

**Board of Regents Video Teleconference Meeting
Northern Kentucky University, Video Teleconference
November 11, 2020**

Regent André Ward, Chair, called the video teleconference meeting of the Board of Regents to order at 1:00 pm, Wednesday, November 11, 2020.

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

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, Eddie Howard, Ryan Padgett, Leah Stewart, Shawn Rainey, Russ Kerdolff, Mary Paula Schuh, Syed Zaidi, Kevin Petersen, Kimberly Wiley, Inna Pylyayeva, Brandon Billiter (all attendees joined the meeting by video teleconference).

Approval of Minutes:

Regent Normand Desmarais seconded Regent Gregory Shumate's motion to approve the minutes of the September 9, 2020, October 8 and 14, 2020, Board of Regents meetings. (**Motion carried**)

Public Participation:

At the November 11, 2020 Board of Regents meeting, Staff Congress member Kimberly Wiley, Brandon Billiter and Inna Pylyayeva requested to appear before the Board of Regents. The Staff Congress members spoke on behalf of all staff about the preference for the "Soft Freeze" option for the KERS Pension decision to be made by the Board.

Staff Congress Comments:

Kimberly Wiley

Good afternoon President Vaidya, members of the Board of Regents, administration, faculty, staff and guests.

My name is Kimberly Wiley and on behalf of the Staff Congress Pension Committee, I would like to thank you for allowing us to share our concerns regarding the pension crisis with you today.

The Staff Congress Pension Committee has worked tirelessly this past year to educate, inform, and represent all staff employees, in all three tiers, concerning the potential pension plan changes. Because each employee's situation is different, the Committee strongly believed that employee choice was the only fair and equitable decision for exiting KERS. Unfortunately, that option was removed by Kentucky legislators in the Spring 2020 session and the only viable choices remaining are the Soft and Hard Exits.

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Additionally, Segal, a management consulting firm, was contracted by the University and has worked most of this year gathering data and trying to determine how the two different exit options from KERS will financially effect staff employees. However, the Committee has not been granted access to any data other than what has been publicly released to campus. Therefore, because of this limited data, we have made some assumptions in our presentations. Our sources, when available, are noted.

In addition, the Committee has questioned some of the reported assumptions - retirement age, possible rates of return in defined contribution investments, especially in the short term and in a possible declining market, and the added potential employee compensation.

Based on our combined resources and research, we are recommending to President Vaidya and the Board of Regents the following Call to Action. On behalf of NKU staff, the NKU Staff Congress Pension Committee collectively and strongly urges President Vaidya and the Board of Regents to choose the soft exit pension option because it is a financially viable option and is the best option for most staff.

We believe the soft exit is the best choice for NKU.

- We believe it is a financially viable option.
- We believe it will have the least negative impact on Tier I and Tier II staff. And most Tier III staff will benefit from the transferring to the defined contribution.
- We believe that after including the potential added employee compensation costs to make up for the loss of retirement funds and health benefits, the difference between the soft and hard exit cost narrows considerably.
- And we believe that any potential employee compensation will not cover 100% of employees' losses.
- We are also honored to share that staff have the support of Faculty Senate. The Senate passed a resolution in January stating their support of staff.

“The Northern Kentucky University Faculty Senate believes that recruiting, supporting, and retaining an excellent staff is critical to the operation of the University. Those staff employees with the longest tenure at NKU possess an irreplaceable institutional knowledge. As NKU begins the implementation of the new strategic framework, *Success By Design*, which focuses on student success, staff support for faculty and students will become even more important. Therefore, the Faculty Senate at NKU urges university leadership to prioritize investing in staff by allocating the funds needed to minimize the negative effects on every staff member of changes to NKU's retirement system.”

- And we believe the soft exit option will increase retention of long term, experienced staff with irreplaceable institutional knowledge and help preserve NKU's reputation as a great place to work in the local community.

Thank you...up next is Inna Pylyayeva.

Inna Pylvayeva

I would like to start with the fact that we compiled this information based on the data available to us at the time this presentation was submitted to the board. Yesterday, we received additional data on the cost of each option. This additional data still supports our statements.

It has been communicated to the campus community that the soft exit is a financially viable option. It costs less than what we currently pay into KERS.

The initial cost of the hard exit is less than the soft exit, but once you add all the additional costs - direct and indirect, the gap between these options narrows significantly.

It has been shared in pension meetings that the university is planning to compensate employee losses if the hard exit is chosen. If we add compensation for the lost income and lost health care benefits, the cost of the hard exit increases.

In addition, there will be some indirect costs related to the hard exit – they are hard to calculate, but they will also impact university's bottom line.

With the hard exit, many experienced, skilled staff with extensive institutional knowledge will leave. These staff will be costly to replace. If a few experienced people leave at the same time, we may face a disruption in services, especially in the online environment. This will impact services we provide to students and faculty.

And let's consider the impact on the remaining staff and their morale - they will be left to take on the additional work. Also consider the message the hard exit will be sending to Tier 3 that are at the start of their career. Should they be worried about their benefits 20 years down the road? I have been at the university for almost 20 years, and I think the morale is at the lowest I have ever seen. The hard exit will make things worse for all tiers.

One final aspect we would like for you to consider is the negative impact on NKU's reputation in the community if the hard exit is selected. This negative image of NKU will be shared for generations as this impacts not only staff, but also their entire families. Our children and grandchildren are also affected by this decision and will be aware of the impact.

The data we received yesterday supports our arguments. After adding employee compensation, the cost of the hard exit increased significantly. Before indirect costs are taken into account, the difference between total present value of the hard exit with compensation and the soft exit over 30 years is about 1.5M annually. 1.5M is not a small amount by any means, but it's a tiny fraction of the university's budget – about 0.6%.

This would be an investment in staff retention, campus wide morale, brand reputation, and our community.

The difference between these options will not make or break the university, but if the hard exit is chosen, it will break the lives of the impacted staff and their families.

The soft exit is the only option that is financially viable and is also best for most staff. With the soft exit, Tier 1 and 2 employees will remain in KERs and continue to earn their benefits that they have been working towards since the start of their employment. There are

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approximately 411 employees in both Tier 1 and 2, and they make about 60% of the entire staff population.

