated in a non-mandatory year for tenure and promotion or

during promotion to full professor, there is no prejudice for future applications. If the application is withdrawn and the process is terminated in a mandatory year for promotion and tenure, normally the sixth year, the contract terminates the following May. If the faculty member fails to initiate the request for RPT, the contract will terminate the following May. However, after consultation with the department/school faculty, chair/director, and dean, the provost may offer a terminal year contract.

3.2.14 FORMAL RECONSIDERATION AND GRIEVANCE

In the case of a negative recommendation concerning reappointment, promotion, tenure, or any combination of them, the applicant has the right to a formal reconsideration only at the level of the initial negative recommendation. An “initial” negative recommendation is defined as the first negative recommendation given for a particular reason. If a negative recommendation is subsequently given at a higher level for a different reason, it shall be considered an initial negative recommendation for the purpose of formal reconsideration. When a negative recommendation is first made, the applicant shall be informed, in writing, of the right to request a formal reconsideration.

In order to exercise this right, the affected applicant must request the reconsideration in writing within ten University working days of receipt of notification of the negative recommendation. **The request and any additional materials should be sent to the chair of the department/school committee or the person who made the initial negative recommendation.** Upon receipt of the request for reconsideration, the chair of the department/school committee or the person who made the initial negative recommendation must send a copy of the request for reconsideration to the Office of the Provost and Executive Vice President for Academic Affairs for the purpose of resetting the review calendar for the applicant. The department/school committee or the person who made the initial negative recommendation shall complete the reconsideration within ten university working days of having received the request for reconsideration. **The applicant and all participants of previous levels of review shall be notified, in writing, of the decision reached, and the letter of reconsideration with additional submitted material and the reconsideration decision will be forwarded along with the dossier to the individual responsible for the next level of review.**

During the process of reconsideration, the calendar for the recommendation is extended, and the next level of recommendation shall not consider the applicant’s application until reconsideration is completed. Once the decision regarding formal reconsideration is reached, the process shall continue at the next level.

In the event of a reconsideration by the RPT committee, the procedures for the committee’s deliberations, voting, and reporting will be the same procedures as specified in Sections 3.2.5 and 3.2.6 of this Handbook.

In the event the Provost makes a negative recommendation on an application for reappointment, promotion, tenure, or any combination of them, the applicant may appeal

using the procedures set forth in Section 14, Grievances. The grievance must be initiated by the applicant within 15 university working days from receipt of the provost's notice.

~~3.2.14. WITHDRAWAL OF APPEAL~~

~~A faculty member may withdraw an appeal at any time by request in writing. In that event, no further action may be taken concerning the appeal. In the case of denial of mandatory tenure, if an appeal from a negative recommendation or decision is withdrawn prior to a decision on the appeal, tenure cannot be recommended.~~

~~3.2.15. TIME~~

~~Unless otherwise specified in these procedures, whenever any recommendation or notice is to be given or conveyed, it shall be given or conveyed within 15 university working days of receipt of the file by the person who is to take action.~~

RECOMMENDATION:

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

BACKGROUND:

The senate voted to approve these recommended changes to the handbook at the April 27, 2020 meeting. This revision corrects the description of library leadership, specifically in regard to the RPT process.

PROPOSAL:

Current Faculty Handbook Language:

7.3. POLICIES AND PROCEDURES

The policies and procedures for faculty presented in this Handbook apply to librarians as modified in this Section 7. Effective performance on the job replaces the teaching effectiveness category. The Steely Library and Chase Law Library are considered to be departments with regard to implementation of the reappointment, promotion, and tenure process. The dean of the Steely Library serves as department chair. The dean of the Steely Library will forward reappointment, promotion, and tenure recommendations to the provost. The director of Chase Law Library serves in the functions of department chair and reports to the dean of the College of Law.

Proposed Amendment:

7.3. POLICIES AND PROCEDURES

The policies and procedures for faculty presented in this Handbook apply to librarians as modified in this Section 7. Effective performance on the job replaces the teaching effectiveness category. The Steely Library and Chase Law Library are considered to be departments with regard to implementation of the reappointment, promotion, and tenure process. The dean of the Steely Library serves as department chair **for purposes of RPT**. The dean of the Steely Library will forward reappointment, promotion, and tenure recommendations to the provost. The director of Chase Law Library serves in the functions of department chair and reports to the dean of the College of Law.

