

**Board of Regents Meeting
Northern Kentucky University
September 8, 2021**

Regent André Ward, Chair, called the meeting of the Board of Regents to order at 1:00 pm, Wednesday, September 8, 2021.

The Oath of Office was administered to new Regent Kara Williams by Chair André Ward.

Roll Call: Michael Baranowski, Richard Boehne, Aliya Cannon, Normand Desmarais, Cori Henderson, Ashley Himes, Ken Perry, Gregory Shumate, Elizabeth Thompson, André Ward., Kara Williams.

Other Attendees: Ashish Vaidya, Tammy Knochelmann, Tina Peebles, Bonita Brown, Joan Gates, Eric Gentry, Mike Hales, Valerie Hardcastle, Matt Cecil, Kim Scranage, Lori Southwood, Eddie Howard, Tracy Insko, Bill Farro, Bill Allison, Emma Talent, Luke Keller, Bob Alston, Scott Bessler. (all other attendees joined the meeting by video teleconference)

Regent Normand Desmarais seconded Regent Gregory Shumate's motion to approve the minutes of the May 12, 2021 and July 21-22, 2021 Board of Regents meetings. **(Motion carried)**

Presidential Comments:

Thank you, Chair Ward and members of the Board.

And thank you to everyone who is joining this Board meeting here in person and via live stream. We appreciate your participation. I would like to acknowledge the service of Ms. Wendy Peek who served in support of the Board for nine years and welcome Ms. Tina Peebles in her new role as assistant to the Vice President and Chief Strategy Officer and Executive Secretary to the Board.

Welcome new Regents

I would like to begin by welcoming new regents Elizabeth Thompson, Kara Williams, Cori Henderson and Aliya Cannon.

Regent Thompson is with us for a second time after serving previously from 2010 to 2016, including as vice chair in 2013. We are thrilled to have you back and I am looking forward to working with you this year.

It is truly an honor to welcome Regent Williams back to the board as well. She is an NKU alum who has a degree in organizational communication and previously served on the Board as Student Regent while she was SGA President.

Student Regent Canon has been in her role as the Student Government Association President for a few months now, but I look forward to her service on the Board as well. Along with Regent Henderson, Regent Canon is among the first two African American women elected to serve as Regents.

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Finally, Regent Henderson joins us as Staff Regent. She is the assistant director of Institutional Research.

Again, welcome to all of you. Thank you for your service. I look forward to a successful year together.

Opening — Return to Campus, a reimagined U

Last month, we were able to welcome our students, faculty and staff back to a reimagined hybrid university.

We began the new academic year with the annual Fall Convocation on August 16 — the first campus-wide in-person gathering since February 2020 and classes began the following Monday.

It is now week three of the fall semester and I know our community has been enjoying getting back together on campus even with lingering restrictions in place to maintain the campus's health and safety.

At the start of the semester, the Division of Student Affairs held the annual welcome-back series of events called Victorfest. It brought some much-needed vibrancy back to campus with 10 days of activities for all NKU students. Highlights included Freshfusion, a student engagement fair, a hypnotist, paint wars, and an outdoor movie on the soccer field.

A new event this year was Victor's Voyage, which involved turning the Student Union into a cruise ship with different activity ports including a casino, BINGO, paint night, photo coffee mugs and many other activities.

At the Campus Recreation Center, RecFEST was an overwhelming success with nearly 1,000 students in attendance. The Rec Center was full of engaging activities, including inflatables, a smoothie bar, a sports club fair, an eSports lounge, and a tie-dye station. I understand students had a wonderful time.

August 19 was move-in day here when staff, students and community volunteers welcomed 700 new student residents to campus. Overall, we have approximately 1,300 students living on campus this fall.

Of course, this year was a special move-in for NKU as we opened the new residence hall. The residents who moved into the new building were very impressed and excited. Staff and volunteers were happy to have students on campus again and provided a wonderful move-in experience.

Most important, however, was the start of the academic semester with the vast majority of classes taking place in person. I cannot fully express how wonderful it was to walk around campus and see the comings and goings of the students, faculty and staff who make this such a wonderful place.

Ongoing Pandemic Efforts

This morning you heard a comprehensive COVID report from Provost Cecil. Last week the campus moved to the red zone as cases continued to rise.

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As a result, we added a recommendation to mask outdoors in addition to a facial covering mandate indoors on campus for both vaccinated and unvaccinated people.

In an effort to provide transparency and benchmarks, the COVID-19 Decision Indicators will inform our mitigation decisions using evidence-based criteria from health officials. The indicators cover most situations and are color coded to align with the Commonwealth's system. We will monitor the campus and regional trends and make decisions to keep our campus safe and healthy with the counsel of the COVID-19 Preparedness Team, which continues to meet regularly. I want to acknowledge the tremendous work and guidance of the team.

Our message has been consistent about the effectiveness of vaccines and to promote free and readily available vaccination. NKU's Office of Health, Counseling and Student Wellness has the Pfizer vaccines and, thanks to the Northern Kentucky Health Department, is able to give \$25 gift cards for Amazon and Kroger to anyone who completes their vaccinations with the clinic.

The IT department has developed a self-reporting COVID-19 vaccination app for all NKU users to add their vaccine information so we can measure the percentage of faculty, staff and students who are fully vaccinated. We will continue to strongly encourage everyone to share their vaccination status with the University confidentially so that it may inform our COVID-19 Decision Indicators and provide an accurate campus dashboard.

Those who enter their information are also entered into NKU's vaccination incentives contest that will award 1,000 prize drawings for \$100 each, followed by a week of grand-prize drawings. So far, we have had two of our seven weekly drawings of 125 winners with a third scheduled for today.

