



Northern Kentucky University
Board of Regents Materials

November 19, 2025

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AGENDA
Northern Kentucky University

Board of Regents Meeting
NKU, Student Union 107A – Wednesday, November 19, 2025 – 8:30 a.m.
This meeting will be conducted as a video teleconference pursuant to KRS 61.826.
As a courtesy, the meeting will be live-streamed for our campus community.

8:30 a.m.

I. Call to Order

II. Roll Call

III. Approval of Minutes

1. Approval of the July 22, 2025, Retreat Minutes (as amended)
2. Approval of September 17, 2025, Regular Board Meeting Minutes

IV. Board Recommendations

A. Board Action Items

1. Consideration of Bylaws Revision
2. Consideration of Presidential Evaluation and Incentive

V. Committee Reports

1. Audit, Risk & Compliance Committee Summary (Smith)
2. Executive Committee Summary (Smith)
3. Budget & Finance Committee Summary (Zapp)
4. Student Success & Academic Affairs Committee Summary (Himes)

VI. President's Report (Short-Thompson)

VII. University Reports & Discussion

1. FY25 Audit Results (Calvert)
2. FY26 Budget Update (Calvert)
3. Enrollment Snapshot (Padgett)
4. Legislative Priorities (Gentry, Sand)

VIII. Information Items

B. Presidential Reports & Discussion

1. Facilities Management Report (Calvert)
2. Research Grants/Contract Report (July 1, 2025, through August 31, 2025) (McGill)
3. Fundraising Report (July 1, 2025, through September 30, 2025) (Gentry)
4. Policy Report (Garber)
5. Quarterly Financial Report (Calvert)

IX. Consent Agenda

C. Presidential Recommendations

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Major Gifts Acceptance
4. *Naming Recommendations
5. *Athletics Opt-In
6. *Capital Projects: Kentucky Hall Façade Restoration
7. *2026-2028 Capital Budget Request
8. *Non-Discrimination Policies
9. *Voluntary Separation Program
10. *HB424: Faculty Productivity Requirements
11. *LaunchNKY Center

X. New Business/Discussion

XI. Executive Session

XII. Adjourn

**Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Tammy Knochelmann in the Office of the President, (859) 572-5191, by 2 p.m., Monday, November 17, 2025).*

Persons or groups wishing to address the Board must submit a public participation request form to Tammy Knochelmann (knochelmann@nku.edu) in the Office of the President by 12:00 p.m., Friday, November 14, 2025. Requests will be taken on a first-come, first-served, basis.

**Board of Regents Retreat
Northern Kentucky University
Student Union 302
July 22, 2025**

This meeting was conducted as a video teleconference pursuant to KRS 61.826.

In Open Session

Regent Nathan Smith, Chair, called the Board of Regents Retreat to order at 3:07 p.m., Tuesday, July 22, 2025, and asked Tammy Knochelmann, Secretary to the Board of Regents, to call roll.

Roll Call: The following members of the Board were present: Shea Conley, Cori Henderson, Ashley Himes, Collin Jarrell, Nathan Smith, Sandra Spataro, Kara Williams (joined virtually), and Brad Zapp

Ms. Knochelmann confirmed that a quorum was present.

Oath of Office:

Bracken County Judge Executive Tina Teegarden administered the oath of office to the newly elected Student Regent, Collin Jarrell. Regent Jarrell swore to uphold all stipulations of the oath and faithfully execute, to the best of his ability, the duties of Regent of Northern Kentucky University according to law.

Election of Board Officers:

Chair

- Chair Smith called for nominations for the office of Chair.
- Regent Brad Zapp nominated Nathan Smith. Regent Debbie Wulfeck seconded the nomination.
- Hearing no further nominations, Chair Smith closed the floor and called for a vote.

Final Vote: Motion carried unanimously.

Vice Chair

- Chair Smith called for nominations for the office of Vice Chair.
- Regent Brad Zapp nominated Kara Williams. Regent Ashley Himes seconded the nomination.
- Hearing no further nominations, Chair Smith closed the floor and called for a vote.

Final Vote: Motion carried unanimously.

Secretary

- Chair Smith called for nominations for the office of Secretary.
- Regent Brad Zapp nominated Ashley Himes. Regent Sandra Spataro seconded the nomination.
- Hearing no further nominations, Chair Smith closed the floor and called for a vote.

Final Vote: Motion carried unanimously.

Presidential Recommendation:

Regent Brad Zapp seconded Regent Sandra Spataro's motion to approve Item A-1: Edits and Clarifications to the Tuition, Fees, and Service Charges, originally adopted by the Board on June 11, 2025. Previously, the Board had approved the Housing, Food Service, and Service Charges for the 2025–26 academic year at its meeting on February 26, 2025, and then again approved Tuition, Fees, and Service Charges at its meeting on June 11, 2025.

