

**Board of Regents Meeting**  
**Northern Kentucky University, Student Union, Room 107A**  
**March 16, 2022**

Regent André Ward, Chair, called the regular meeting of the Board of Regents to order at 1:15 pm, Wednesday, March 16, 2022.

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

Other Attendees: Ashish Vaidya, Tammy Knochelmann, Bonita Brown, Matt Cecil, Ben Figueroa, Joan Gates, Eric Gentry, Eddie Howard, Lori Southwood, Diana McGill, Kevin Kirby, Judith Daar, David MacNight, Russ Kerdolff, Mary Paula Schuh, Syed Zaidi, Elizabeth Meiszer, Larry Meyer, Chandra Brown, Jason Vest, Derrick Robertson, Bruce Lunsford, Eleanor Lunsford, Jeannine Lambert, Tracy Insko, Bill Farro, Bill Allison, Travis Gibbons, Larissa Heck, Tina Peebles

Regent Rich Boehne seconded Regent Aliya Cannon's motion to approve the minutes of the January 19, 2022 Board of Regents meeting. **(Motion carried)**

**Presidential Comments:**

Thank you, Chair Ward and members of the Board.

Welcome everyone to the second Board of Regents meeting of 2022 and once again, welcome back on campus. I am happy to see you. NKU recently updated its COVID protocols and we have had more in-person events and meetings. Just last week, we relaxed our mask mandate to make masking optional with some exceptions.

I want to once again express my deep appreciation to the faculty and staff for their perseverance and being responsive to the needs of our students. And of course, the students have met every challenge that came their way. I am proud of this community.

Happy Founders' Day everyone. NKU has come a long way since it was officially founded in 1968, became a university in 1976 and today, stakes its claim as an anchor in the region. I know you all are proud to be a part of its rich history.

Founders' Day is a significant fundraising event for the university. Last year, the NKU community raised over \$316,000 from 601 donors on Founders' Day. This year, our goal is to surpass both of those numbers. We have ambassadors, who are spreading the message of giving through their personal network and we also will be having giveaways and exclusive NKU gear. There is also a webpage on NKU's website dedicated to facilitating donations.

**Return on Investment Report**

Georgetown University's Center for Education and Workforce recently released its 2<sup>nd</sup> report ranking universities based on return on investment.

Using new data from the College Scorecard, 4,500 colleges and universities were ranked by return on investment, including a new metric that measures the share of students at an institution whose earnings 10 years after enrollment are higher than those of workers with a high school diploma as their highest level of education. An average of 60 percent of college students across institutions earn more than a high school graduate after 10 years. However, at 30 percent of institutions, more than half of their students 10 years after enrollment are earning less than a high school graduate. Their previous research indicates that these low earnings may relate to low graduation rates and disparities in earnings by gender and race and ethnicity.

At NKU, 73% of students are earning more than their counterparts who only graduated high school. When compared to other Kentucky four-year public schools, the median was 70%. NKU's performance was in the top half of the state for public four-year institutions and in the top half of the country for four-year institutions.

When looking at median earnings for NKU students, 10 years after entering NKU in a bachelor's degree program is close to \$45,000, which is nearly 9% more than the median 10-year earnings for all four-year Kentucky public institutions.

Furthermore, for newly entering Kentucky freshmen, NKU has an average annual cost that is more than 30% lower than the median net price for the other Kentucky public four-year institutions, and more than 50% lower than the median cost for all national public four-year institutions.

NKU has long asserted that having a college degree is worth the investment in the long run. Now we have data as our foundation.

### **Legislative and Budget Updates**

Earlier today, the Board heard a legislative affairs update. We will keep the campus informed about developments in the Kentucky General Assembly Session and how NKU's priorities are faring. The time to present new bills has passed, but there can always be last minute changes. This year's legislative session is slated to end on or around April 14.