Reimagined/Hybrid U

Later this month we will form a task force to recommend a blueprint for the design and an implementation plan for building a hybrid university. You will recall that it was one of the three essential goals that I shared with the campus during Fall Convocation. Based on lessons learned from the last 16 months, a blend of offering classes both face-to-face and online, can be expanded to student services and workforce and become a more permanent feature of the University.

By rethinking of the academic portfolio, reshaping of campus work, workforce, and workplace, and redefining the students' experience for a lifetime of learning and success, we can deliver a reimagined student/learner experience for a tech-enabled world. More information about the task force will be forthcoming.

Update on ARPA funds – student aid and institutional aid

We formed a committee with representation from faculty, staff and administrators to guide us in our use of funds from the American Rescue Plan Act (ARPA). That includes institutional use of \$11.4 million and a student-grant portion of \$11.9 million.

- We developed guiding principles to ensure recommendations that are based on our mission, vision, values and strategic framework.
- Recommendations for the \$11.4 million in institutional funds include:

- \$2.8 million of indirect costs from grants to use for non-recurring strategic investments;
- \$5 million to offset potential revenue losses from Covid impact on enrollment, housing, parking, and more to help balance the FY22 budget;
- \$2.1 million for \$250 book vouchers for undergraduate students to use to offset expenses related to books, technology and supplies;
- \$660,000 for debt relief for students with outstanding NKU balances from spring '20 through spring '21;
- \$255,000 to provide funding for mental health initiatives;
- \$120,000 for vaccine incentives including the vaccine incentive contest;
- \$20,000 to provide funding for digital textbooks as part of the Textbook Affordability Program to help save students money on their textbook costs;
- And the remaining \$400,000 will include a combination of recommendations including loaner laptops for students, diversity/equity/inclusion initiatives, other strategic high-impact practice initiatives, and other Covid-related costs such as quarantine meals and PPE.
- Recommendations for the \$11.9 million student-grant portion include three phases:
 - During Phase 1, \$8.4 million would be used as block grants to Pell-eligible students and for those with unmet needs. Pell-eligible students would be provided \$1,000 for the fall semester and \$1,000 for the spring semester. Students with unmet needs would be provided \$500 for fall and \$500 for spring.
 - For Phase 2, \$2 million would be used for all other students to apply for grants of \$500 that would apply to their student account or be directly paid to them per Department of Education guidelines. That would include non-FAFSA filers, international & DACA students.
 - Phase 3 would include \$1.5 million to use for emergency grants for unpaid balances, unforeseen hardships, and more. As with Phase 2, these would be applied for with the option to post to student accounts or paid directly.

Opportunity House

We have partnered with the Brighton Center and Highland Heights on this innovative project that will create 16 affordable apartments for foster care alumni ages 18-to-24 and other vulnerable youth who are pursuing a college degree or professional certificate.

Earlier this summer, Governor Beshear announced a \$1 million award to Highland Heights to help fund this endeavor. It is remarkable that we can take a building that was already vacant for several years and turn it into a beacon of hope for learners with a specific need. Construction is expected to begin very soon.

Moonshot for Equity

Next Wednesday, I will join colleagues from around the region at the National Underground Railroad Freedom Center to launch this region's participation in Moonshot for Equity, a national effort to close equity gaps in higher education.

The Moonshot aligns well with the work we have been doing on campus through Success by Design and takes that vision into the region at large. With the added support of resources and

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national experts such as Georgia State, the northern Kentucky/southern Ohio ecosystem will become the second major region to join EAB's national initiative along with the Milwaukee region.

I look forward to working with Gateway Community & Technical College, Cincinnati State and Miami of Ohio to advance this important work.

Institute for Health Innovation

- The IHI recently received a \$1 million, three-year grant from the NIH to reduce the morbidity and mortality associated with substance use disorder in Carroll County. IHI will use this grant to support nine NKU faculty and staff and one graduate research assistant, as well as our partnerships with St. Elizabeth, NorthKey Community Care, Carroll County Schools, Three Rivers District Health Department, NKYADD, and the Life Learning Center. The work ahead will strengthen, expand, and integrate prevention, treatment, and recovery services across the care spectrum and assist the county in developing a deeper culture of health.

This grant money is quite timely now as overdoses increased 53 percent in Kentucky last year – the second-highest rate of increase in the nation.

Overall, HRSA awarded \$78,000,000 to 78 grantees this fiscal year. While Kentucky received more of these awards than any other state with \$6 million total, we are the only university in Kentucky to receive the award.

In fact, in the past three years, IHI has brought in more than \$10 million in federal and state grant dollars to fund a variety of important projects and partnerships. Congratulations to Vice President Valerie Hardcastle and her team as they pursue this important work.

Enrollment and Degree Management

- NKU has once again been recognized nationally by the *Military Times* as a Best for Vets College! The *Military Times* Best for Vets is the largest and most comprehensive ranking of schools for military service members and veterans in the nation.

The rankings were developed to help service members and veterans make important decisions about their educational pathway after their service to our country. This is an important national recognition, and I would like to recognize Travis Roy, the former coordinator of our Veterans Resource Station, our new VRS coordinator Rusty Mardis, and the entire team of veteran-certifying officials who help support our student veterans and their dependents each and every day.

- Earlier this year, NKU was awarded a grant from CPE to fully fund the Summer Academy, a summer transition program developed to support at-risk students and provide them with an opportunity to earn scholarships through their first year at NKU based on academic performance, student engagement, and participation in vetted good practices.

The Summer Academy was another wonderful addition to the variety of programs that NKU

offers during the summer to help support first-year students transition into the first year.
Thank you to all who made this happen.

Academic Affairs Updates

- The recently finalized agreement with Hubei Polytechnic University will allow Chinese students to take their first two-to-three years in China at HBPU and then complete their Electrical and Electronic Engineering Technology Degree at NKU.