Final Vote: The motion passed with eight votes in favor and one against; the dissenting vote was cast by Regent Collin Jarrell.

Opening Remarks:

President Short-Thompson gave welcome remarks and provided a brief outline of the retreat agenda.

The Board received presentations on the following topics, followed by discussion and questions:

Athletics Update - Presented by: Christina Roybal, Darrin Horn, and Jeff Hans

- Vice President Roybal shared updates on recent NCAA changes and developments related to Name, Image, and Likeness (NIL).
- Men's Basketball Coach Darrin Horn and Women's Basketball Coach Jeff Hans offered their insights on the impact of NIL on student-athletes and athletic programs.
- VP Roybal provided a report on season ticket sales and outlined strategies to enhance attendance at athletic events.
- She also presented updates on the launch and progress of new sports programs.

Norse Neighborhood Update – Presented by Grant Garber¹

- *Vice President Garber provided an update on the Clearview Drive Norse Neighborhood project.*

Adjourn:

At 5:30 p.m., Regent Sandra Spataro seconded Regent Brad Zapp's motion that the Board go into recess until 9:00 a.m., Wednesday, July 23, 2025. **(Motion carried)**

I, Ashley Himes, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat meeting held on July 22, 2025, and that such matters are still in force and effect.

Signature On File

Tammy Knochelmann
Executive Assistant to the President &
Secretary to the Board of Regents

Signature On File

Ashley Himes
Secretary of the Board of Regents

¹ As amended: Added Recap of Norse Neighborhood Update in the presentations to the Board section.

Signature on File

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

Signature on File

**Ashley Himes
Secretary of the Board of Regents**

I, Ashley Himes, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing as amended is a true copy of the minutes of the retreat meeting held on July 22, 2025, and that such matters are still in force and effect.

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF REGENTS
OF NORTHERN KENTUCKY UNIVERSITY
Wednesday, September 17, 2025**

In Open Session

Call to Order: Regent Nathan Smith, Chair, called the regular meeting of the Board of Regents to order at 9:04 AM on Wednesday, September 17, 2025, and requested Tammy Knochelmann, Secretary to the Board of Regents, to call the roll.

Roll Call:

Present: Shea Conley, Cori Henderson, Ashley Himes, Collin Jarrell, Greg Mecher, Nathan Smith, Sandra Spataro, Kara Williams, Brad Zapp

Absent: Regent Grooms

Ms. Knochelmann confirmed that a quorum was present.

Approval of Minutes:

Regent Williams moved to approve the minutes from the June 11 2025 Board of Regents meeting. Regent Jarrell seconded the motion. **The motion carried**

Regent Williams moved to approve the minutes from the Board of Regents Retreat held on July 22-23, 2025. Regent Spataro seconded the motion. **The motion carried**

Welcome

Chair Smith welcomed the following new Regents: Victoria Grooms, Collin Jarrell, Greg Mecher, and Debra Wulfeck.

Oath of Office

Chair Smith administered the oath of office to newly appointed Regent Greg Mecher, who affirmed his commitment to uphold the stipulations of the oath and to faithfully execute, to the best of his ability, the duties of Regent of Northern Kentucky University in accordance with the law. Chair Smith also reported that he had previously administered the oath of office to newly appointed Regent Victoria Grooms during the Board Dinner.

Regent Emeritus Recognition

Chair Smith reported that the Regent Emeritus Standing Committee had unanimously recommended that Mr. Rich Boehne be awarded the distinction of Regent Emeritus. He noted that this honorary title is reserved for former Board members whose service and dedication have significantly advanced the mission of Northern Kentucky University.

Chair Smith then read the following statement of recognition:

"I am pleased to share today that we have a unanimous recommendation from the Regent Emeritus Standing Committee that Mr. Rich Boehne be awarded the distinction of Regent Emeritus, a title reserved for former Board members whose service and dedication have significantly advanced the mission of Northern Kentucky University. Rich, a 1981 alumnus of NKU, has significantly impacted the university through his dedicated service on the Board of Regents, providing strategic leadership during pivotal moments in NKU's history. Beyond his

board responsibilities, Rich's philanthropic efforts, including substantial donations to support first-generation students and the establishment of the LIFT Scholars Program, have left a lasting legacy on the institution. His commitment to education and community development exemplifies the values NKU upholds. We extend our heartfelt gratitude to Rich for his unwavering dedication and service to NKU."

Chair Smith called for a motion to approve the awarding of Regent Emeritus status to Mr. Rich Boehne.