It has been reported in prior meetings that Tier 1 and 2 employees will lose about 20% of their benefits if the hard exit is chosen. That number is misleading because it assumes everyone works until age 65. Many of us have been planning to retire before 65. Early retirement significantly impacts employees' benefit losses.

If we factor in the loss of the early retirement option, the loss of health insurance benefits, and the loss of the guaranteed income for our lifetime, then some employees will lose close to 70%

If the hard exit is chosen, Tier 1 & 2 employees will lose the financial security that the state pension provides. Defined contribution plans can be depleted before end of life, but the state pension is a guaranteed income for the rest of our lives.

With the defined contribution plan, there is an increased market risk and potential loss. If the stock market underperforms, or even worse, crashes again, people can lose everything. Plus, not all employees are market savvy, and not everyone can afford a financial advisor.

Some employees will not be able to recoup their losses with a defined contribution plan, regardless of how markets perform. Employees who are close to retirement simply don't have enough time to recoup their losses – it is way too late for them to start a new retirement plan. One of the valuable benefits in the state pension is the option to retire early. Many employees have life-long plans based on this benefit. Many have stayed at the university because of this benefit.

The hard exit will destroy the long-established life plans for many staff. The hard exit would cause some employees to work 17 additional years. How do you compensate someone for 17 years of their life?

Another benefit why many Tier 1 & 2 staff have stayed at the university is the health care coverage. Both Tier 1 and 2 staff continue to earn health insurance benefits with additional years of service. Tier 1A staff can earn 100% coverage after 20 years of service.

With the hard exit, the opportunity to earn these benefits is lost. For some, just months shy of 20 years. There is no possible compensation for that.

It has been stated in various pension meetings that KERS is poorly funded and is not reliable. It has been also implied that a defined contribution plan is a better option for Tier 1 & 2 staff. But that is not the case, and it is not how many staff feel.

The state pension is guaranteed by the inviolable contract. The state is legally bound to pay its obligations. Is there a risk that this contract can be changed or benefits be reduced? sure! But there is also a risk that the university reduces its contributions - it did this year.

And forcing staff out of their retirement does not resolve the risk associated with KERS solvency. Tier 1 & 2 will still remain dependent on KERS for a large portion of their retirement income either way.

In contrast to the state pension, NKU's defined contribution plan does not have any guarantees.

NKU compensation promise - if offered without a contract - is not legally binding. The university is asking for our trust, but how can we trust this promise while the previous promise gets taken away?

The university reduced employer contribution this year by 25%. If adjusted compensation is offered with the hard exit, there is no guarantee it will remain intact when times get hard or with the next administration.

If the hard exit is chosen and compensation is offered, it will not be able to cover all employees' losses.

As stated before, financial security of the state pension, loss of health insurance, and early retirement benefits are irreplaceable.

And how will employees be compensated who will suffer significant losses that cannot be remedied by an additional 10% contribution? Based on our calculations, some may require up to 55% to recoup their losses. Federal limits prevent compensation at that level.

Those who have only a few years before planned retirement do not have enough time to recoup their losses.

Also, impact analysis assumes average life expectancy – what if we live longer?

What if some of us were to choose the survivorship payment option at retirement? Then our losses will be even higher

For all these reasons, compensation is just not going to make people whole.

Brandon Billiter

Thank you, Inna. So, in our view, here's the bottom line. We believe the Board should be concerned about the potential for a large loss in human resources. You have heard from this committee a few times now. Trust me when I say, we have heard from a large number of our colleagues since this committee was formed. A large number of experienced colleagues that are going to seek employment at another KRS employer or go ahead and file for retirement. And maybe in your view that's ok. But, I was here during the mass exodus in 2008 when my department's director, associate director and assistant director all left within a year's time. 2009 and 10 were very lean, difficult years. Of course, NKU survived and NKU will survive this but it was painful for those of us that were left behind.

I know that most of us are acutely aware of the figures on this chart. I know that the Board recognizes this as an issue. But that doesn't take away from the fact that the gap is widening and eventually something has to be done. When you take inflation into account, we are making 9.6% less now than we did in 2008. Despite this long-standing issue, many of NKU's most experienced staff have stayed. And we have stayed because of the other benefits, the biggest of which, for many of us, is the state guaranteed lifetime pension benefit.

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Just a quick slide to remind everyone what it costs to replace departing staff. Because of our flat salaries, it has been difficult to fill many of our positions for some time. And we, on staff, have all noticed when an experienced staff member leaves and a new person comes in, often times that new person is making more walking in the door than the person with all of that experience that just left. I think you will find this especially true in our IT department. There are a couple of IT teams that are comprised almost exclusively of Tier 1 and 2 employees, if several of those employees leave around the same time, university operations, especially in this remote world, could be affected.

This slide represents some more figures about the salary difference. I don't want to continue to belabor this point because I think you all realize this. However, I do think it's important to highlight the comparison to our direct competitor right across the river which would obviously require a similar skillset and provide a similar work environment.

Our committee sent a survey out to all staff, not only about the pension issue but overall job satisfaction, in March of 2020. The results of the survey were shared with the entire staff in April. We received 306 responses, a 42% response rate! As you can see, most of us hope to retire before 65. Overall, we're satisfied with our job except for that salary. And just 40% of respondents were willing to say that they will probably stay in the case of a hard exit. Just 40%. I think you have heard enough from me. Many other staff members wanted their voices heard.

So many are going to face large financial losses. And feel like through all of this, they have been loyal and are asking for some loyalty in return. A hard exit is going to feel like a stab in the back...or the heart.

So, the Board needs to consider, after all of this, what is our motivation to stay? Personally, I desperately want to stay. I am looking for reasons to stay, because I love my job. I believe in higher education and I feel like I can make a difference in people's lives here. But can I afford to stay? And I would hope that you would understand why the early retirement option is so important to us, especially for folks like Amy. How does NKU compensate for that?