The first cohort of students will begin this September and is expected to start classes at NKU in the fall of 2023 or 2024. Our partner has let us know that 100 students have already expressed strong interest in this program and that they expect as many as 50 students will transfer to NKU in fall 2024. Congratulations to all involved in making this a reality for our students and the region.

- Northern Kentucky University has signed a partnership with Nahda University in Beni-Suef (NUB) in Egypt. The memorandum of understanding, signed on August 2, allows NKU to offer an online MBA degree to eligible students enrolled in NUB and will also provide NUB undergraduates a pathway to earn a Bachelor of Science in Business Administration (BSBA) degree through NKU.

Under the agreement, students will enroll at NUB for two to three years in a pre-approved, accelerated series of courses that mirror the lower level BSBA courses offered by NKU. Once completed, students will be able to apply, transfer and enroll at NKU for the completion of the BSBA degree.

Congratulations to Dean HassabElnaby and everyone involved in bringing this opportunity to life this summer.

Each of these partnerships are consistent with our internationalization effort and they expose our students and faculty to a different culture and mindsets.

- Speaking of the Haile College of Business, you will notice that it has been rebranded with a shorter name while still honoring the investment from of \$15 million in 2008 from the Carol Ann and Ralph V. Haile Jr. Foundation.
- In the College of Arts and Sciences, three tenure-track faculty members were awarded federal grants from the NIH and NSF totaling more than \$700,000 in support of research experiences for our students. Congratulations to Assistant Professor Molly Hopper in the Department of Chemistry and Biochemistry for her NSF grant of \$335,114 toward equipment that will be used for undergraduates in traditional research labs and in our newly developed course-based undergraduate research experiences (CURE) in organic chemistry labs.

Congratulations also to Department of Psychological Sciences Assistant Professors Ty Brumback and Kinsey Bryant-Lees on NIH grants for more than \$357,000 and \$100,000, respectively.

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- This summer, neuroscience major Katie Clough received the James Bradford Memorial Award for outstanding poster presentation at the virtual annual meeting of the Society for Birth Defects Research and Prevention. She conducts her research with Dr. Chris Curran in the Department of Biological Sciences. Well done, Katie!
- The NSF-grant funded STEM Ready math bridge program had 14 participants this summer. Each participant improved their math placement ALEKS score, indicating an improvement in mathematics preparation. Nine of the 14 improved their score so much so that it changed their math placement, meaning they essentially skipped a course, and for some, that meant starting their sciences courses sooner.
- The College of Education has received full accreditation for their advanced-level programs from the Council for Accreditation of Educator Preparation (CAEP). Advanced CAEP accreditation is provided at post-baccalaureate or graduate levels leading to licensure, certification, or endorsement. Our accreditation visit and feedback report identified no areas for improvement or stipulations. Congratulations to Dean Ginni Fair and the faculty and staff who did an outstanding job in this effort.
- In the College of Health and Human Services, our Bachelor of Science in Nursing programs received full accreditation for 10 years from the Commission on Collegiate Nursing Education (CNNE). Additionally, our Master of Science in Nursing program received accreditation for three years from CNNE.

The Accreditation Council for Occupational Therapy Education (ACOTE) has given us the go-ahead to admit our first cohort in the new entry-level Doctor of Occupational Therapy program that will begin this January. That is wonderful news.

Congratulations to Dean Stephenson and everyone from the School of Nursing and the School of Kinesiology, Counseling, and Rehabilitative Sciences for their hard work on these accreditations.

- Assistant Professor of Computer Science Dr. Nicholas Caporusso and his undergraduate student, Joseph Clark, received the Best Paper Award at the 2021 Applied Human Factors and Ergonomics Conference. Their work originated from NKU's Human-Computer Interaction class and from work funded by an NKU Health Innovation Coronavirus Opportunity Grant. Dr. Caporusso managed to do this while stranded in Italy for the 2020-21 academic year. What a phenomenal effort! Congratulations, Dr. Caporusso and Joseph.
- Northern Kentucky University received national attention during the month of July when The *Academic Minute* program featured several NKU professors on a broadcast designed to spotlight research at colleges and universities.

The *Academic Minute* provides professors with a platform to talk to a broad audience about their published and ongoing research. It is carried by 75 radio stations in the United States and Canada and streams from Inside Higher Ed. It is available from NPR as a podcast.

Six faculty members have been featured so far:

- Dr. Linda Dynan of the Department of Economics and Finance discussed her research on how to reduce hospital errors that put patient safety and health at risk.
- Dr. Christine Curran of the Department of Biological Sciences discussed her research on how traffic-related air pollution might damage the human brain. Her research is funded by the National Institute of Environmental Health Services.
- Dr. Kristy Hopfensperger of the Department of Biological Sciences discussed her research on how restoring pollinator habitat could provide new pathways for migrating monarch butterflies. Her research collaborator is Dr. Denice Robertson, also of Biological Sciences.
- Dr. Zach Hart of the Department of Communication discussed his research on “sensemaking” for parents of children with disabilities who must navigate complex medical, educational, and social information related to their child.
- Dr. Rachael Clark from the Department of Psychological Science discussed her research in Newport’s Westside neighborhood, where economic disadvantage has not erased hope or meaning in life.
- And Dr. Megan Downing from the Department of Political Science, Criminal Justice and Organization Leadership discussed her research with Dr. Julie Olberding on the use of experiential philanthropy in online classes.

Dr. Joe Cobbs of the Department of Marketing, Sports Business & Event Management, and Construction Management will appear on the show in early October as the Major League Baseball playoffs begin. That will be the perfect time to share his research on sports rivalries such as the one between the Boston Red Sox and New York Yankees. Dr. Cobbs collaborates on this work with NKU faculty Dr. Marius Truta and Dr. Seth Adjei, and with students Jonah Krebs, Zach Beal, and Lilly Ronin.