Regent Kara Williams moved to award Regent Emeritus status to Mr. Rich Boehne. Regent Debbie Wulfeck seconded the motion. **The motion carried unanimously.**

Confirmation of Board Committee Appointments:

Chair Smith confirmed the following new committee appointments for the 2025-26 term, effective September 15, 2025:

- Regent Victoria Grooms to the Student Success and Academic Affairs Committee.
- Regent Greg Mecher to the Audit Risk and Compliance Committee and the Budget and Finance Committee.

Committee Meeting Summaries:

Regent Nathan Smith, Chair of the Executive Committee, presented a summary of the meeting held on September 16, 2025.

Regent Brad Zapp, Chair of the Budget and Finance Committee, presented a summary of the meeting held on September 15, 2025.

Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee, presented a summary of the meeting held on September 16, 2025.

President's Report:

Thank you, Chair Smith. I want to begin by offering a warm welcome to our newest regents—Victoria Grooms and Greg Mecher. We are eager to utilize your experiences and expertise to continue to improve NKU today and build for an even better future. For Greg, this is the second time that he has served on the Board of Regents. Greg first served as a student regent in 1998-99 and we are happy to welcome him home to continue to serve his alma mater.

Two years ago this week, I was selected as president—what a whirlwind these years have been. When we look at the positive changes we have led together, it's remarkable what we've accomplished. As an institution, we are markedly healthier than we were in 2023.

As is my tradition, I'll provide updates and context for the presidential priorities I'm leading and then conclude with a mission moment video. You'll recall that my five priorities are driving strategic enrollment management, improving our finances, leading the modernization of infrastructure and policies, strengthening our campus community, and bolstering NKU's regional engagement.

First, I am delighted to provide a variety of strategic enrollment management updates. Over the last couple of years, the SEM task force has created a multi-year plan and set of recommendations that are producing results. For example, we've seen positive results from the direct admit program and the simpler 3 states/1 rate tuition structure. Our first-time full-time student enrollments are higher than last year's—when we increased our first year class by a

whopping 17%. This enrollment number is the most critical one financially as their enrollments endure the longest and with the greatest auxiliary utilization. Additionally, we've seen increased enrollments in our Chase College of Law and our online undergraduate enrollments as well.

However, as has been the case nationally, adult learner enrollments have slowed a bit—at this moment in our first seven-week term, our graduate student enrollments are suppressed, yet we anticipate more enrollments in our subsequent five- and seven-week terms. We also have fewer transfer students this fall, year over year. Additionally, our international student enrollment numbers have decreased like other universities across the country. Put simply, this has been the choppiest enrollment season I've experienced; however, all-in-all we are within under 1% of our enrollment projections. I am amazed by the hard work of our team in recruiting students, packaging financial aid, advising and more as we've processed thousands of students in the last few months, especially those students who arrived later than typical to join us. As evidence of that, we registered 870 students in the last seven days before school started! I offer all of my colleagues our sincere thanks for their incredible work in planning and executing to perform as well as we have.

Without question, the headwinds in higher education are formidable—the combination of external contextual factors inside and outside of the higher education industry have resulted in significant noise and turbulence this year. The competition within higher education is intense. Flagship and Research I institutions in this region and state have demonstrated an appetite for enrollment growth to generate revenue and their acceptance rates are higher than ours; yet we know that NKU is better equipped to serve these students and, as a result, I predict that we will likely see increased transfer students to NKU in the upcoming months and years. We will be ready for them and ensure that they succeed here at NKU.

Community college enrollments have also risen steadily since 2020. Regional community colleges are up 9-13%. Why? As we've said before, a number of Americans question the value of a four year education, despite the clear evidence that higher education is financially and socially valuable. Moreover, there has been a national narrative pushing trade and technical schools, which have their place and role to play in our economy. Of course, many community college students transfer to complete four-year degrees here at NKU, making their educational paths even more affordable. I'm really pleased with how our faculty in Informatics and Business have worked with Gateway faculty and leaders to ensure smooth and efficient transfer pathways from Gateway to NKU. We need to align each program to ensure our transfer students' success here. I am delighted with the health of our community college partnerships and relationships and our P-12 superintendents and principals.

And just as one academic term's recruitment ends, another begins. The NKU undergraduate application is open for Spring 2026 and Fall 2026. I encourage the board, faculty and staff to share our message of student success and return on investment to friends and families with high school seniors, transfer students looking to return home, and adults interested in furthering their education. With the new Welcome Center now in the heart of campus and a completely redesigned visit experience, we want the region and surrounding states to know who we are and why NKU is the best option for them. Students get more than they pay for at NKU.

Second, since the \$24 million deficit, we have been focused on strengthening our finances. As you know, we have balanced our budget. You'll hear more details from our CFO Chris Calvert in a few moments but two important highlights are that we far outperformed last year's budget by nearly \$8 million. And the primary ways we've improved have been our focus on enrollment management and emphasizing the increase of our net tuition revenue. In FY 26, we have increased our net tuition revenue over \$10 million over last year. A balanced budget, positive

cash flow for the first time in five years, and a commitment to maintain a balanced budget and employee raises going forward? These are major achievements worthy of celebration. However, given the fluctuations in state funding and some choppiness in enrollments, our FY 26 budget will be tight. This will require teamwork and cost containment.