### **Academic Affairs**

Provost Matt Cecil, has been selected in a new class of 22 provosts to participate in the 2021–22 cohort of the Student Success Institute for Provosts, a leadership development program tailored to the distinctive needs of experienced provosts. This institute is organized by the American Association of State Colleges and Universities (AASCU). As part of this group, Dr. Cecil will have the opportunity to build a strong and supportive network of peers, learn from leading experts in the field, and develop critical skills for facilitating change on NKU's campus.

The Steely Library has joined the Association of College and Research Libraries' Diversity Alliance. The Alliance Membership gives Steely the opportunity to collaborate with other academic and research libraries to help diversify and enrich the library profession. As a member of the Diversity Alliance, Steely Library will establish a paid two-to-three-year residency program for an early career librarian from a historically underrepresented group. The library will prioritize creating a program that prepares the resident for success in academic librarianship through mentorship, networking, and hands-on library experience.

NKU was once again recognized as a Military Friendly campus by VIQTORY, a veteran-owned marketing firm. NKU received a gold award, the highest award institutions can achieve.

Rusty Mardis, in his leadership with the Veterans Resource Station, was instrumental in this achievement along with Denzil Carter, who serves as our primary certifying official on campus.

Speaking about veterans, the 2022 U.S. News & World Report ranked NKU's MBA as one of the Best Online MBA Programs for Veterans at number 88. The university's overall online MBA program has been ranked 105 in the nation this year. Last year, the program was ranked 123. That is an impressive improvement.

And lastly, Intelligent.com ranked NKU and its programs in several areas. The Construction Management program was ranked at #7 nationwide, and given the "best internships" award. Our Bachelor's in Criminal Justice online program was ranked #4 nationally in most affordable of those programs. It was also named best in the south-central region.

NKU was ranked #5 for best online colleges in Kentucky and received the "Best Small Regional Public University" award. The university also ranked #5 nationally in Best Master's in Organizational Psychology Degree programs and received the "Best Part-Time Option" award.

And NKU was ranked #6 in Best Online Bachelor's in Library Science Programs. We also received the "Best for Library Informatics" award.

### **College of Informatics**

LINK Media, the Northern Kentucky media startup that has acquired the River City News and Ft. Thomas Matters, has partnered on multiple fronts with the College of Informatics and its journalism program. LINK Media and *The Northerner* agreed to share content and collaborate on community news projects, and the company is providing *The Northerner* assistance on advertising sales.

Assistant Professor of Computer Science Nicholas Capuroso has been accepted into Kentucky's Launch Blue UAccel program to commercialize an innovation around artificial intelligence and eye-tracking. UAccel is a program designed to offer business development and learning how to commercialize their technology.

Dr. Zach Hart's Organizational Communication class was the first NKU course to be officially certified as meeting the national Quality Matter standards for online courses. This is expected to be the first of many NKU courses to be recognized in this way.

The NKU student Cyber Defense Team will be moving up to the Midwest Regional Collegiate Cyber Defense Competition to be held March 18-19. We wish them luck in this tech version of March Madness.

### **College of Arts and Sciences**

The [Martha Holden Jennings Foundation](#) awarded a grant to NKU's Center for Integrative Natural Science and Mathematics (CINSAM)—in partnership with the Clippard Family YMCA and with the support of Northwest Local School District (NWLSD). This grant will allow CINSAM to adapt the existing STEM2U program and bring it to after school programs at seven public schools in southwest Ohio.

Dr. Justin Yates, an associate professor in the Department of Psychological Science, has won an American Psychological Association Early Career Investigator Award for 2021. He will receive the award at a ceremony at the 2022 American Psychological Association meeting in August where he will also give an address at the convention.

Dr. Shamima Ahmed, a professor in the Master of Public Administration program has received a Fulbright Specialist Program award and will complete a project at the Academy of Public Administration under the President of the Republic of Tajikistan. Dr. Ahmed will exchange knowledge and establish partnerships benefiting participants, institutions, and communities, both in the United States and Tajikistan.

To celebrate Women's History Month, Chase College of Law will celebrate the 100th anniversary of its first women graduates at a luncheon on Friday.