Again, speaking to financial concerns and asking for NKU's support and loyalty. And I would like to highlight Mary's comment because we on the committee have heard this over and over again. If the soft freeze is financially viable, why is the hard freeze even a consideration? We know the KERS plan is underfunded after years of poor calculations and poor investments. But, the state is contractually obligated to pay the KERS benefits. This is a defined benefit plan so the annual rate of return, while important for the fiscal health of the fund, does not affect the guaranteed benefits of Tier 1 and Tier 2 staff. And I would also like to point out, the last we had heard from Mr. Caswell, the other state universities not only are not taking a hard exit, they are planning on staying in the KRS system altogether. If that's the case, NKU will be the only university taking advantage of the House Bill 1 options.

Staff is obviously concerned but so is the faculty. Faculty Senate is concerned about the level of support that NKU could provide to students if a large number of experienced staff leave. As you know the raw number of staff has decreased by 14% while the administration and faculty has continued to increase. We're already doing more with less. We would like to thank the Faculty Senate for their support, it means a lot to us. And, I would like to publicly thank my fellow Pension Committee members for all of the work that has been done on this issue. Also, thank

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you to all of my colleagues that were willing to share their stories either with the Board or with us personally. I know that means a lot to me. Those that wanted to share with the Board, please know that we shared your full story, as it was submitted to us, with the President and the Board of Regents. Thank you, thank you. And with that, I will throw it back to our committee chair, Kimberly.

Kimberly Wiley

Thank you, Brandon...

Unfortunately, NKU's reputation could be at stake. The University has a wonderful reputation in the community, the region and the state. In 2005, NKU was named one of Greater Cincinnati's Best Employers for the second year in a row. I have worked here for 13 years and I believe it is a great place to work!

NKU has a strong history of being "a family", a beacon for the community. It is the University's duty to carry on this legacy!

We also strongly encourage the University to follow its core values and do right by its people. NKU'S mission and values state that:

- We will engage in honest, fair, and ethical behavior with integrity at the heart of every decision.
- We will maintain a climate of collegiality built on respect and characterized by open communication and responsibility.

The SC Pension Committee has endeavored to maintain these values while we have worked with NKU administrators to keep staff informed and educated throughout this process. We trust that we can all work together to maintain and honor our collective mission and values as we continue to maneuver our way through the next few months.

On April 26, 1972, the Board of Regents for Northern Kentucky State College, now Northern Kentucky University, voted unanimously to bring ALL non-instructional employees into the Kentucky State Employees Retirement plan. Employee participation in the plan was mandatory. For many years NKU has used this retirement plan benefit as a positive incentive when hiring new employees, promising a guaranteed lifetime pension as well as health insurance benefits. Most employees saw the defined benefit retirement plan as a major offset to the lower compensation offered by the university. And many of us have chosen to continue our career at NKU with lower, below market value salaries for several reasons. Among the top reasons was the ability to retire with a guaranteed permanent income, health insurance coverage and, for many of us, the opportunity to retire at a much younger age. KRS was a mandatory part of our employment; we did not have a choice of retirement plans.

Fast forward almost fifty years and the picture has drastically changed. How and why the KERS pension has been allowed to become the worst funded pension in the United States is not up for debate today. As we have shared before, this past spring, the Kentucky legislature removed employee choice as an option if NKU exited KERS. This left two remaining viable options – Soft Exit and Hard Exit. So, while President Vaidya and the Board of Regents must decide which

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option is best for the University, they are also left with the power to determine the financial retirement future of over 400 NKU staff employees.

This is not just an NKU business decision, but an ethical one. We have to ask...will the University honor its commitment to its long term, loyal employees by choosing the Soft Exit from KERS? These employees have stayed at NKU because they believed in this University and its mission. They devoted their work careers to NKU.

Now tragically, in the second half of our careers, this guaranteed lifetime benefit could be stripped away from us. Please do not destroy the financial security that was promised to us so many years ago. We have worked hard towards reaching our retirement goals and taking this away now is not fair.

We understand that NKU did not choose this battle and appreciate the financial concerns involved, but we also know that the soft exit is a financially viable choice. The soft exit is the best option for our university, and it's the right thing to do, ethically and morally.

Finally, given that both options are viable, one last time, we are asking President Vaidya and the Board of Regents to choose the best choice for the majority of NKU staff employees...the soft exit.

Thank again you for your time today...we truly appreciate the opportunity to share our concerns with you all. I also want to thank the Staff Congress Pension Committee and Staff Congress. Have a wonderful afternoon!

Presidential Comments:

Thank you, Chair Ward and members of the Board.

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

Let me also add my gratitude the servicewomen and men and veterans watching today. We thank you for your service and to honor the sacrifices our veterans and active-duty students, faculty, staff, alumni and friends have made, and continue to make on order to secure the freedoms we all love. I would like to thank Travis Roy and the Veterans Resource Station for all that they do for veteran learners and active-duty students on campus.

We have a couple new members of the NKU leadership team to welcome, including a new member of the Cabinet who will join us on January 1, 2021.

VP for Student Affairs: Dr. Eddie J. Howard

I am excited to welcome Dr. Eddie J. Howard to NKU as our new Vice President for Student Affairs.

Dr. Howard will join us officially on Jan. 1. Most recently, he was VP for Student Affairs at Youngstown State University in Ohio.

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He brings an exceptional understanding of guiding and advocating for students' needs and is quite experienced in retention, graduation and inclusive excellence. We are delighted to have him join us in our student-centered mission.

Welcome, Dr. Howard. And thank you to committee chair Ken Bothoff and his committee for their work in bringing Dr. Howard to NKU.

Eddie – is joining us via Zoom and I will ask him to say a few words.

AVP for Government Relations: Carmen Hickerson

Carmen Hickerson joined us just last week as the new Assistant Vice President for Economic Engagement and Government Relations.

Carmen has more than 25 years of executive-level leadership experience, along with extensive experience in community engagement, advocacy and building national strategic partnerships.

Most recently, she served as the vice president for Strategic Initiatives for Metro United Way in Louisville, Ky.