Third, we are committed to modernizing our infrastructure. As you all know, we are months into our ERP integration project and our HR/finance portion will be completed and ready by July 1, 2026. Thanks to every person who has led and served on this process. Additionally, we are midway through our new website project. I am excited about the opportunity to better communicate with our students as well as prospective students and families.

Fourth, we are working to improve and strengthen our campus community culture. The cabinet has drafted various policies to modernize our policies, as well as codify our current practices. When completed, these policies will provide employees and managers with clear guidance and tools to reflect best practices. We are currently engaged in gathering feedback and input about these 10 policies as a part of the shared governance process.

In addition, because we know that campus morale has been strained in part because of a lack of raises, we've provided across the board raises and given bonuses to our colleagues with the lowest salaries. As we build planning assumptions for our FY 27 budget, I am committed to annual raises of 3%. We will offer merit raises and set aside some funds to address compression and equity issues in our colleagues' salaries.

Fifth, we have prioritized key roles that we will play as it relates to being regionally engaged in Northern Kentucky. We are currently building a new collaboration of NKU, the Northern Kentucky Chamber of Commerce, and OneNKY Alliance. NKU will host a new civic leadership program for mid-career residents of Northern Kentucky. Starting in January, we will launch this leadership education and mentoring program that will equip participants to serve and lead in our community. This program has a new name, LaunchNKY and it will be a center for civic leadership at NKU. This program will feature our own leadership faculty across numerous disciplines and connect participants with mentors and service opportunities in our region upon completion. It's a perfect next step for Leadership Northern Kentucky graduates. The program's website, application process, and executive director will be announced at the Chamber gala on September 25. This program will be funded externally.

In addition to LaunchNKY, we are exploring new opportunities to build assets at NKU for greater P-12 academic enrichment and support structures. We hosted a week-long summer camp for River City school students this summer and intend to plan a longer camp for them to continue with us next summer.

Additionally, NKU was selected by CPE to provide training for the Kentucky Department for Community Based Services. DCBS is the Kentucky agency that provides on-the-ground family support and child and adult protection for our communities. NKU's Institute for Health Innovation received a \$2 million annually renewable contract to provide on-going work force training for all support and protection personnel across 17 counties in the northern portion of Kentucky. The IHI is currently in the process of hiring 18 full-time employees to implement this program.

We have also been engaged with our elected officials in Kentucky and nationally. As you know, we worked hard to be in compliance with HB4. Thanks to everyone who has collaborated toward that end. Our next deadline to meet relates to HB 424 and we have begun to engage the board with the details of our three faculty review processes—annual reviews, reappointment promotion

and tenure processes, and the post tenure review process—with administration’s recommendation that these review processes surpass the expectations of HB 424. Our deadline to complete this task is January 1, 2026, so the board will need to take action in the November board meeting.

As you know, the long session of the General Assembly will begin in January and we have been preparing for months. Among our priorities, we will stress the importance of increasing our institution’s base budget to achieve equilibrium with the other institutions in the state. While we are young, we have grown quickly and our per pupil funding numbers are too low and need an adjustment. In addition to requesting an equity adjustment, we will request inflationary increases to our base along with various capital investments in NKU.

Some of you may have seen that Eric Gentry, Jenny Sand, and I recently traveled to Washington, DC to meet with all members of Kentucky’s delegation. Just as it is important to work closely with our state-level officials, we are eager to work more closely with those on the federal level.

Additionally, we are eager to engage with you—we will convene here to share more information and answer questions in my presidential town hall meeting events. Our next town hall is scheduled for September 23 from 9-10:30 in this room. Mary Paula Schuh will share details about our \$300 million worth of capital projects that are planned for the next few years. This campus is undergoing significant renovation, thanks to the state’s investment in us. We will also share other updates, such as the ten policies we’ve drafted and put out for comment for 45 days. And as always, we’ll have time for your questions and ideas.

Four weeks into the academic year, I am excited about the bustle of activity on campus. I receive compliments regularly from students about our faculty and staff and how they provide superior attention and service to our students. When we carefully answer student questions, students persist. When we nurture our students’ ambitions, they persist. When we attend their shows and games, students persist. When we work to connect our students to the best opportunities and internships, they persist. This university’s community is strong in its support of our students’ persistence and success. Each action and each relationship helps our students to realize their graduation. And our students’ successes are triumphs for them, their families, our region, and for us. Our students’ stories are compelling, and to give you some examples of them and why we work, listen to the voices of three of our thousands of first-generation students in our Mission Moment video. Thank you very much.