We also have the 31 Wise Women campaign, where every day we will highlight women that are NKU faculty, staff and students. These women were nominated by the NKU Community, and you can find them online or on digital signs throughout campus.

Earlier this week, NKU held its fourth annual Making Teaching Public celebration. This was a virtual event where we offered 16 free classes. Some of the classes taught included chemistry, psychology, French Canadian literature and Hispanic drama. This annual event not only allows NKU to showcase the great work of faculty to the world, but it allows the community to get a glimpse of a college education.

NKU was chosen to receive two grants of \$200,000 to support Summer Bridge programs focused on improving college preparation and retention from the Council on Postsecondary Education. The 1<sup>st</sup> grant will cover nearly all costs this summer to administer the program to all participants (including Housing, student meals, and faculty lines). The 2<sup>nd</sup> grant was submitted by Dean Fair titled "Elevating Educators" for education students within the Summer Spark Academy, which was fully funded, as well.

### **Student Affairs**

African American Student Initiatives hosted its annual Black History Month Celebration with several events including a weekly "Chat & Chew Series" where Norse community members came together to discuss several topics pertinent to the Black community. The monthlong event culminated with keynote speaker White House Correspondent April Ryan.

The Center for Student Engagement hosted over 30 students on another alternative spring break trip. This trip was one of service in Bowling Green, Kentucky, to assist those affected by the devastating December tornadoes. The community appreciated and welcomed the service by our students. African American Student Initiatives will have its annual alternative spring break trip in May.

The University Police Department hosted a panel of six Black police officers from Northern Kentucky police departments for Black in Blue, a moderated program to provide engaging and thought-provoking discussions on the past, present, and future of law enforcement, as well as the perspective and experiences of Black police officers. There were 40+ students, staff, and faculty members in attendance at the event.

The 2022 Homecoming theme was “Fantastic Voyage: NKU Through the Decades,” and students were able to explore the theme of NKU through the 70s, 80s, and 90s with the return of class events such as helmet decorating and banner making competitions. We were also able to have two successful coronations of our 2022 Homecoming Royalty.

Each year the American College Personnel Association recognizes individuals who have made outstanding contributions with the status of Diamond Honoree. This year, Vice President for Student Affairs Dr. Eddie Howard was selected for this prestigious award as a result of his outstanding and sustained contributions to higher education and to student affairs. Please join me in congratulating him on this well-deserved recognition.

### **Office of Inclusive Excellence**

The Office of Inclusive Excellence led by Darryl A. Peal, Chief Diversity, Equity and Inclusion Officer along with Dr. Kinsey Bryant-Lees, Assistant Professor of Psychological Science, Brandon Colbert, Director of Diversity, Equity and Inclusion, Amy Danzo, Director of ALPS and Testing Services, and Dr. Cori Henderson, Associate Director, Planning and Institutional Research, submitted NKU’s Annual Diversity Report to the Council on Postsecondary Education earlier this month. This 30 page document chronicles the programs, initiatives and strategies NKU utilized to advance our diversity, cultural competency and inclusion strategies. The team reviewed 60 completed templates from the divisions that included strategies for Opportunity, Success and Impact. This narrative analyzes each strategy, provides review of success and outcomes and reports on lessons learned as a result of the implementation and review of these strategies. It should be noted that these reports are scored by the Council and failure to meet the minimum composite score, renders an institution ineligible to offer new academic programs.

### **Administration and Finance Update**

The 2022 Annual Compliance refresher course went live on February 21. This is a required training course for all employees, Board of Regents, and other persons working on campus or on behalf of NKU, as determined by the departments. The training now has additional components including Diversity, Equity and Inclusion, ADA, Drug-Free Schools policy, and Records Information Management.

NKU launched paid parental leave as of the beginning of February. The Paid Parental Leave is up to six weeks of paid leave to enable employees to support their family when there is a birth, adoption, or placement of a child. This demonstrates NKU’s commitment to both current and future employees.