RECOMMENDATION:

That the Board of Regents adopt the attached 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.

BACKGROUND:

The intent of the Resolution is to authorize the refunding of the outstanding Northern Kentucky University General Receipts Bonds, 2010 Series B, dated October 1, 2010. An analysis prepared by Robert W. Baird & Company, Inc., indicates that the University could realize a net present value savings in excess of \$550,000 on future debt service payments, based on current bond interest rates. The actual savings achieved will be dependent on market conditions at the date of the sale.

In addition, the Resolution authorizes the issuance of tax-exempt General Receipts Bonds to provide financing for student housing renovation projects. The proceeds, net of the cost issuance, from the General Receipts Bonds, 2020 Series A, will finance renovation costs up to \$3,600,000. The University intends to issue bank qualified bonds which requires the University to issue less than \$10 million in tax-exempt financing during the calendar year.

The attached resolution was prepared by the University's bond counsel, Dinsmore & Shohl, LLP. The University is requesting the necessary approvals from the State Property and Buildings Commission and the Capital Project Oversight Committee. The University anticipates selling the bonds this fall if market conditions are favorable. The issuance of the bonds associated with the renovation of the housing facilities is contingent upon the issuance of the refunding bonds.

SERIES RESOLUTION

A RESOLUTION PROVIDING FOR THE AUTHORIZATION, ISSUANCE AND SALE OF GENERAL RECEIPTS OBLIGATIONS AND GENERAL RECEIPTS REFUNDING OBLIGATIONS OF NORTHERN KENTUCKY UNIVERSITY, IN ONE OR MORE SERIES, IN AN AGGREGATE PRINCIPAL AMOUNT OF NOT TO EXCEED \$10,000,000 PURSUANT TO THE TRUST AGREEMENT DATED AS OF MAY 1, 2007.

WHEREAS, Northern Kentucky University (herein called the “University”), a public body corporate and an educational institution and agency of the Commonwealth of Kentucky, by resolution adopted by the Board of Regents of the University on May 2, 2007 (herein called the “General Bond Resolution”), and by a Trust Agreement, dated as of May 1, 2007, as supplemented (herein called the “Trust Agreement”), comprised in part of the General Bond Resolution, has provided for the issuance from time to time of Obligations (as defined in the Trust Agreement) of the University secured by a pledge of the University’s “General Receipts” (as defined in the Trust Agreement), each such issue to be authorized by a Series Resolution, as required by the Trust Agreement; and

WHEREAS, the General Assembly, pursuant to H.B. 200 of the General Assembly of the Commonwealth of Kentucky, 2018 Regular Session, as enacted and vetoed in part (the “Budget Act”), authorized certain expenditures by Northern Kentucky University (the “University”), a public body corporate and an educational institution and agency of the Commonwealth of Kentucky, for the purpose of financing the projects identified in the Budget Act as: “Construct/Acquire New Residence Hall 2016-2018”); and

WHEREAS, by authority of Sections 162.340 to 162.380 of the Kentucky Revised Statutes, Chapter 56 of the Kentucky Revised Statutes and Sections 58.010 to 58.140 of the Kentucky Revised Statutes (collectively, the “Act”), the University is authorized to issue its obligations to pay all or part of the costs of educational buildings, and to secure said obligations by a pledge of and lien on all or such part of the revenues and receipts of the University; and

WHEREAS, the Board of Regents of the University (the “Board”) has determined that it is necessary to finance the remaining costs of the acquisition the Project; and

WHEREAS, the University, under the General Bond Resolution and certain Series Resolutions (as defined in the Trust Agreement) heretofore adopted by the Board, has previously issued, and there are outstanding, certain General Receipts Bonds under the Trust Agreement, including the outstanding General Receipts Bonds, 2010 Series B, dated October 21, 2010 (the “Prior Bonds”); and

WHEREAS, the Board, in order to achieve debt service savings has determined, if prevailing interest rates and lending terms and conditions at the time of sale of the Obligations hereby authorized are favorable, to refund some or all of the Prior Bonds so that the Prior Bonds will no longer be outstanding under the Trust Agreement; and

WHEREAS, the Board of Regents, in order to finance the Project and to refund all or a portion of the Prior Bonds, desires to provide for issuance and sale of Northern Kentucky University General Receipts Bonds and General Receipts Refunding Bonds, in one or more series, and for other matters in connection therewith, by the adoption of this Resolution;