University Reports:

Chris Calvert, Vice President of Administration & Finance and Chief Financial Officer, provided updates on Interim FY25 Year-End and Net Tuition Revenue.

Ryan Padgett, Chief Strategic Enrollment Management Officer, provided an update on enrollment, and then, along with Rebecca Hamm, Assistant Vice Provost for Student Success, provided an update on the First-Year Student Success Hub (FYSSH).

Presidential Reports:

B-1) Facilities Management Report (Vice President for Administration & Finance/CFO Chris Calvert).

- a. Herrmann Science Center Expansion
- b. Landrum Academic Center Renovation
- c. Commonwealth Center for Biomedical Excellence
- d. Fine Arts Floor Heaving/Corbett & HVAC (AP)

- e. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)
- f. Fine Arts Freight Elevator Modernization (AP)
- g. Kentucky Hall Transformer and Water Heater (AP)
- h. Campbell Hall Return Air System Upgrade (AP)
- i. Student Union Roof Restoration (AP)
- j. Underground Water Valves (AP)
- k. University Center Replace Switchgear (AP)
- l. Regents Hall Generator and Switchgear Replacement (AP)
- m. Renew/Renovate Steely Library Phase I (AP)
- n. University Center Miscellaneous Renovations (AP)
- o. Replace Road and Sidewalk Lighting (AP)
- p. Truist Arena Controls Upgrade (AP)
- q. Albright Health Center Hot Water System Replacement (AP)
- r. University Drive Garage Restoration (AP)
- s. Arena Garage Restoration (AP)
- t. Civic Center Renovation (AP)
- u. Ceramics Building Façade Restoration (AP)
- v. Maintenance Building Façade Restoration (AP)
- w. Campus Fire Alarm Panel Replacement (AP)
- x. Administrative Center Plumbing Infrastructure (AP)
- y. Steely Library HVAC Replacement (AP)
- z. Regents Hall HVAC and Lighting Replacement (AP)
- aa. Student Union Lutron Lighting System Replacement (AP)
- bb. Griffin Hall Lighting System Replacement (AP)
- cc. Tennis Court Reconstruction
- dd. Mathematics-Education-Psychology Center Elevators Modernization (AP)
- ee. Power Plant Upgrades (AP)
- ff. Northern Terrace Kitchens and HVAC System Replacement (AP)
- gg. University Suites Flooring Replacement (AP)
- hh. Mathematics-Education-Psychology Center Miscellaneous Space Upgrades (AP)
- ii. Regents Hall Restroom Renovation (AP)
- jj. Replace Campus Security Cameras (AP)
- kk. 16 Clearview and Norse Neighborhood

B-2) Research/Grants/Contracts Report (March 1, 2025 through June 30, 2025 for Fiscal Year 25) (Provost and Executive Vice President for Academic Affairs Diana McGill).

During the March 1, 2025 through June 30, 2025 time period, 26 grants were awarded. The total amount of money awarded was \$1,260,826. For the fiscal year 2025, the cumulative total number of grants awarded is 94 totaling \$15,798,467.

B-3) Fundraising Report (July 1, 2024, through June 30, 2025) (Vice President for University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2024, through June 30, 2025, totaling \$6,487,283 in support of the university.

B-4) Fundraising Report (July 1, 2025, through July 31, 2025) (Vice President for University Advancement Eric Gentry).

The Fundraising Report summarized fundraising fundraising resources committed from July 1, 2025, through July 31, 2025, totaling \$318,220 in support of the university.

B-5) Policies Report (Vice President for Legal Affairs and General Counsel Grant Garber)

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.

Consent Agenda Items:

Regent Debbie Wulfeck moved to approve the Presidential Recommendations as listed; C 1-11. Regent Shea Conley seconded the motion. **The motion carried.**

C-1) Academic Affairs Personnel Actions:

1. Administrative Appointments:

Douglas Hume, professor, Department of Sociology, Anthropology, and Philosophy and director of assessment, accreditation, curriculum, and general education, Undergraduate Academic Affairs, effective August 1, 2025.