### **Athletics**

On February 24, NKU athletics recognized student-athlete academic achievement at the annual Academic Recognition Night event. Student-athletes who earned a semester GPA of 3.5 or higher in spring 2021 and/or fall 2021 were honored during halftime of the men's basketball game that night. In total, 185 Norse student-athletes qualified for this recognition.

Women’s basketball finished the regular season with a 21-8 record. This is the most wins in a single season during the Division I era and the best overall record in history since the 2011-12 season. The team received the fifth seed in the Horizon League Tournament and won their first game before losing to Cleveland State in the quarterfinals.

The men's basketball team finished the regular season with a 20-11 record and received the third seed in the Horizon League tournament. The team lost a close game against Wright State in the championship game of the tournament, just missing our fourth NCAA Tournament berth in six years of eligibility. That is an incredible record of success and we are proud of both basketball teams for their accomplishments on and off the court.

The Go Norse Fund Gala, the Athletic Departments premiere fundraising event, will take place on April 30 at Ovation in Covington.

### **Presentations**

A few NKU administration members were recently asked to give presentations across the country about our experiences in higher education.

Vice President and Chief Strategy Officer Bonita Brown presented at the American Council on Education (ACE) annual meeting in San Diego earlier this month on NKU's Strategic Plan - Success by Design - as an exemplar of integrated university planning. Vice Provost for Graduate Education, Research and Outreach Samantha Langley-Turnbaugh also presented at the same conference.

At the South by Southwest EDU conference earlier this month, I had the pleasure of being invited to serve on a panel entitled "Learner Revolution – How to be truly student –centered." Joining me on the panel was Dr. Marni Baker Stein, Provost and Chief Academic Officer, Western Governors University, Cole Clark, managing director, Higher Education sector, Deloitte Consulting, and Paul Fain with Open Campus Media and formerly with Inside Higher Ed and the Chronicle of Higher Education. It was an opportunity to discuss and share what's best for students and imagine innovative faculty models with revolutionized curriculum.

### **Upcoming Events**

The first Moon Shot for Equity Convening in the region is scheduled for April 5, from 1 to 4 p.m. This virtual meeting will feature an overview of the Moon Shot initiative and guest speakers on how to use data to create equitable outcomes.

Faculty and staff from Cincinnati State Technical and Community College, Gateway Community and Technical College, Miami University and NKU will be invited to attend.

The Alumni Awards Dinner and Celebration is next Saturday. It will be at the Campus Recreation Center. We will honor six NKU alumni for their outstanding contributions to their respective fields. We welcome you all to join us.

Later today, beginning at 5 p.m., there will be a "Living with COVID" panel discussion in the Student Union ballroom to discuss the past, present, and future landscape of COVID-19, the future of vaccines and how the general public should live their daily lives. The panel will feature regional health experts and Sara Conwell, President of Staff Congress. Everyone here is welcome to attend.

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 Ben Figueroa).**

- a. Gender Neutral Restroom Renovations
- b. Mathematics Education Psychology Center Skylight Replacement
- c. Nunn Hall Air Handlers
- d. Opportunity House
- e. Replace Lake Pavers
- f. Landrum Generator Replacement
- g. Mathematics-Education-Psychology Generator Replacement
- h. Norse Hall Renovations Phase II
- i. University Police Renovation
- j. Administrative Center Electrical Switchgear Replacement
- k. Administrative Center Façade Cleaning
- l. University Center Roof Restoration
- m. University Suites Cooling Tower Replacement
- n. Callahan Boiler Replacement
- o. Arts & Sciences Dean's Office/Arts & Science Advising Center Renovation
- p. NPHC Plots
- q. Various Upgrades at Callahan Hall
- r. Roof Replacements at Kentucky Hall, Commonwealth Hall and University Suites

### **2. Research, Grants, and Contracts Report (November 1, 2021 through December 31, 2021) (Provost and Executive Vice President for Academic Affairs Matt Cecil).**

During the November 1, 2021 through December 31, 2021 time period, 8 grants were awarded. The total amount of money awarded was \$330,008. For the fiscal year 2021-22, the cumulative total number of grants awarded is 46 totaling \$6,102,265.