Carmen, we are excited to have you and I'm looking forward to working with you in support of this university, our students and the region.

Return to Remote Operations

I would like to thank everyone who has worked to make this virtual meeting possible like so many events these past several months.

We are not in the Governance Room as usual because just a couple weeks ago, Campbell and Kenton counties were added to the list of "red" counties in Kentucky, meaning that the COVID-19 cases had reached a critical level. Just as we did in March when the pandemic really took hold, we reacted in the best interest of our students, faculty, staff and the community at large by returning to online instruction and remote operations in adherence to Governor Beshear's guidelines and recommendations

This time, there are exceptions for the classes that absolutely must be held in person, but for the most part instruction will be virtual until our county is no longer in a critical situation.

All offices on campus that can offer services remotely have temporarily stopped on-campus office hours while offices that must be on-campus to provide services remain in limited capacity.

Although most of us are not on campus, we remain vigilant in our adherence to the NORSE NINE principles for health and safety and to protect each other.

The incidence rate is evaluated on a weekly basis and we are hopeful that Campbell County will move back to orange soon.

I remain inspired by and grateful to our faculty, staff and students who continue to rise to the occasion. I am proud of how resilient and adaptable this community has been since the beginning of the COVID-19 pandemic. But I am mindful of the emotional toll this is taking on all of us and how much the lack of in-person engagement is affecting us as a campus community.

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Spring 2021

We are also hopeful that we will be able to return to campus for the Spring 2021 semester with operations similar to the fall. Based on the recommendations of our COVID-19 Preparedness Team, our plan for spring will be very similar to the fall.

Course formats will again include in-person, online and hybrid offerings. Courses that require an in-person element, like a studio or lab class, will be given priority, as well as classes for first-year students and graduating seniors.

We have made one change specific to spring by replacing spring break with a series of shorter university holidays that we believe will reduce the risks associated with traditional spring break travel. To that end, there will be three additional university holidays when the campus will be closed.

The spring semester will begin as scheduled on January 11 with the last day of classes on April 30. On Friday, January 15 we will hold the 2nd Annual Student Success Summit. Details will be forthcoming.

The MLK Jr. Day of Service, which I am delighted to say has become a yearly tradition at NKU, will take place virtually on Monday, January 18, 2021. The team in Student Affairs is planning a meaningful event and details will be shared with the campus community soon.

Student Emergency Fund

We also continue to support students through the Student Emergency Fund. As of this month, we have raised more than \$133,000 and awarded more than \$74,000 to students who continue to work to support themselves and their families while pursuing their degrees here.

We have assisted 251 students through this fund among 813 total applications with 427 applications referred to the CARES fund.

Speaking of CARES, we have awarded more than \$2,490,000 to more than 2,800 students along with \$34,300 in CPE funds to 101 students.

Thank you to everyone who has donated to support our students and to those administering these programs. It is so important that we continue to support learners as they continue toward their educational goals.

We are grateful for the federal funds that have helped us close funding gaps for our students and the university. We remain hopeful for another stimulus bill that will again help provide relief to NKU and all institutions of higher education. Our institutions are as important as ever.

Masks from Gifu University

We are also grateful for a very nice gesture from one of our oldest international partners. In October, Gifu University in Japan sent 2,000 masks to be distributed throughout our campus and community. If you have picked up a disposable mask from Health, Counseling and Student Wellness or other offices around campus recently, it may be from our friends at Gifu. I know we appreciate such a thoughtful gift.

We have a few updates regarding work with our partners at CPE and in Frankfurt.

Updates from CPE

The Postsecondary Education Working Group has continued to meet throughout the fall to discuss modifications to the performance funding model. Modifications agreed upon by the CPE must be finalized by before the upcoming legislative session.

Currently, the recommendations under considerations include:

- The Performance Funding Model continuing to run for FY22 with modifications identified by the working group and adopted by the General Assembly.
- A one-year “pause or freeze” for FY22 with a zero-percent stop loss provision due to the current environment of COVID-19.
- NKU is requesting a review of several specific areas including:
 - Research institutions not being included in the same model with the comprehensives.
 - Expanding the model to include all degrees and credentials.
 - Allocating more toward URM and low-income degrees and including first-generation students.

Additionally, we continue to advocate for increased base funding to bring us into parity with other state universities. We are still the lowest in student appropriations per FTE.

Legislative Items for 2021

The 2021 legislative session will be a short 30 days and legislators must pass a one-year budget this year. That vote requires a 3/5 super-majority. Republican gains in the recent election will give them more power to control that budget-making process. The last two budgets have been passed over a gubernatorial veto and that looks likely to happen again.

In partnership with CPE, we will continue to advocate for increased funding for colleges and universities, asset preservation dollars, and specifically for us, legislative assistance with exiting the KERS plan. We have also shared with the NKY Caucus that we would appreciate greater flexibility and support for public-private partnerships.

Pension

For the pension, there are three items in which there is a potential need for legislative or administrative clarity, including:

- Legislation to allow NKU to accelerate the date by which we can pay lump sum obligations to KERS. This would allow NKU to potentially lock in a lower interest rate.
- The need for confirmation for NKU authority to issue 30-year bonds to pay off the KERS obligation in a single lump sum.
- Providing budget authority for NKU to service pension-related bonds.

Last month, I updated the campus on our options for a pension resolution, which we will decide on next month and present to the Board.

Also, during the month of October, we held Pension Information and Feedback Sessions for Tier 1, Tier 2 and Tier 3 employees to help our staff understand the options and how they will be affected. We also continue to meet with the Staff Congress Pension Committee and shared our

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current analysis with them yesterday. I was joined by Chair Ward, Vice Chair Desmarais and Secretary Shumate. We will continue to keep the campus community updated as we proceed toward a decision.

NKU's Voting Push

Last week, American citizens all across the country had their voices heard in the 2020 election in record numbers. I know thousands of NKU students, faculty, staff, and alumni fulfilled their civic-minded duty.