2. Faculty Appointments:

Mary Belwood Garves, assistant teaching professor, Department of Management, Haile College of Business, effective July 28, 2025; **Jeri Gatch**, assistant teaching professor, School of the Arts, College of Arts and Sciences, effective August 11, 2025; **Madeline Gervase**, clinical assistant professor, School of Nursing, College of Health and Human Services, effective July 07, 2025; **Amanda Holthaus**, assistant teaching professor, School of Nursing, College of Health and Human Services, effective August 11, 2025; **Shauna Kinnard**, assistant teaching professor, School of Nursing, College of Health and Human Services, effective August 11, 2025; **Nicholas Meszaros**, assistant professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 11, 2025; **Sydni Morris**, assistant teaching professor, Department of Teacher Preparation and Educational Studies, College of Education, effective August 11, 2025; **Charles Myers III**, clinical associate professor, School of Nursing, College of Health and Human Services, effective July 14, 2025; **Rolanda Pace**, clinical assistant professor, School of Nursing, College of Health and Human Services, effective August 11, 2025; **Kelly Rickels**, assistant teaching professor and director of business experiences, Center for Student Excellence, Haile College of Business, effective June 2, 2025; **Julia Sebastian**, assistant teaching professor, School of the Arts, College of Arts and Sciences, effective August 11, 2025; **John Wagner**, assistant teaching professor, Department of Mathematics and Statistics, College of Arts and Sciences, effective August 11, 2025; **Justin Walsh**, associate teaching professor, School of the Arts, College of Arts and Sciences, effective August 11, 2025; **Leslie Webb**, assistant teaching professor, School of Nursing, College of Health and Human Services, effective August 01, 2025.

2. Transitions:

Nana Arthur-Mensah, from associate professor and interim chair to associate professor, Department of Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective July 1, 2025; **Holly Attar**, from associate teaching professor to teaching professor, School of the Arts, College of Arts

and Sciences, effective July 1, 2025; **Laura Boesken**, from assistant teaching professor to assistant professor, School of Nursing, College of Health and Human Services, effective August 11, 2025; **Nancy Bowers**, from associate teaching professor to teaching professor, Department of English, College of Arts and Sciences, effective August 11, 2025; **Andrea Brooks**, from pedagogy and assessment librarian to head of education and outreach services, W. Frank Steely Library, effective July 1, 2025; **Lynn Crane**, from assistant teaching professor to associate teaching professor, Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2025; **Jessica Edwards**, from visiting assistant teaching professor to assistant professor in the Department of Teacher Preparation and Educational Studies, College of Education, effective August 11, 2025; **Teressa Elliott**, from interim associate dean and professor to associate dean and professor, Haile College of Business, effective July 1, 2025; **Melissa England**, from department head for collections and discovery services to teaching and learning librarian, W. Frank Steely Library, effective June 2, 2025; **Hailley Fargo**, from interim associate dean and head of education and outreach services to associate dean, W. Frank Steely Library, effective July 1, 2025; **Heleen Giesbers**, from assistant teaching professor to associate teaching professor, Department of Biological Sciences, College of Arts and Sciences, effective August 11, 2025; **Mary Lee Glore**, from assistant teaching professor to associate teaching professor, Department of Mathematics and Statistics, College of Arts and Sciences, effective August 11, 2025; **Rebecca Hamm**, from assistant dean, Informatics Student Success and Advising Center, College of Informatics, to assistant vice provost for student success, Undergraduate Academic Affairs, effective August 4, 2025; **Brad McCombs**, from associate professor and interim associate dean to associate professor, School of the Arts; and Associate Dean, College of Arts and Sciences, effective July 1, 2025; **Danielle McDonald**, from professor, Department of Political Science, Criminal Justice, and Organizational Leadership and associate dean, College of Arts and Sciences to professor, Department of Political Science, Criminal Justice, and Organizational Leadership and vice provost of faculty affairs, instructional excellence, and online programs, effective July 7, 2025; **Alexis Miller**, from associate professor to associate professor and chair, Department of Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective July 1, 2025; **Makoto Nakamura**, from associate teaching professor to teaching professor, Department of World Languages and Literatures, College of Arts and Sciences, effective August 11, 2025; **Hardik Patel**, from assistant teaching professor to associate teaching professor, Department of Accounting, Economics, and Finance, Haile College of Business, effective August 11, 2025; **LeShauna Persley**, from assistant teaching professor to associate teaching professor, Center for Student Excellence, Haile College of Business, effective July 1, 2025; **Amy Racke**, from associate teaching professor, Department of Biological Sciences and assistant dean, College of Arts and Sciences to teaching professor, Department of Biological Sciences and assistant dean, College of Arts and Sciences, effective July 1, 2025; **Kim Roush**, from assistant teaching professor to associate teaching professor, Department of Marketing, Sports Business and Construction Management, Haile College of Business, effective August 11, 2025; **Betty Russell**, from assistant

teaching professor to associate teaching professor, Department of Chemistry and Biochemistry, College of Arts and Sciences, effective August 11, 2025; **Brad Sarchet**, from assistant teaching professor to associate teaching professor, Department of Biological Sciences, College of Arts and Sciences, effective August 11, 2025; **Christa Speights**, from assistant teaching professor to associate teaching professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 11, 2025; **Katy Tucker**, from cataloging and metadata librarian to interim department head for collections and discovery services in the W. Frank Steely Library, effective June 2, 2025; **Lindsey Walters**, from professor and interim chair to professor and chair, Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2025.