### **3. Fundraising Report (July 1, 2021 through February 3, 2022) (Vice President of University Advancement Eric Gentry).**

The Fundraising Report summarized fundraising resources committed from July 1, 2021 through February 3, 2022 totaling \$15,318,287 in support of the university.

### **4. Quarterly Financial Report (July 1, 2021 through December 31, 2021) (Interim Vice President of Administration & Finance/CFO Ben Figueroa).**

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

**5. Policies Report** (Provost and Executive Vice President Matt Cecil 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.

**C. Presidential Recommendations:**

**Consent Agenda Items:** A motion was made by Regent Kara Williams and seconded by Regent Aliya Cannon to approve the Presidential Recommendations as listed; C-1 through C-8. (**Motion carried**)

**1. Academic Affairs Personnel Actions:**

The following academic affairs personnel actions received approval by the Board of Regents:

**a. Faculty Appointments:**

**Michelle Abreu**, assistant professor and respiratory care program director in the School of Allied Health, College of Health and Human Services, effective March 1, 2022; **Summyji Groom**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective January 18, 2022; **Nanu Ogunyoku**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective January 18, 2022; **Brian van Pottelsberghe**, assistant professor in the Law Library, Chase College of Law, effective January 10, 2022; **Ms Nicole Ruscello**, clinical assistant professor in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective January 18, 2022. **Erica Taylor**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective January 18, 2022.

**b. Transitions:**

**Patricia Deane**, from clinical assistant professor to clinical assistant professor and MSN program director in the School of Nursing, College of Health and Human Services, effective January 18, 2022; **Karen Vietz**, from clinical associate professor to clinical associate professor and DNP director in the School of Nursing, College of Health and Human Services, effective January 18, 2022.

**c. Departures:**

**James Catchen**, assistant director, School Based Scholars, Undergraduate Academic Affairs, effective January 18, 2022; **Dayna DeFilippes**, non-tenure-track renewable lecturer/advisor in Theatre and Dance, College of Arts and Sciences, effective December 2021; **Jennifer Sharp**, associate professor in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective January 25, 2022.



**d. Phased Retirement:**

**Dr. Yushi (Boni) Li**, professor in Sociology, Anthropology and Philosophy, College of Arts and Sciences, beginning fall semester 2022 and terminating at the end of spring semester 2024; **Denise Robinson**, professor in the School of Nursing, College of Health and Human Services, beginning fall semester 2022 and terminating at the end of spring semester 2024.

**e. Retirements:**

**Angela Riley**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective June 1, 2022; **Mr. John Schlipp**, professor in the W. Frank Steely Library, effective January 14, 2022.; **Mr. Philip Yannarella**, professor in the W. Frank Steely Library, effective January 31, 2022. |

**2. Academic Affairs Reappointment, Promotion and Tenure**

The Board of Regents approved recommendations on reappointment, promotion and tenure.

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

The following categories of non-academic personnel actions which occurred between December 3, 2021 and February 10, 2022 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

**4. Faculty Emeritus:**

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

**Carol Bredemeyer**, professor in the Chase Law Library, effective July 31, 2022; **Gary Clayton**, professor in the department of Economics and Finance, Haile College of Business, effective May 2022; **Jennifer Jolly-Ryan**, professor in the Chase College of Law, effective May 2022, **John Schlipp**, professor in the W. Frank Steely Library, effective June 30, 2021, **J.C. Duke Thompson**, professor in the department of Economics and Finance, Haile College of Business, effective May 2022; **Philip Yannarella**, professor in the W. Frank Steely Library, effective June 30, 2021.

**5. Honorary Degree (Emerson Brumback)**

The Board of Regents approved that Mr. Emerson Brumback receive an Honorary Doctor of Education Degree.