Because our student-centered mission goes beyond providing an education, we worked hard to encourage the community to take an active role in our democracy. Here are just a few examples:

- The Scripps Howard Center, along with Enrollment & Degree Management and the New Student Orientation Office, worked this summer to send all incoming freshmen an NKU VOTE imprinted face mask along with a reminder postcard with information about our #NKUVotes website. They also drove a social media campaign where people share why they vote, and I was honored to take part in that effort.
- We included an NKUVotes video with voter information in the new student Virtual Orientation program this year, and the SGA also encouraged students to register to vote this semester.
- Steely Library compiled a list of the Top 10 Tips to GearUp to Vote, so our students had the resources to make an informed decision.
- College of Informatics Professor Dr. James Walden, who is one of our top cyber threat experts, hosted a community conversation on election security issues.
- Faculty Regent Michael Baranowski's Election 2020 class this fall included a weekly podcast about this election.
- The Northerner – our student-led newspaper – partnered with the NKY Tribune to publish a special Election 2020 issue.

It was wonderful to see how our campus community engaged the region to uphold the values and principles that make an effective democracy.

Alice Sparks

Sadly, back in September, we lost Alice Sparks – a champion for NKU and a pillar of our community. Alice advocated for schools at all levels in the Commonwealth, but her mark on NKU is extensive. She truly helped shape our university into the institution we are today.

She was appointed to NKU's Board of Regents in 1992 and advised the university as a regent for seven years, including as the first woman chair.

Aside from her milestones and accolades, Alice was a good friend of the university and tireless supporter of NKU students and of our Norse athletic teams. Her memory will endure at NKU in the many lives she has impacted.

OK, we do have a lot great news across campus. Let's begin with an update on our diversity, equity and inclusion efforts.

Diversity, Equity and Inclusion

Late last month, we held our Campus Conversation on the Campus Climate Survey. The campus climate survey is an important tool that we use to measure and analyze the social and cultural climate of our campus community, summarizing the way in which students, faculty, and staff perceive campus, especially as it pertains to diversity.

Chief Diversity, Equity and Inclusion Officer, Darryl Peal, hosted the virtual event and was joined by presenters Dr. Caroline Macke, an Associate Professor in the School of Social Work, and Dr. Nicole Dillard, an Assistant Professor of Organizational Leadership and Affiliate Professor in the Master of Public Administration program.

Dr. Macke and Dr. Dillard shared an analysis of the context, methods, and the quantitative & qualitative findings of the NKU 2018-2019 campus climate survey.

Important conversations like this will continue here at NKU and demonstrate our commitment to advancing equity and inclusion of diversity.

Common Experience

This fall, we launched a Common Experience for first-year students at NKU. This was meant to foster a common, academic conversation and cultivate engagement between students, faculty and staff.

With this year's theme being **Racial Inequities within America**, three Common Read assignments were selected that have been utilized and discussed in first-year courses across campus.

Additionally, two panel conversations were held as part of this year's Common Experience Lecture Series. The first lecture focused on the media and our perceptions of race. The second lecture looked at racial health disparities. The panels included a number of campus, local and national experts who led robust conversations about these crucial issues.

We have a webpage for Common Experience where students, faculty and staff can learn more about the initiative, keep updated with a calendar of events, view a playback recording of the lectures, and access the Common Read materials and helpful resources.

E-Sports Program at NKU

I am happy to announce that the NKU E-sports varsity Rocket League team has wrapped up its inaugural season and made it all the way to the Final Four round in post-season playoffs. Last night our team lost a hard-fought set of games but lost to the University of Kansas.

The team finished the regular season unbeaten with a 10-0 record and won its conference with wins over Western Kentucky and Eastern Kentucky. Not only did they win every match, they did not lose a single game within a match, meaning our students went 30-0 for the season in games. Out of 123 teams in the NACE Collegiate Rocket League Fall Cup, NKU was one of only five undefeated teams heading into the national playoffs.

It's important to note that this exciting opportunity for our students was made possible through seed funding from the Success by Design 2020 Innovation Challenge.

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Congratulations are in order to Dean James Buss, the teams and the coach for an impressive inaugural season.

Eileen Harper Scholarship

Last month we announced and awarded a new endowed scholarship that honors the legacy of Eileen Harper and will help meet the region's demand for health-care professionals.

Senior nursing student Lexi Fowee (Foe-E) is the first recipient of the Eileen Harper Memorial Scholarship. Lexi found a passion for nursing after she began volunteering at St. Elizabeth nearly a decade ago, went on to obtain her Certified Nurse Assistant license in 2017 and continues to work at St. Elizabeth.

This endowed scholarship will support NKU students like Lexi who are pursuing a degree in health-related careers and are also employed by St. Elizabeth Healthcare. Former state legislator Ken Harper established the scholarship to honor his late wife, Eileen, and to emphasize NKU's role in training future health care professionals across the region. That is a calling the Harpers grew to appreciate over the years of treatment and care they received at St. Elizabeth.

Thank you to Ken Harper and his family for their gift and dedication to this university, its students and the cause of public health. I know this scholarship will honor Eileen's legacy for years to come.

Collaborative for Economic Engagement

Back in September, we celebrated the ribbon-cutting for an important partnership with the City of Covington. The Collaborative for Economic Engagement is a one-stop innovation hub for businesses and entrepreneurs to accelerate economic growth in the area. Since September, the team members have been meeting regularly on potential ways to leverage the Collaborative to accelerate economic recovery in our region.

This collaboration is a key element of our economic engagement strategy to catalyze a prosperous, equitable, and inclusive regional ecosystem through economic development and entrepreneurship. It will serve as a gateway to all the resources and expertise we have to offer while building on our legacy of being a steward of place.

We also hope to expand the regional services into rural counties by developing the Collaborative Extension located on the NKU Grant County campus.

Let's move on now to more from the Academic Affairs division.

Academic Affairs Updates

- This semester, Steely Library launched a campus-wide pilot textbook program in which the library purchased 15 digital textbooks and integrated them into the library catalog. These books will serve 5,000 students, saving them more than \$273,000 in textbook costs.
- In the College of Health and Human Services, the NKU Center for Simulation Education has gained accreditation from the Society for Simulation in Healthcare. The center is now one of just more than 100 centers accredited internationally.