3. Part-time Tenure:

Perilou Goddard, professor, Department of Psychological Sciences, College of Arts and Sciences, effective August 11, 2025.

4. Departures:

Nick Brummer, associate professor of practice, School of Media and Communication, College of Informatics, effective May 31, 2025; **Margaret Mack**, clinical assistant professor, School of Nursing, College of Health and Human Services, effective August 15, 2025; **Anne Sahingoz**, assistant professor, School of Nursing, College of Health and Human Services, effective July 31, 2025; **Rachael Schmitz**, assistant professor, School of Nursing, College of Health and Human Services, effective July 02, 2025; **Judith Tenhundfeld**, clinical professor, School of Nursing, College of Health and Human Services, effective July 15, 2025; **Brandelyn Tosolt**, professor, Department of Educational Leadership and Advanced Studies, College of Education, effective August 15, 2025.

5. Phased Retirement:

Carol Ryan, associate professor, School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, beginning fall of 2025 and ending spring of 2027.

6. Temporary Faculty Appointments:

Reuben Bullard, CINSAM, College of Arts and Sciences, Academic Year; **Kristina Bielewicz**, CINSAM, College of Arts and Sciences, Academic Year; **Amber Carter**, CINSAM, College of Arts and Sciences, Fiscal Year; **Kristi Brock**, English, College of Arts and Sciences, Academic Year; **Lindsey Caldwell-Thomas**, English, College of Arts and Sciences, Academic Year; **Natalie Williams**, English, College of Arts and Sciences, Academic Year; **James O'Bannon**, English, College of Arts and Sciences, Academic Year; **Iliana Rosales Figueroa**, World Languages and Literatures, College of Arts and Sciences, Academic Year; **Sandra Bazzani Arrone**, World Languages and Literatures, College of Arts and Sciences, Academic Year; **Kevin Eagles**, History, College of Arts and Sciences, Academic Year; **Lynda Mercer**, Interdisciplinary Studies, College of Arts and Sciences, Academic Year; **Kathleen Quinn**, Interdisciplinary Studies, College of Arts and Sciences, Academic Year; **Chrystal Culbertson**, Mathematics and Statistics, College of Arts and Sciences, Academic Year; **Julie Reizner**, Physics, Geology, Engineering Technology, College of Arts and Sciences, Academic Year; **Becca Ewing**, Physics, Geology, Engineering Technology, College of Arts and Sciences, Academic Year; **Jason Farkas**, Political Science, Criminal Justice & Organizational Leadership, College of Arts and Sciences,

Academic Year; **Jake Cowan**, Political Science, Criminal Justice & Organizational Leadership, College of Arts and Sciences, Academic Year; **Michael Simonton**, Sociology, Anthropology, & Philosophy, College of Arts and Sciences, Academic Year; **Robert Brice**, Sociology, Anthropology, & Philosophy, College of Arts and Sciences, Academic Year; **Sevil Suleymani**, Sociology, Anthropology, & Philosophy, College of Arts and Sciences, Academic Year; **Randel Plowman**, School of the Arts, College of Arts and Sciences, Academic Year; **Josie Roebuck**, School of the Arts, College of Arts and Sciences, Academic Year; **Jeffrey Martell**, School of the Arts, College of Arts and Sciences, Academic Year; **Joy Burdette**, School of the Arts, College of Arts and Sciences, Academic Year; **John Zappa**, School of the Arts, College of Arts and Sciences, Academic Year; **Lou Setzer**, School of the Arts, College of Arts and Sciences, Academic Year; **Krista Weiss**, School of the Arts, College of Arts and Sciences, Academic Year; **Genevieve Perrino**, School of the Arts, College of Arts and Sciences, Academic Year; **Chad Greenfield**, Accounting, Economics, and Finance, Haile College of Business, Academic Year; **Danna Abu-Rashed**, Accounting, Economics, and Finance, Haile College of Business, Academic Year; **Dawn Parks**, Management, Haile College of Business, Fiscal Year; **Joan Adkins**, Management, Haile College of Business, Academic Year; **Michelle Ann Miller**, School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, Academic Year; **Paige Yeager-Faust**, School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, Academic Year; **Dawn Deem**, School of Nursing, College of Health and Human Services, Academic Year; **Megan Renee Taylor**, School of Nursing, College of Health and Human Services, Academic Year; **Leighann Rehtin**, Educational Leadership and Advanced Studies, College of Education, Academic Year; **Brandi Neal**, School of Computing and Analytics, College of Informatics, Academic Year; **Stephen Ralescu**, School of Computing and Analytics, College of Informatics, Academic Year; **Anthony Burk**, School of Computing and Analytics, College of Informatics, Academic Year; **Evan Athanasakes**, School of Media and Communication, College of Informatics, Academic Year; **Samuel New**, School of Media and Communication, College of Informatics, Academic Year; **Aaron Zlatkin**, School of Media and Communication, College of Informatics, Academic Year; **Melissa Napier**, American English Language Program, Center for Global Engagement and International Affairs, Academic Year.