I want to thank Mark Neikirk and the team at the Scripps Howard Center for Civic Engagement for coordinating NKU faculty appearances on *The Academic Minute*, as well as Chris Strobel, who teaches in our Electronic Media and Broadcasting Program, for his support in recording these sessions.

- NKU has been selected to participate in the Association of American Colleges and Universities Institute on Open Educational Resources. We are the only university in the Commonwealth joining this year-long program designed to support educators in launching, expanding, or hastening campus adoption of free and affordable instructional materials.
- Open educational resources (OER) are educational materials, from single lessons to entire textbooks, that are free for faculty and students to use, customize and share. They have been proven to be a viable affordability strategy for higher education, saving students—and often institutions—money. Providing all students with free materials on the first day of class also tends to level the academic playing field. Research on OER has demonstrated that

performance gaps have been narrowed and failure and withdrawal rates have been reduced in some contexts.

- Steely Library and the Office of the Vice Provost for Undergraduate Academic Affairs collaborated on this initiative.
- The R. C. Durr Foundation awarded a grant of \$500,000 to NKU for the Student Success through First-Year Career Advising Program which aims to increase retention and graduation rates via a career counselor and peer leaders who assist with choosing a major and also who connect students with necessary school services. This grant is to be paid \$100,000 per year for the years 2021-2026.
- Adult Learner Programs and Services is currently wrapping up a two-year deep dive to find past NKU students who had some college and no degree with the national Degrees When Due initiative. After being awarded a CPE Grant, NKU ALPS was able to connect with students who had stopped-out of NKU for various reasons and present them with incentives to return.

Within one year of intensive communication and recruitment, ALPS increased the returning student population — who had at least 80 hours upon return — by 31 percent. In addition, year-to-year graduation of these student increased by 26 percent. Thank you and congratulations to ALPS Director Amy Danzo and her great team.

- ALPS also partnered with NKU Admissions and Campbell County Skills U to create a GED-based scholars program that allows students to begin working on their bachelor's degree while completing their GED at the same time. The program maintains momentum for learners and provides a smooth transition to their post-secondary degrees. Enrollment for fall 2021 has already picked up with our new GED-Based Scholars students.

Student Affairs Updates

- This summer, 16 juniors and seniors from five area high schools lived in University Suites for four weeks to learn about college life. They attended classes during the day and participated in activities in the evenings that had been planned by RAs. Each Thursday, they visited historical sites such as Shaker Village, as well as several college campuses to help them make an informed college choice.

At the end of their time here, each student had participated in a symposium, presenting on a topic of their choice. Even those intimidated by the thought of public speaking were able to accomplish this goal. The program ended with a banquet and students received awards to honor their accomplishments. Thank you to Upward Bound Director Eric Brose and his team for making this fulfilling time for many of our future NKU students a reality.

- This summer, 40 new scholars from a wide range of backgrounds joined NKU ROCKS, our signature program out of the office of African American Student Initiatives that is designed to ease the academic, personal and social transition from high school to college through a summer institute and yearlong program. Participants were able to connect with key stake

holders and supporters across campus and within the local community.

- The Office of Parents Attending College received a Kentucky Transitional Assistance Program grant totaling more than \$145,000 in support of low-income student-parents in alignment with the KY Cabinet for Health and Family Services mission. Congratulations to Coordinator Amanda Johnson and the team in PAC for this important award.
- Finally, the Office of Student Conduct, Rights & Advocacy has partnered with UCAP to create “Care. Consult. Connect (CCC).” This is a series of conversations to initiate discussions about how student care is coordinated among service-aligned offices across the institution, help answer questions and connect with other faculty and staff to reduce barriers for student support and services. I know these conversations will go a long way in benefitting our learners.

Administration and Finance Update

- IT worked with the Registrar’s office to transform the business process for students applying for graduation, streamlining the process through automation to improve response time to students. This is a significant improvement to overall student experience.
- Earlier, I mentioned that we opened the newest NKU residence hall a few weeks ago. The building houses up to 297 students, providing the latest in amenities for modern residence hall living. It is the first building on campus equipped with 100 percent geothermal heating and cooling equipment and is tracking for LEED-Certified certification. Thank you to the designers at Moody/Nolan Architects and to our builders at Messer Construction.

Athletics

- The Norse men’s and women’s soccer teams began the defense of their 2020 Horizon League regular-season championships by hosting Cincinnati, Kentucky and eastern Kentucky. With students and fans back in the stands, we have enjoyed a fun environment.
- Last year, NKU had nine Academic All-Americans between the prestigious annual CoSIDA (College Sports Information Directors of America) awards as well as the coaches’ organizations. Women’s basketball player Kailey Coffey became our fourth CoSIDA Academic All-America First Team honoree ever.
- Women’s soccer standout Kailey Ivins was named Horizon League Player of the Year last year, giving the Norse the league’s player of the year for the fifth time in the last six seasons. Ivins was also named a Third-Team All-American, making her only the second player in NKU’s Division I era across all sports to earn All-American status.
- Name, Image and Likeness legislation went into effect in July, allowing our student-athletes to be compensated for their name, image and likeness. So far, five Norse student-athletes have entered into such agreements. The Department of Athletics is working through an RFP to secure a partner to assist with education, compliance and branding for our student-athletes

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so they are fully prepared to take advantage of this opportunity.

- Finally, Norse Athletics received a naming rights gift for the field at the soccer stadium. In October, branding will go into place above the entrance and on the turf for Richard Scudamore Field at NKU Soccer Stadium.

Closing

I am pleased to announce that I have signed the CEO Action for Diversity & Inclusion pledge. This important coalition includes nearly 2,000 CEOs across 85 industries and is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. NKU and Miami University are the only universities in the greater Cincinnati/northern Kentucky region participating at this point.

On September 2, I was the keynote speaker at the Cincinnati USA Regional Chamber's Monthly Member Briefing. It was an opportunity to share some of the great work that NKU is engaged in to serve this region.