- FUEL NKU is partnering with several community connections to host to-go Thanksgiving meals for students on campus. This event will take place on Wednesday, Nov. 15. Students will be able to pick up meals that evening at the roundabout outside the Student Union and about 200 students are expected to attend. FUEL NKU has coordinated with our facilities and parking teams, Chartwells, student and campus groups, and several community sponsors in planning this important event. Thank you to all involved for supporting our students.
- Nursing faculty member Jennifer Hunter has secured a \$24,000 grant from the Northern Kentucky Health Department to provide Covid-19 testing through the Nurse Advocacy Center for the Underserved clinics and other underserved and high-risk areas of northern Kentucky. This grant will provide free Covid-19 testing, education, referral, and links to contract tracing for those who do not have access to testing. NACU will bring testing to them through local clinics, as well as organizing mobile clinics. NACU will also provide education and coordinate contract tracing with the Northern Kentucky Health Department for all those testing positive. Planning is underway for students in the Community Health Nursing course to be involved in Spring 2021. That will certainly be a great experience for them to be involved on the front line of public health prevention.
- Chase College of Law students have developed a navigator website for use by small businesses seeking information on COVID-related assistance. Chase partnered with the Northern Kentucky Bar Association and the Northern Kentucky Chamber of Commerce to match business owners with information and services to help them navigate available resources during the pandemic.
- In the Haile/US Bank College of Business, the Center for Economic Education received a \$75,000 gift from First Financial Bank to increase access to our financial literacy program in local high schools and to train educators to teach financial literacy education. First Financial is sponsoring 10 local teachers for the next academic year, which should help us reach 300 students. NKU is the only university to have three teams accepted into the Kentucky Pitch Competition, and all were award winners. NKU teams took first place in the exploratory track, second and third place in the developed track, and the people's choice award. Isaiah Kelly's Smoove Creations and Liz Shrouf's Avasha were selected to be in the Top 100 to compete in the CEO Global Pitch Contest — a competition open to students around the world held virtually this month. Congratulations to Isaiah, Liz and all who participated. Isaiah Kelly also won the Regional Entrepreneur Organization (EO) Global Student Entrepreneur Awards competition for the Cincinnati/Midwest Region. He will represent the Cincinnati/Midwest Region at the National EO Global Student Entrepreneurs Award event that will feature student entrepreneurs from around the country. The Global Student Entrepreneur Awards (GSEA) is the premier global competition for students who own and operate a business while attending college or university. I'm proud to note that Isaiah is one of the Top 30 student entrepreneurs in the country for the second year in a row. This is an amazing accomplishment. Underground Agency students were also successful at the recent Cincinnati chapter of the American Marketing Association, winning the very prestigious and competitive Pinnacle Award for Best Collegiate/Student Marketing Plan, Campaign, and/or Program.
- The College of Arts and Sciences is celebrating a generous donation allowing the space outside Corbett Theatre to be renovated and renamed as the SOTA Community Showcase Atrium. This gift and renovation will allow community art exhibits. The inaugural art exhibit is "The Emotional Force of Race," which is presented both virtually and in person. More than 90 works in the exhibition celebrate the collaborative efforts of more

than 125 students, faculty, alumni and community artists since 2016. The exhibition is curated by our own Dr. Joan Ferrante and recent NKU graduate and Cornell graduate student and poet India Sada Hackle, and is part of the Mourning the Creation of Racial Categories (MCRC) Project. SOTA recently launched the Summit Series, a new virtual roundtable led by faculty members Michael Hatton and Daryl Harris. The series hosts guest professionals in the arts to prompt conversation and the exchange of ideas on topics such as race in the arts and arts in the Age of Me Too.

- Here is a bit of inspiring news: Recent College of Education graduate Kishawna (Kih – shaw – nuh) Reisinger (Rye – singer) is now teaching in Grant County. She was a non-traditional student with six children, including one with a disability. She faced many obstacles in her life while pursuing her education, but she persevered and made her dream come true. Other students looked up to her and sought her out for help. This fall she returned to talk to our current students about teaching virtually with young children and shared examples with them. Congratulations to and thank you to Kishawna.
- Also, in the College of Education, The Supported Higher Education Project received a \$65,000 grant from the Human Development Institute of the University of Kentucky. With that money, the SHEP program has been able to hire a part-time undergraduate assistant to help forward research on student outcomes. SHEP also started a new student organization: Leadership, Education, Advocacy, and Disability (LEAD), that will help to promote peer mentoring on campus as well as develop leadership and diversity skills in our NKU students.
- Finally, the Adult Learner Programs and Services is starting a “comebacker” movement at NKU focused on Project Graduate students who have been out of school for at least two years and have at least 80 earned credit hours. With the help of a \$25,000 grant from CPE, Project Graduate enrollment has increased 32 percent in only a year and the number of students who graduated has increased 44 percent.

We have a lot more good news to report from each of our divisions as well. So, let's move on to the latest good news from the Student Affairs division.

Student Affairs Updates

- The Latino Programs and Services team led our celebration of National Hispanic Heritage Month in September. During this month, we welcomed Mr. Domingo Garcia, President of the League of United Latin American Citizens, for the kick-off event and then hosted Mrs. Sindy Benavides, LULAC National Chief Executive Officer, for a look at the Latino Crisis in Higher Education.
- Last month was LGBTQ History Month and NKU participated in our 8th annual celebration with several social and educational programs.
- Our university has been recognized as one of Campus Pride's “Best of 2020.” This national recognition lists NKU as one of the top 40 institutions for LGBTQ inclusion along with the University of Kentucky and the University of Louisville in the southeast region. Campus Pride also spotlighted NKU with a personal interview with LGBTQ Programs and Services Director, Dr. Bonnie Meyer, on October 22. This is the first time NKU has been recognized as one of the best by Campus Pride and we are very proud of that distinction.
- During Mental Health Awareness week last month, NKU participated in the national Seize the Awareness Campaign, which ran on social media for 10 straight days. The purpose of the campaign was to help young adults create a safe space for their friends to

open up about mental health. Student Affairs partnered with student groups across campus to provide images showing visual perceptions of what these conversations may look like between young adults. This year's Mental Health Awareness events centered on suicide prevention and self-care during times of resistance for diverse groups of students. Offerings included trauma sensitive yoga, queering self-compassion and many others. All of the sessions were offered via Zoom to all students, faculty and staff.