## **6. Honorary Degree (Sheila Zalla)**

The Board of Regents approved that Mrs. Sheila Zalla receive an Honorary Doctor of Education Degree.

## **7. Posthumous Degree (Alexander Fish)**

The Board of Regents approved that Alexander Fish receive a posthumous Bachelor of Science Degree in Computer Science.

## **8. Posthumous Degree (Leslie (Craig) Owens)**

The Board of Regents approved that Leslie Owens receive a posthumous Bachelor of Science Degree in Construction Management.

## **9. Tuition Recommendation**

The Board of Regents approved the tuition for the 2022-23 academic year at the rates proposed in the Authorized Schedule of Tuition.

Interim Vice President for Administration and Finance/CFO Ben Figueroa presented the recommendation to the Board.

**Motion:** A motion was made by Regent Norm Desmarais and seconded by Regent Michael Baranowski to approve Presidential Recommendation C-9.

## **10. Naming Recommendation**

The Board of Regents approved the following naming actions:

1. The naming of an indoor tennis facility in recognition of a gift to the NKU Foundation and the Department of Athletics. The gift will support all aspects of the design and build of the facility. "Reynolds Family Tennis Center"
2. The naming of an endowed scholarship to support undergraduate students displaying financial need who are majoring in biological sciences and show interest or experience in outreach and education in biology. "Robert Kues Memorial Scholarship"
3. The naming of a scholarship to support a graduate or undergraduate student majoring in economics or an economics-related major or a fellow working in the Center for Economic Analysis and Development (CEAD) at NKU. "James F. West, Jr. Economic Development Scholarship"
4. The naming of Business Academic Center 368A in recognition of the donor's support of the Haile College of Business Dean's Fund. "Sandra W. Easton Conference Room"
5. The naming of an endowed scholarship to support Track and Field/Cross Country student-athletes who are good teammates, are involved in community service, and are in good academic standing. "Mark Dulaney Memorial Cross Country Scholarship"
6. The naming of a scholarship to support students in the Haile College of Business who have maintained a cumulative GPA of 3.0+, are a sophomore, junior, or senior, and are involved in one of the following: National PanHellenic Council, NKU ROCKS, Black

Business Association, Haile Ambassadors, or Women in Business. “Student Leader Scholarship”

7. The naming of a fund to advance the work of the Student Mental Health Initiative and the Mental Health Advisory Group. “Ashish and Nita Vaidya Fund for Mental Health and Student Engagement”

#### **11. Major Gifts Acceptance:**

The Board of Regents accepted contributions totaling **\$7,987,736** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period December 1, 2021 through February 3, 2022.

Vice President for University Advancement Eric Gentry presented recommendations C-10 and C-11 to the Board. He was joined by Judith Daar, Chase College of Law Ambassador Patricia L. Herbold Dean and Professor of Law, and Bruce Lunsford, Chase College of Law Distinguished Alumni. Dean Daar introduced Mr. Lunsford, who addressed the Board regarding his \$3 million gift to expand the W. Bruce Lunsford Academy for Law, Business + Technology.

**Motion:** A motion was made by Regent Elizabeth Thompson and seconded by Regent Rich Boehne to approve Presidential Recommendations C-10 and C-11. **(Motion carried by unanimous vote).**

#### **D. Executive Session:**

Regent Cori Henderson seconded Regent André Ward’s motion to enter into executive session pursuant to KRS 61.810(1) (c). **(Motion carried)**

At 2:48 p.m. Executive Session concluded and the regular meeting was reconvened.

At 2:49 p.m., Regent Rich Boehne seconded Regent Michael Baranowski’s motion to adjourn. **(Motion carried)**

*Signature On File*

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**Tammy Knochelmann**  
**Executive Assistant to the President and**  
**Secretary to the Board of Regents**

I, Normand Desmarais, Vice Chair 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 March 16, 2022, and that such matters are still in force and effect.

*Signature On File*

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**Normand Desmarais**  
**Vice Chair of the Board of Regents**