Next Friday, I will participate on a panel at the Advancing Healthcare Innovation Summit in Cincinnati where I will present our work in regional partnerships for health innovation in this region. The theme for this year's summit is "Using Innovation to Reduce Disparities in Healthcare." I will be joined on the panel by Michael Fisher, CEO of Children's Hospital and Mike Venerable, CEO of CincyTech.

And on September 21, I will make a presentation at the Metropolitan Club as part of their Courage to Fail Speaker Series featuring stories of success through failure, mistakes and difficult moments.

Finally, I am honored to note that late last month I was appointed chair of the Horizon League Board of Directors after two years as vice chair. It is my honor to serve our student-athletes and coaches as well as everyone involved in our league this season during a time of major change within the NCAA.

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

Joint Finance and Policy Committee Summary, Secretary of the Board of Regents:
(Secretary of the Board of Regents, Gregory Shumate)

1. Honors College:

Jim Buss, dean of the Honors College, delivered an update on the work of the Honors College, specifically related to *Success by Design*. Dean Buss was joined by Honors students Alix Harris and Ari Tulay to share their Honors College experiences. The Honors College has had a positive effect on the persistence and retention of all of its students, but that effect has been especially pronounced among its low-income and URM students. The hope is to continue this success through the launch of EAB Moonshot for Equity.

2. Flexible Work Procedures:

Lori Southwood, Chief Human Resources Officer and Joan Gates Vice President of Legal Affairs and General Council presented an overview of the Flexible Work Arrangements Pilot Program that is being launched for the fall semester. This program was designed with manager and employee input to allow flexibility for our employees while ensuring student success, creating a vibrant campus, and a sense of community where our students and employees thrive. The program is one component in NKU's focus on retaining and recruiting talent and enhancing the employee experience.

3. COVID:

Provost Matt Cecil presented the latest information on COVID-19 for NKU and the region. Kentucky is experiencing a surge of COVID-19 cases and the NKU campus response level has been changed to "red" status due to elevated cases and rates of transmission in Northern Kentucky. NKU will continue to monitor the situation and will make adjustments as necessary.

B. Presidential Reports:

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

- a. New Residence Hall
- b. Fine Arts Elevator Replacement
- c. Nunn Hall Elevator Replacement
- d. Softball Field Turf Replacement
- e. Roof Fall Prevention, Phase I
- f. Gender Neutral Restroom Renovations
- g. Callahan Hall Renovations
- h. Verst Supply Chain Hub
- i. Math Education Psychology Center Skylight Replacement
- j. Nunn Hall Air Handlers
- k. Utility Metering
- l. Opportunity House
- m. Replace Lake Pavers
- n. Herrmann Science Center Plaza Replacement
- o. Albright Health Center Condensate Tank Replacement
- p. Landrum Generator Replacement
- q. Norse Hall Renovations Phase II
- r. University Police Renovation
- s. Administrative Center Electrical Switchgear Replacement
- t. Student Union Food Service/Qdoba Renovation
- u. Woodcrest Demolition
- v. US 27 Development

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2. Research, Grants, and Contracts Report (April 1, 2021 through June 30, 2021) (Provost and Executive Vice President Matt Cecil).

During the April 1, 2021 through June 30, 2021 time period, 26 grants were awarded. The total amount of money awarded was \$15,298,005. For the fiscal year 2020-21, the cumulative total number of grants awarded is 72 totaling \$32,132,649.

3. Fundraising Report (July 1, 2020 through July 31, 2021) (Vice President of University Advancement Eric Gentry).

The fundraising report summarized fundraising resources committed from July 1, 2020 through July 31, 2021 that totaled \$9,606,433 in support of the University.

4. Organization Changes Report / Division of Student Affairs (Vice President for Student Affairs Dr. Eddie Howard)

- a. Dr. Eddie Howard has assumed the role of Dean of Students. This shift resulted in a change in reporting for Student Conduct, Rights, and Advocacy, which is led by the Assistant Dean of Students, Dr. Bob Alston. This office now reports directly to Dr. Howard.
- b. The other major change in Student Affairs was the restructuring of the Center for Student Inclusiveness. This office will be led by a Unit Director who will also act as the Director for one of the three offices within the Center. This position is currently in the search process.
- c. Early Childhood Operations Organization Unit was delimited because operations were outsourced as of August 2018.
- d. “Disability Programs and Services” was renamed “Accessibility Services” to align with best practices in naming. The unit’s purpose, scope, and activities will not change.

C. Presidential Recommendations:

Consent Agenda Items: A motion was made by Regent Michael Baranowski and seconded by Regent Aliya Cannon to approve the Presidential Recommendations as listed; C-1 through C-6. **(Motion carried)**

1. Academic Affairs Personnel Actions:

a. Administrative Appointments:

Brianna Marshall, associate professor and senior associate dean in the W. Frank Steely Library, effective June 1, 2021. **Eileen Shanahan**, professor and chair,

Department of Teacher Preparation and Educational Studies, College of Education, effective August 1, 2021.

b. Faculty Appointments:

Nancy Bellucci, assistant professor in the School of Nursing, College of Health and Human Services, effective August 16, 2021. **Amanda Brockman**, assistant professor in Sociology, in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences effective August 16, 2021. **Dayna DeFilippis**, lecturer in Dance, in the School of the Arts, College of Arts and Sciences, effective August 16, 2021. **Hailley Fargo**, assistant professor in the W. Frank Steely Library, effective August 9, 2021. **Carrie Hipple**, lecturer in the School of Allied Health, College of Health and Human Services, effective August 16, 2021. **Danielle J. Lewis**, visiting professor in the Chase College of Law, effective August 9, 2021. **Mahya Rahimian Mashhadi**, lecturer in Psychology, in the Department of Psychological Science, College of Arts and Sciences effective August 16, 2021. **Sharif Mazumder**, assistant professor in the Department of Economics & Finance, College of Business, effective August 16, 2021. **Nile DeGray Patterson**, assistant professor in Sociology, in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences effective August 16, 2021. **Subhomita Ghosh Roy**, lecturer in Anatomy and Physiology, in the Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2021. **Anne Marie Sahingoz**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 16, 2021. **Christian Sheehy**, assistant professor in the W. Frank Steely Library, effective August 2, 2021. **Leslie Silbernagel**, STEM Outreach Director and lecturer in CINSAM, College of Arts and Sciences, effective August 2, 2021. **Rachel Thornton**, lecturer in Physics, in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 16, 2021.