Let's continue with reports from Administration and Finance.

Administration and Finance Update

- NKU is moving forward with the ground lease with Fairmount Properties for Phase Two of the U.S. 27 project on the south side of Nunn Drive. Phase Two will be a mixed-use development of full-service and casual restaurant and retail tenants, a 110-room hotel, 75-150 market-rate apartments, parking, and possibly office space. Fairmount Properties will pay NKU an annual base rent consistent with market rates, which will escalate annually over the term of the lease. Construction is expected to begin late next year and we anticipate occupancy by spring 2023.
- In October, Moody's issued a ratings report maintaining NKU's A1 stable rating. The rationale for maintaining our rating was that NKU's healthy liquidity and growing total cash and investments provide an ample cushion to debt and expenses. The report noted that we have very good strategic positioning reflecting our ability to generate tuition revenue growth with additional online degree programs, while maintaining manageable financial leverage and debt affordability.
- Procurement Services and the IT Finance Business Support Group have a new vendor onboarding system in partnership with PaymentWorks to automate a process previously completed on paper forms. This new system will increase security and reduce the potential for fraud.
- IT has implemented scheduling software that allows faculty and staff to schedule 30-minute appointments with IT. Faculty and staff can make a reservation in advance and then meet virtually via Zoom or via face-to-face for technical assistance.
- Finally, NKU has received the 2020 Workplace Health Achievement Index Bronze Recognition from the American Heart Association. This achievement recognizes implementation of quality workplace health programs and a culture of health best practices.

Athletics

- In Athletics, we look forward to the start of the men's and women's basketball seasons set for Nov. 25. We are awaiting confirmation on Horizon League schedules for both teams, as well as league protocol for regulations addressing COVID-19, before finalizing non-conference games.
- After consultation with COVID-19 Preparedness Team and the President's Cabinet, and with guidance from the Horizon League, we have decided to begin the 2020-21 men's and women's basketball seasons without fans in attendance at BB&T Arena through at least December 31. A decision on attendance for the remainder of the season will be made at a later date.

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Provost Search

The search for our next Provost and Executive Vice President for Academic Affairs is also progressing nicely and we expect to announce finalist's visits soon.

Over the past several weeks, the search advisory committee has worked with the search firm, Isaacson, Miller, and found strong interest in the position from a diverse pool of candidates.

Just last week, a dozen semi-finalists participated in virtual interviews with the committee and finalists have been invited to virtual interviews with multiple campus constituent groups later this month. The plan is to identify our next provost before winter break in December.

Thank you to committee chairs Bonita Brown and Dale Stephenson and their committee for all their continued work.

Interim Staff Regent Election/Farewell to Dave Bauer

I would like to thank Dave Bauer for his many years of service to NKU as well as his service as Staff Regent these past couple years. Dave has left NKU to pursue another job opportunity.

We have begun the process to elect an interim Staff Regent with an election committee appointed late last month to represent all areas of the university and levels of staff. Nominations were accepted through last week. A virtual open forum took place yesterday with another scheduled for tomorrow and the voting period will run Nov. 13 through 20. The Interim Staff Regent will be announced November 20 and will have an official Oath of Office Ceremony on December 2.

AKV on AASCU Board & NKY Tribune Newsmakers Award

Last month at its annual meeting, I was honored to be elected to the American Association of State Colleges and Universities' Board of Directors for a three-year term.

NKU is one of the more than 400 public colleges, universities and systems in AASCU. I look forward to advancing AASCU's promise of delivering on the American promise of access, affordability and educational opportunity and its commitment to underrepresented students and meeting the association's strategic priorities on behalf of the more than 3.5 million students we serve.

Business Courier and Northern Kentucky Tribune Honors

The Cincinnati Business Courier has selected me as a 2020 C-Suite Awards finalist as one of the region's top-level executives. The Northern Kentucky Tribune also awarded me with its annual Newsmaker Award in recognition of community outreach and impact.

These are wonderful honors that highlight NKU's regional stewardship, so they really are a university-wide recognition. For two regional partners such as the Business Courier and the Tribune to celebrate NKU's accomplishments over the past year highlights our commitment to

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the public good as well as our faculty's and staff's commitment to transforming our students and the surrounding community.

Virtual Commencement

I'll close my remarks today by recognizing our December graduates. Next month, 1,679 students will reach their goal of a degree or certificate, including 245 graduate students and 1,434 undergraduates.

Unfortunately, we again will not be able to gather together at the BB&T Arena to honor their achievements. The reality is that COVID-19 remains a threat and a large gathering like commencement is just not possible. Because of that reality, we will again hold a virtual Commencement Ceremony on Saturday, December 12, to honor our December and Summer graduates.

Work is underway to make this virtual event special. While virtual commencements are not the sendoff we wanted for our graduates, it is so important we make every effort to recognize their achievements in the best way we can. I know this virtual commencement will do just that.

Finally, we are just two weeks away from Thanksgiving and I would like to express my gratitude to the entire NKU community for their commitment, resilience and spirit during a year unlike any other in our history. And to all of you – members of the Board – for your dedication to and support of the university and of me personally.

Chair Ward 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. New Residence Hall
- c. Norse Hall Exterior Repairs
- d. Fine Arts Elevator Replacement
- e. Norse Hall Elevator Replacement
- f. Nunn Hall Return Fans
- g. Callahan Hall Water Heater Replacement
- h. Callahan Hall Renovations
- i. Access Control Conversion
- j. Math Education Psychology Center/Administrative Center Bridge Parapet Repair
- k. Herrmann Science Center Plaza Replacement
- l. Switchgear Replacement – Three Buildings
- m. US 27 Development

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

During the July 1, 2020 through September 30, 2020 time period, 22 grants were

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awarded. The total amount of money awarded was \$3,818,134. For the fiscal year 2020-21, the cumulative total number of grants awarded is 22 totaling \$3,818,134.