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

SECTION 1. Definitions and Interpretations. All words and terms defined in Section 1 of the Trust Agreement and all interpretations therein provided shall have the same meanings, respectively, and be subject to the same interpretations as therein provided where used in this Resolution, unless the context or use clearly indicates another or different meaning or intent, except that this Resolution is sometimes herein called and may be known as the “Refunding Bond Resolution,” the Obligations authorized by this Resolution are referred to herein (and in the Supplemental Trust Agreement or Supplemental Trust Agreements hereby authorized) as the “2020 Obligations” and the terms “hereof,” “hereby,” “hereto,” “herein,” and “hereunder,” and similar terms, mean this Resolution.

SECTION 2. Authority; Determination. This Resolution is adopted pursuant to the General Bond Resolution, the Trust Agreement, and the Act. The University hereby finds and determines that the Project and the facilities financed with the Prior Bonds will generate sufficient funds to retire the bonded indebtedness and pay for ongoing operating expenses and will not result in an increase in tuition.

SECTION 3. Authorization, Designation and Purpose of 2020 Obligations. It is hereby declared to be necessary to, and the Board shall, issue, sell and deliver, as provided and authorized herein, General Receipts Bonds and/or General Receipts Refunding Bonds in the principal amount or respective principal amounts required to accomplish the financing of the Project and the refunding of the Prior Bonds, which shall be issued as General Receipts Bonds (the “2020 Obligations”), and which shall be issued in an aggregate principal amount of not to exceed \$10,000,000. Such 2020 Obligations shall be designated as “Northern Kentucky University General Receipts [Refunding] Bonds,” may be issued in one or more series and shall bear such further series designation or designations as the Fiscal Officer (as defined in the Trust Agreement) deems appropriate. Such 2020 Obligations shall be issued for the purpose of (i) paying the costs of the Project, (ii) refunding all or a portion of the Prior Bonds, and (iii) paying costs of issuance in connection with such 2020 Obligations. The proceeds from the sale of such 2020 Obligations shall be deposited and allocated as provided in Section 6 hereof.

In the event subsequent to the date of adoption of this Resolution, the conditions of the municipal bond market shall be such that the Fiscal Officer determines it is necessary to defer the refunding of all, or any, of the Prior Bonds until a later date, the authorization contained in this Section 3 shall extend to the issuance of a separate subseries of 2020 Obligations for the purpose of refunding all or a portion of the Prior Bonds (“Series Refunding Obligations”), bearing such series or subseries designations as the Fiscal Officer may subsequently determine. If there shall be issued a series of Series Refunding Obligations hereunder, separate from the 2020 Obligations, all subsequent sections of this Resolution referring to 2020 Obligations shall be deemed to apply to the Series Refunding Obligations.

SECTION 4. Terms and Provisions Applicable to the 2020 Obligations.

(a) Form, Numbering and Designation. The 2020 Obligations shall be issued in the form of fully registered 2020 Obligations as approved by the Fiscal Officer, shall be numbered from 1 upwards, by series, and shall bear such series designations as the Fiscal Officer deems appropriate.

(b) Denomination and Dates. The 2020 Obligations shall be in such denominations as requested by the successful bidder(s) for the 2020 Obligations (the “Original Purchaser(s)”), and shall be dated on the date or dates determined by the Fiscal Officer and may be issued in installments (each installment being a part of the 2020 Obligations, as applicable, herein authorized) with maturity dates approved by the Fiscal Officer.

(c) Interest. The 2020 Obligations shall bear interest from their respective dates payable on dates approved by the Fiscal Officer, beginning on a date approved by the Fiscal Officer, at the rate or rates per annum determined pursuant to Section 5 hereof.

(d) Maturities. The 2020 Obligations shall mature on such dates, in the years and in the principal amounts set forth in the maturity schedule approved by the Fiscal Officer pursuant to Section 5 hereof.