c. Transitions:

James Allen, from associate professor to associate professor and chair in the Department of Educational Leadership and Advanced Studies, College of Education, effective July 1, 2021. **Amy Bacevich**, from lecturer to lecturer II in the Department of Teacher Preparation and Educational Studies, effective August 16, 2021. **Ginger Blackwell**, from clinical associate professor to interim associate dean in the College of Education, effective July 16, 2021. **Christopher Brewer**, director of innovation and technology and lecturer in Informatics+, College of Informatics, effective July 1, 2021. **Sharmanthie Fernando**, from professor and chair to professor in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 1, 2021. **Yaw Frimpong-Mansoh**, from professor and acting chair to professor and interim chair in the Department of Sociology, Anthropology, and Philosophy, College of Arts and Sciences, effective July 1, 2021. **Douglas Hume** from professor and chair to professor in the Department of Sociology, Anthropology and Philosophy, College of Arts and Sciences, effective July 1, 2021. **Brian Kasson**, from lecturer to clinical associate professor in

the School of Nursing, College of Health and Human Services, effective July 01, 2021. **Allison Ash Nieman**, assistant professor in the Department of Communication, College of Informatics, effective August 16, 2021. **Yangyang Tao**, assistant professor in the Department of Computer Science College of Informatics, effective August 16, 2021. **James Taylor**, from lecturer to lecturer II in the School of Social Work, College of Health and Human Services, effective August 09, 2021. **David Wilkerson**, from lecturer II to senior lecturer in the School of Social Work, College of Health and Human Services, effective August 09, 2021. **Matthew Zacate**, from professor to professor and chair in the Department of Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 1, 2021.

d. **Departures:**

Ella Bowling, STEM Outreach Director, in CINSAM, College of Arts and Sciences, effective May 7, 2021. **Amanda Brown**, assistant professor and social work graduate program director in the School of Social Work, College of Health and Human Services, effective July 31, 2021. **Erin Gardlik**, lecturer in the School of Nursing, College of Health and Human Services, effective May 31, 2021. **Joy Melvin**, lecturer in the School of Nursing, College of Health and Human Services, effective June 28, 2021. **Kathy Noyes**, assistant professor in the School of Nursing, College of Health and Human Services, effective April 05, 2021.

e. **Part-Time Tenured:**

Aimee Krug, associate professor of mathematics in the Department of Mathematics and Statistics, College of Arts and Sciences, beginning fall 2021 and ending at the conclusion of ppring 2022.

f. **Phased Retirement:**

Dr. Karen Mutsch, associate professor in the Department of Nursing in the College of Health Professions, beginning spring semester 2019 and terminating at the end of fall semester 2019.

g. **Retirements:**

Perry Bratcher, professor in the W. Frank Steely Library, effective Jun 30, 2021. **Steven Crites**, associate professor and associate dean in the College of Education, effective July 16, 2021. **Scot Cunningham**, senior lecturer in the Department of Computer Science, College of Informatics, effective June 1, 2021. **Allen Ellis**, professor in the W. Frank Steely Library, effective June 30, 2021. **Carrie McCoy**, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021. **Karen Leek**, senior lecturer in the School of Allied Health, College of Health and Human Services, effective June 30, 2021.

h. Emeritus Status:

Steven Finke, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021. **Lisa Jameson**, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021. **Carrie McCoy**, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021.

i. Temporary Faculty Appointments:

Steven Castellano, Department of Biological Sciences, effective 2021-2022 Academic Year; **Taylor Roberge**, Department of Biological Sciences, effective 2021-2022 Academic Year; **Reuben Bullard**, CINSAM, effective 2021-2022 Academic Year; **Kristi Brock**, Department of English, effective 2021-2022 Academic Year; **Lindsey Caldwell-Thomas**, Department of English, effective 2021-2022 Academic Year; **Megan Henson**, Department of English, effective 2021-2022 Academic Year; **Natalie Williams**, Department of English, effective 2021-2022 Academic Year; **Joseph Lombardi**, Department of History and Geography, effective 2021-2022 Academic Year; **Kathleen Quinn**, Department of History and Geography, effective 2021-2022 Academic Year; **Steven Watkins**, Integrative Studies, effective 2021-2022 Academic Year; **Chrystal Brinkman**, Department of Mathematics and Statistics, effective 2021-2022 Academic Year; **David Evans**, Department of Mathematics and Statistics, effective 2021-2022 Academic Year; **Barbara Phillips**, Department of Mathematics and Statistics, effective 2021-2022 Academic Year; **Laura Urbanski**, Department of Mathematics and Statistics, effective 2021-2022 Academic Year; **Joy Burdette**, Department of Music, effective 2021-2022 Academic Year; **Louis Setzer**, Department of Music, effective 2021-2022 Academic Year; **Ashley Shepherd**, Department of Music, effective 2021-2022 Academic Year; **Richard Van Dyke**, Department of Music, effective 2021-2022 Academic Year; **Cara Leanne Wood**, Department of Music, effective 2021-2022 Academic Year; **John Zappa**, Department of Music, effective 2021-2022 Academic Year; **Rachel Bosch**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Mohamed Hamada**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Roy Hobbie**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Marian Ihlenfeldt**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Bogdan Mircea Leu**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Roger Miller**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Yong Xue**, Department of Physics, Geology, and Engineering Technology, effective 2021-2022 Academic Year; **Jason Farkas**, Department of Political Sciences, Criminal Justice, and Organizational Leadership, effective 2021-2022 Academic Year; **Gary Blahnik**, Department of Sociology, Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Robert Greenleaf Brice**, Department of Sociology, Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Nicole Grant**, Department of Sociology,

Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Denise Knisely**, Department of Sociology, Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Michael Simonton**, Department of Sociology, Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Kristina Vise**, Department of Sociology, Anthropology, and Philosophy, effective 2021-2022 Academic Year; **Tao Wang**, Department of Theatre and Dance, effective 2021-2022 Academic Year; **Matt Overwine**, Department of Visual Arts, effective 2021-2022 Academic Year; **Earl Plowman**, Department of Visual Arts, effective 2021-2022 Academic Year; **Julia Sebastian**, Department of Visual Arts, effective 2021-2022 Academic Year; **Sandra Bazzani-Aronne**, Department of World Languages and Literature, effective 2021-2022 Academic Year; **Iliana Rosales Figueroa**, Department of World Languages and Literature, effective 2021-2022 Academic Year; **Erin Elfers**, Department of Educational Leadership and Advanced Studies, effective 2021-2022 Academic Year; **Melissa Hess**, Department of Educational Leadership and Advanced Studies, effective 2021-2022 Academic Year; **April Bertoli**, School of Allied Health, effective 2021-2022 Academic Year; **Keith Collins**, School of Kinesiology, Counseling, and Rehabilitative Services, effective 2021-2022 Academic Year; **Rhyanne McDade**, School of Kinesiology, Counseling, and Rehabilitative Services, effective 2021-2022 Academic Year; **Ashley Nicole Brooks–De La Torre**, School of Kinesiology, Counseling, and Rehabilitative Services, effective 2021-2022 Academic Year; **Jennifer Hunter**, School of Nursing, effective 2021-2022 Academic Year; **Amber Thomas**, School of Nursing, effective 2021-2022 Academic Year; **Anita Phillips**, School of Nursing, effective 2021-2022 Academic Year; **Lynn Brown**, School of Nursing, effective 2021-2022 Academic Year; **Nicholas Bliven**, School of Social Work, effective 2021-2022 Fiscal Year; **Jasmine Riddlespriger**, CHHS Advising Center, effective 2021-2022, Fiscal Year; **Anthony Burk**, Department of Business Informatics, effective 2021-2022 Academic Year; **Bradley Metzger**, Department of Business Informatics, effective 2021-2022 Academic Year; **David R. Brandt**, Department of Communication, effective 2021-2022 Academic Year; **Michelle Crowley**, Department of Communication, effective 2021-2022 Academic Year; **Aaron Zlatkin**, Department of Communication, effective 2021-2022 Academic Year; **John Musgrave**, Department of Computer Science, effective 2021-2022 Academic Year; **Md Shohel Rana**, Department of Computer Science, effective 2021-2022 Academic Year; **Brian Sauer**, Department of Computer Science, effective 2021-2022 Academic Year; **Danna Abu-Rashed**, Department of Accounting and Business Law, effective 2021-2022 Academic Year; **Alfred Greenfield**, Department of Accounting and Business Law, effective 2021-2022 Academic Year; **James Human**, Department of Accounting and Business Law, effective 2021-2022 Academic Year; **Kimberly Roush**, Department of Marketing, Sports Business, and Construction Management, effective 2021-2022 Academic Year; **Joan Adkins**, Department of Management, effective 2021-2022 Academic Year; **David Harrison**, Department of Management, effective 2021-2022 Academic Year; **Louis Manchise**, Department of Management, effective 2021-2022 Academic Year; **Zachary Strobl**, Department of Management, effective 2021-2022 Academic Year; **Jeffrey Varrone**, Department of Management, effective 2021-2022 Academic Year.

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between April 10, 2021 and August 6, 2021 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 officially hereby accepts contributions totaling **\$1,656,717** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period April 1, 2021 through July 31, 2021.

4. Naming Recommendations:

The Board of Regents hereby approves the following naming actions:

1. The naming of an annual award for an outstanding student majoring in Anthropology. “Joseph Bowden Neely Memorial Award for Outstanding Student in Anthropology”.
2. The naming of the Men’s Soccer Locker Room for a period of 25 years in recognition of the donor’s support of the NKU Soccer Excellence Fund. “Scott Family Charitable Fund Men’s Soccer Locker Room”.
3. The naming of a fund that will support the Whitney Lynne Crank Memorial Bench and the Whitney Lynne Crank Psychology Award. “Whitney Lynne Crank Memorial Fund in Psychology”.
4. The naming of an endowed scholarship that will support students majoring in Photography. “David Andrew Luckett Memorial Scholarship in Photography”.
5. The naming of an endowed scholarship that supports students enrolled in the Salmon P. Chase College of Law (1) who are enrolled in the full-time division, (2) who are second-year or third-year students, (3) who enhance the diversity of the student body, and (4) who demonstrated significant academic improvement during the first year or second year of law school. “Paulson Endowed Scholarship”.
6. The naming of an endowed scholarship that will support students enrolled in the Salmon P. Chase College of Law (1) who demonstrate high academic promise, (2) who are full-time students, (3) who have financial need, and (4) who are from one of a list of counties in Eastern or Northern Kentucky. “Robert G. Miller, Jr. Memorial Endowed Scholarship”.
7. The naming of an endowed scholarship that will support a scholarship for students majoring in Construction Management. Preference will go to students with a focus in residential construction. “Terry & Maggie Sievers Endowed Scholarship”.