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

The Fundraising Report summarized fundraising resources committed from July 1, 2020 through September 30, 2020 totaling \$4,981,067 in support of the university.

4. Annual Financial Report (Interim Vice President 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.

Regent Normand Desmarais recognized Mike Hales and the financial team for the excellent work done this year.

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

The Policies Report summarized all policies that were approved at the executive-level after proceeding through the campus vetting process. The President and other university administrators determined that approval of these policies by the Board of Regents was not needed per the criteria established in Presidential Recommendation C-7 of the January 2015 regular meeting.

Following policies were approved on this report.

Undergraduate Test-Optional Admissions

First Year Residency Requirement

Communicable Disease

C. Presidential Recommendations:

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

1. Academic Affairs Personnel Actions:

a. Faculty Appointments:

Dr. Bradley Sarchet, lecturer in the Department of Biological Sciences, College of Arts and Sciences, effective August 10, 2020.

b. Departures:

Dr. Joshua Hamilton, Coordinator and Clinical Professor in the School of Nursing, College of Health and Human Services, effective September 26, 2020; **Dr. Michelle Teschendorf**,

Assistant Professor in the School of Nursing, College of Health and Human Services, effective December 31, 2020; **Ms. Emily Wagner**, Academic Advisor and Lecturer in the CHHS Advising Center, College of Health and Human Services, effective October 9, 2020.

c. Emeritus Status:

Dr. Bill Attenweiler, associate professor in Psychological Science, Arts, College of Arts and Sciences, effective August 2020; **Mr. Thomas McGovern**, professor in Visual Arts in the School of the Arts, College of Arts and Sciences, effective August 2020.

d. Temporary Faculty Appointments:

Dr. Meredith Shockley Smith, Department of History and Geography, effective 2020-2021 Academic Year; **Ms. Erin Elfers**, Teacher Education and School Leadership, effective 2020-2021 Academic Year; **Ms. Jasmine Riddlespriger**, College of Health and Human Services Advising Center, 2020-2021 Fiscal Year; **Ms. Michelle Crowley**, Department of Communication, effective 2020-2021 Academic Year; **Mr. Jonathan Hale**, Department of Communication, effective 2020-2021 Academic Year;

2. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between August 8, 2020 and October 9, 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 \$1,780,000 received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period August 1, 2020 through September 30, 2020.

4. Naming Recommendations:

The Board of Regents approved the following naming action:

1. 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. “NKU Haile/US Bank College of Business Dean’s Advisory Board LIFT Scholarship” (Brian and Christy Berning)
2. 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. “NKU Haile/US Bank College of Business Dean’s Advisory Board LIFT Scholarship”

(William Hoover and Lifetime Financial Growth, LLC)

3. The renaming of the Founders Room in the NKU Soccer Stadium in recognition of the donor's support of the NKU Women's Soccer Excellence Fund and for the space to serve as a memorial for Jeanna Goettelman for a term of 35 years. "Jeanna Goettelman Funk Suite"
4. The renaming and repurposing of an endowed scholarship to support students who have declared biological sciences as their major. "Larry Giesmann Biology Scholarship" (formerly Laura MD Pre-Medical Scholarship)
5. The naming of an endowed scholarship to support students enrolled in the Salmon P. Chase College of Law. The scholarship will be awarded annually to students demonstrating high academic promise who are enrolled in the evening division. "Daniel P. and Mary T. Mecklenborg Endowed Scholarship"
6. The naming of an endowed professorship in the College of Arts and Sciences. "Dr. Miriam Steinitz-Kannan Endowed Professorship in Biological Sciences"
7. The naming of an endowed professorship in the College of Arts and Sciences. "Dr. Richard Durtsche Endowed Professorship in Biological Sciences"
8. The naming of an endowed professorship in the College of Arts and Sciences. "Straws Endowed Professorship in Chemistry"
9. The naming of an endowed professorship in the College of Arts and Sciences. "Dr. Robert Wallace Endowed Professorship in Literature"
10. The naming of two (2) endowed professorships in the College of Informatics. "Frank Sinton Milburn Endowed Professorship(s) in the College of Informatics"

5. Easement Approval MOB Faren Drive:

The Board of Regents authorized the granting of temporary easements (2) and permanent easements (2) to the City of Highland Heights for the improvement of storm water drainage from the detention outfall at 2626 Alexandria Pike (St. Elizabeth Healthcare Medical Office Building) and at 78 Faren Drive.

6. Middletown Property Sale:

The Board of Regents approved the sale of the approximately one +/- acre parcel and building located at 4505 Sophie Avenue in Middletown, Ohio.

7. Hazard Mitigation Plan:

The Board of Regents adopted a Resolution which provides for approval of NKU's 2019 Hazard Mitigation Plan ("Plan"). The purpose of the Plan is to set a strategy for building a more resilient campus community that will mitigate damages and losses caused by natural hazard events.

8. US 27:

The Board of Regents authorized the President to execute a Ground Lease Agreement with FPNKU, LLC (Fairmount Properties) to develop the Phase Two mixed-use site at the gateway of NKU's campus at US-27 and Nunn Drive.

9. Organizational Chart Update:

The Board of Regents approved the organizational chart, which reflects all NKU Administrative updates through November 11, 2020.

10. Brighton Properties Ground Lease:

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

The Board of Regents authorized the President to execute a long-term Lease with Brighton Properties, Inc. for the Brown Building, located near Callahan Hall at 3530 Alexandria Pike, for the purpose of creation of an Opportunity House (similar to Scholar House).

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

11. Master Plan – Highland Heights Campus:

C-11 was pulled from Consent agenda and presented to Board by Michael Hales to provide additional context and information.

The Board of Regents adopted the 2020 Highland Heights Campus Master Plan.

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

D. Executive Session:

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

At 3:13 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

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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 November 11, 2020, and that such matters are still in force and effect.

Signature On File

Gregory Shumate
Secretary of the Board of Regents