(e) Redemption Terms and Prices. The 2020 Obligations shall be subject to optional and mandatory redemption on such dates and terms as approved by the Fiscal Officer, with the advice of Robert W. Baird & Co. (the “Financial Advisor”) and set forth in the related Supplemental Trust Agreement. If less than all of the outstanding 2020 Obligations, as applicable, are called for redemption at one time, they shall be called in the order of the maturities and series as directed by the Fiscal Officer. If less than all of the outstanding 2020 Obligations of one maturity are to be called, the selection of such 2020 Obligations or portions of 2020 Obligations of such maturity to be called shall be made by lot in the manner provided in the Trust Agreement. Notice of call for redemption of 2020 Obligations shall be given in the manner provided in the Trust Agreement.

(f) Other Provisions. The 2020 Obligations may, at the option of the Fiscal Officer, be secured by municipal bond insurance or similar instrument issued by a financial or insurance institution acceptable to the Fiscal Officer.

(g) Place of Payment and Paying Agents. The principal, interest and any redemption premium on registered 2020 Obligations shall be payable by check or draft, as provided in the Trust Agreement.

(h) Execution. The 2020 Obligations shall be executed in the manner provided in the General Bond Resolution.

SECTION 5. Award and Sale of 2020 Obligations. The 2020 Obligations shall be offered publicly for sale upon the basis of competitive bids at such time as the Fiscal Officer, upon advice of the Financial Advisor to the University, shall designate.

The Fiscal Officer is hereby authorized and directed to provide for the sale of the 2020 Obligations by posting a notice of sale to a nationally recognized electronic bidding system or by newspaper publication in accordance with Section 424.30 of the Kentucky Revised Statutes.

The forms of the Official Terms and Conditions of Sale of Bonds, Bid Form and Official Statement, shall be in such form as approved by Bond Counsel for the University, by the Financial Advisor, by the General Counsel of the University and by the Fiscal Officer.

Bidders shall be advised that the fee of the Financial Advisor for services rendered with respect to the sale of 2020 Obligations is contingent upon the issuance and delivery of the respective series of the 2020 Obligations and that the Financial Advisor may not submit a bid for the purchase of the 2020 Obligations at the time of the public sale of the 2020 Obligations either individually or as a member of a syndicate organized to submit a bid for the purchase of the 2020 Obligations.

Upon the date and at the respective hour set forth for the submission and consideration of purchase bids, as provided in the instruments hereinabove approved, bids shall be reviewed as provided in such instruments. If there shall be one or more bids which conform in all respects to the prescribed terms and conditions, such bids shall be compared, and the Fiscal Officer, upon the advice of the Financial Advisor, is authorized to accept the best of such bids, as measured in terms of the lowest interest cost to the Board, as calculated in the manner prescribed in the Official Terms and Conditions of Sale of Bonds. Calculations shall be performed as are necessary to determine the exact amount of the applicable installment of 2020 Obligations that are required to be issued in order to (i) pay the budgeted costs of the Project, (ii) refund the Prior Bonds (if the Fiscal Officer determines that it is economical to refund the Prior Bonds), and (iii) pay the costs of issuing the 2020 Obligations, and the final principal amount, interest rates and maturities of the 2020 Obligations shall thereupon be established, as prescribed in the Official Terms and Conditions of Sale of Bonds.

SECTION 6. Allocation of Proceeds of 2020 Obligations. All of the proceeds from the sale of the 2020 Obligations and other lawfully available funds of the University shall be received and receipted for by the Fiscal Officer and shall be deposited and allocated as set forth in the applicable Supplemental Trust Agreement approved hereby.

SECTION 7. Additional Covenants with Respect to Internal Revenue Code of 1986, as Amended. This Board hereby finds and determines that all of the proceeds from the sale of the 2020 Obligations will be needed for the purposes set forth in Section 6 hereof. This Board hereby covenants for and on behalf of the University, that, unless it is determined by the Fiscal Officer with the advice of bond counsel to the University that compliance with the requirements of the Code cannot be accomplished with respect to a particular installment of the 2020 Obligations, it will restrict the use of the proceeds of the 2020 Obligations in such manner and to such extent, if any, and take such other actions as may be necessary, in view of reasonable expectations at the time of issuance of such 2020 Obligations, so that the 2020 Obligations will not constitute obligations the interest on which is subject to federal income taxation or “arbitrage bonds” under Sections 103(b)(2) and 148 of the Internal Revenue Code of 1986, as amended (the “Code”), and regulations prescribed under such Sections. The Fiscal Officer or any other officer of the University having responsibility with respect to issuance of the 2020 Obligations is hereby authorized and directed to give an appropriate certificate for inclusion in the transcript of proceedings with respect to the 2020 Obligations, setting forth the facts, estimates and reasonable expectations pertinent under said Sections 103(b)(2) and 148 of the Code, and an election, if appropriate, with respect to Section 148(f)(4)(B)(iv)(V) of the Code. The Fiscal Officer is hereby authorized and directed to create a Rebate Account (which shall be held by either the University or the Trustee, at the discretion of the Fiscal Officer) if the Fiscal Officer determines such account is necessary so that the University complies with the rules concerning “rebate” as set forth in the Code, as they apply to the 2020 Obligations.