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8. The naming of a scholarship for a student in the Bachelor of Fine Arts program in the musical theater track at Northern Kentucky University. “Ally Davis Memorial Scholarship”.
9. The naming of an endowed scholarship that will support a student majoring in Elementary Education who will be participating in the COST (Consortium for Overseas Student Teaching) program. “Smith-Miller Scholarship”.
10. The naming of a fund to provide mission support for the W. Frank Steely Library. “Greg & Sheila Edwards Fund for Excellence”.
11. The renaming of the Hub for Supply Chain and Logistics in the Haile Foundation College of Business (Room 243 in the Business Academic Center). “Verst Group Logistics Hub for Supply Chain Excellence” (previously “Verst Group Logistics Hub for Supply Chain and Logistics”).
12. The naming of an endowed LIFT scholarship for undergraduate students pursuing studies in Elementary Education. “Rebecca S. and Thomas K. Niehoff Elementary Education LIFT Scholarship”.
13. The naming of the NKU Norse Athletics Soccer Field for a term of 25 years in recognition of the donor’s support of the NKU Foundation and NKU Athletics. “Richard Scudamore Field”.
14. The naming of an endowed scholarship to support students studying Neuroscience at NKU. “Joe Whelan Scholarship”.

5. Faculty Emeritus Status:

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

Steven Finke, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Lisa Jameson, associate professor in Visual Arts, in the School of the Arts, College of Arts and Sciences effective April 2021.

Carrie McCoy, professor in the School of Nursing, College of Health and Human Services, effective June 30, 2021.

6. Administrators Returning to Faculty Status:

The Board of Regents approved revision updates to the policy establishing guidelines for Administrators returning to faculty status.

7. NKU Code of Conduct Rights and Responsibilities:

The Board of Regents approved revisions to the Northern Kentucky University Code of Student Rights and Responsibilities.

Vice President for Student Affairs, Eddie Howard and Assistant Dean of Students/Deputy Title IX Coordinator/Director of Student Conduct, Rights & Advocacy, Bob Alston presented the item to the Board and answered questions regarding modifications made due to Title IX, plans for updating students regarding changes, and strategies for mutual resolution.

Agenda Item: A motion was made by Regent Normand Desmarais and seconded by Regent Gregory Shumate to approve Presidential Recommendation C-7. **(Motion carried)**

8. SBD Framework Extension:

The Board of Regents approved a three-year extension to the 2019-2022 *Success by Design* strategic plan. The new Success by Design Framework timeline will be from 2022-2025.

Vice President and Chief Strategy Officer, Bonita Brown presented the item to the Board to explain rationale for the extension.

Agenda Item: A motion was made by Regent Kara Williams and seconded by Regent Cori Henderson to approve Presidential Recommendation C-8. **(Motion carried)**

9. Bond Resolution:

The Board of Regents adopted the Resolution which provides for the sale and issuance of approximately \$5,485,000 in General Receipt Obligations for the purpose of (i) refunding outstanding Northern Kentucky University General Receipts Bonds, 2011 Series A, dated August 4, 2011 and (ii) paying costs of issuance in connection with the Northern Kentucky University General Receipts Refunding Bonds, 2021 Series B.

Vice President-Administration & Finance Division/CFO, Mike Hales presented the item to the Board.

Regent Shumate raised the question for recusal of conflict of interest. It was determined that no conflict of interest pertaining to this item was present.

Agenda Item: A motion was made by Regent Michael Baranowski and seconded by Regent Rich Boehne to adopt Presidential Recommendation C-9. **(Motion carried)**

D. Executive Session:

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

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At 2:40 p.m. Executive Session concluded and the regular meeting was reconvened for further discussion.

Executive Committee Report:

(Secretary of the Board of Regents, Gregory Shumate)

In accordance with the NKU Board of Regents By-Laws and by extension of the of the authority vested in the Chair of the Board, the Executive Committee has met to review President Ashish K. Vaidya's performance during the term of his contract from July 1, 2020 – June 30, 2021. The performance goals were established, presented and approved by the board in July 2020. These goals were also included in the President's self-evaluation materials submitted to the board July 2021. After careful review and thoughtful consideration, the committee unanimously makes the following recommendations:

1. The previously board approved target bonus (\$25K actual year / \$25K deferred compensation) that was earned in year-end 2020 be paid to the President this year.
2. (2021). The President opted to defer the compensation earned given the fiscal impact of the Covid pandemic crisis on NKU's budget.
3. The President's performance, leadership and committed dedication to advancing the Mission, Vision and Values of NKU has met and in many cases exceeded the goals and expectations established and approved by the Board during the period in review. The committee recommends the President's full earned target bonus per contract terms (\$25K actual year/ \$25K deferred compensation) be granted and paid accordingly.
4. The President having met and, in many cases, exceeded the performance goals set and approved by the board be given a 1.5% base pay increase commensurate with increases provided to NKU employees in 2021. This also reflects the first and only base pay increase during the term of the President's current tenure and contract period.
5. Given President Vaidya's leadership, stellar performance, tremendously positive impact on regional stewardship, cited among national publications, received professional recognitions and honors over the past three years and navigating the university through very challenging and unprecedented obstacles during his tenure, the committee officially request the board's permission and approval to enter contract renewal negotiations. The negotiated contract terms for approval will extend employment from July 1, 2022 – June 30, 2026.

A motion was made by Regent André Ward to adopt the recommendations made as part of the Executive Committee Report. This adoption did not require a second. **(Motion adopted)**

At 2:53 p.m., Regent Ken Perry made a motion to adjourn. It was not debatable. **(Motion carried)**

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Signature On File

Tina R. Peebles
**Interim Assistant to the Vice President/
Chief Strategy Officer**

Signature On File

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

I, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the meeting held on September 8, 2021 and that such matters are still in force and effect.

Signature On File

Gregory Shumate
Secretary of the Board of Regents