SECTION 8. Supplemental Trust Agreements. The Chairman of the Board is authorized and directed to execute, acknowledge and deliver to the Trustee, in the name of and on behalf of the University, one or more Supplemental Trust Agreements pursuant to the Trust Agreement and in connection with the issuance of each series or subseries of the 2020 Obligations, in the prescribed form, with such changes therein not substantially adverse to the University as may be permitted by the Act and the Trust Agreement and approved by the officer executing the same on behalf of the University. The approval of such changes, and that such changes are not substantially adverse to the University, shall be conclusively evidenced by the execution of such Supplemental Trust Agreement by such officer.

SECTION 9. Official Statements. The Chairman is hereby authorized and directed to execute and deliver an Official Statement with respect to each series or subseries of the 2020 Obligations for the purpose of making available to potential investors the information therein contained, which describes the interest rates and other terms to be borne by and the price to be paid for the related 2020 Obligations, and such other information with respect to the University and the 2020 Obligations, necessary in the judgment of the Chairman with the advice of the Fiscal Officer and the Financial Advisor. The Chairman and the Fiscal Officer are each hereby authorized to deem each Preliminary Official Statement and final Official Statement “near final” and “final” for purposes of Securities Exchange Commission Rule 15c2-12, as amended and interpreted from time to time, promulgated by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934 (the “Rule”).

SECTION 10. Compliance With Rule 15c2-12. The Board of Regents hereby agrees, to comply with the provisions of the Rule. In order to comply with the Rule, related Continuing Disclosure Agreements in the usual and customary form are hereby authorized and approved, with such modifications and additions as may be approved by the officer of the University executing the same. The Chairman and the Fiscal Officer are each hereby authorized to execute and deliver such Continuing Disclosure Agreements.

SECTION 11. Designation of Bonds. The Fiscal Officer is hereby authorized to determine whether to designate the Bonds as “qualified tax-exempt obligations” for the purposes set forth in § 265(b)(3) of the Internal Revenue Code of 1986, as amended, in the Certificate of Award or a closing certificate or other written instrument delivered at closing in connection with the issuance of the Bonds.

SECTION 11. Open Meetings. This Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements.

SECTION 12. Further Authorization. That the proper and appropriate officers of the Board and of the University, to the extent authorized by law, are hereby authorized to execute and deliver the closing certificates, if any, with such modifications thereto as may be required by the purchasers of the 2020 Obligations and approved by special bond counsel to the University as well as such other documents, certificates and statements as may be so required and so approved in connection with sale and delivery of the 2020 Obligations.

SECTION 13. Provisions in Conflict are Repealed. All resolutions or parts thereof in conflict with the provisions of this Resolution are hereby rescinded to the extent of such conflict.

SECTION 14. Effective Date. This resolution shall take effect from and after its passage.

SECTION 15. Copy to be Filed with Trustee. A certified copy of this Resolution shall be filed with the Trustee

Adopted September 9, 2020.

Chairman, Board of Regents
Northern Kentucky University

(SEAL)

Attest:

Secretary, Board of Regents
Northern Kentucky University

CERTIFICATION

The undersigned, Secretary of the Board of Regents of Northern Kentucky University, Highland Heights, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of said University at a meeting held on September 9, 2020, as recorded in the official Minute Book of said Board of Regents, which is in my custody and under my control, that said meeting was held in accordance with all applicable requirements of Kentucky law, including KRS 61.800 to 61.850, that a quorum was present at said meeting, and that the aforesaid Resolution is of record in the office of the Board, has not been modified, amended, or rescinded, and is in full force and effect at this date.

WITNESS my signature this ____ day of _____, 2020.

Secretary, Board of Regents
Northern Kentucky University

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