C-2) Non-Academic Personnel Actions:

The following categories of non-academic personnel actions, which occurred between May 2, 2025, and August 7, 2025, 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.

C-3) Faculty Emeritus Status:

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

Irene Encarnación, teaching professor, Department of World Languages and Literatures, College of Arts and Sciences, effective June 1, 2025.

C-4) Organizational Chart Updates:

The Board of Regents approved the organizational chart, which reflects all NKU Administrative updates through September 17, 2025.

C-5) Major Gifts Acceptance:

The Board of Regents accepted contributions totaling **\$734,810.57** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period May 1, 2025, through July 31, 2025.

C-6) Naming Recommendations:

The Board of Regents approved the following naming actions:

1. The naming of a scholarship for students attending Northern Kentucky University. "Spataro Family Scholarship"
2. The naming of a fund to provide flexible, as-needed financial assistance awards to undergraduate students enrolled in the School of the Arts (SOTA) who are experiencing financial challenges that may impact their ability to remain enrolled and progress toward degree completion. "Ally Davis Memorial Student Support Fund"
3. The naming of a scholarship that will provide essential last-dollar-in scholarships to help adult and transfer students overcome financial barriers and achieve their academic and career goals. "Republic Bank Adult and Transfer Student Scholarship"
4. The naming of a scholarship that will support a student majoring in the construction management program. Preference will be given to students based on financial need and/or demonstration of leadership and sophomore or greater standing. "Spirit of Construction Scholarship"
5. The naming of a fund that will provide support for students majoring in theatre, dance, fine arts, arts, and design. Preference will go to students showing high merit and financial need. "Maggie Murphy Creative Producing Award"
6. The naming of a fund that will provide program support for a global health informatics exchange program between India and the United States. "International HealthCyber Scholars Fund"

C-7) Bucks for Brains:

The Board of Regents accepted contributions totaling **\$75,000.00** to be submitted to the state of Kentucky for matching funds through the Bucks for Brains program.

C-8) Duke Easement:

The Board of Regents approved and authorized administration to grant permanent easements to Duke Energy Kentucky, Inc., to accommodate a major pipeline replacement project in northern Kentucky.

C-9) Posthumous Degree:

The Board of Regents approved that Zach Hart receive a posthumous Associate Degree in Interdisciplinary Studies from the College of Arts and Sciences.

C-10) Posthumous Degree:

The Board of Regents approved that Dusten K. Fowee receive a posthumous Bachelor of Science degree in Computer Information Technology with a focus on Cybersecurity from the College of Informatics.

C-11) Civic Center Lease:

The Board of Regents approved a lease of the Civic Center to the Commonwealth of Kentucky, for use as a state medical examiner's office and a state police crime laboratory, and authorized initiation of the construction phase of the Civic Center renovation project.

Following the consent agenda, Chair Smith called for discussion items. Being none, he moved for the meeting to adjourn. Regent Cori Henderson seconded the motion. **The motion carried.**

The meeting was adjourned at 10:35 a.m.

Signature on File

Tammy Knochelmann
Secretary to the Board of Regents

Signature on File

Ashley Himes
Secretary of the Board of Regents

I, Ashley Himes, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the regular meeting held on September 17, 2025, and that such matters are still in force and effect.

BOARD OF REGENTS

RESOLUTION

AMENDMENTS TO BYLAWS

WHEREAS, the Board of Regents wishes to amend its Bylaws in order to delegate certain personnel decisions to the President, while reserving the Board's authority regarding faculty tenure and other faculty matters, and to make other appropriate changes; and

WHEREAS, a two-thirds vote in the affirmative is required in order to adopt amendments to the Bylaws.

BE IT RESOLVED that the Board of Regents hereby approves and adopts the amendments to its Bylaws that are reflected in the attached.

BYLAWS
BOARD OF REGENTS
NORTHERN KENTUCKY UNIVERSITY

~~Adopted on August 27,~~
~~1976~~
~~Revised: July 27, 1988~~
~~Revised: May 6, 1992~~
~~Revised: August 13, 1992~~
~~Revised: May 1, 1996~~
~~Revised: September 25,~~
~~1996~~
~~Revised: October 29, 1997~~
~~Revised: December 2,~~
~~1998~~
~~Revised: May 10, 2000~~
~~Revised: July 11, 2001~~
~~Revised: January 16, 2002~~
~~**Revised: May 14, 2003~~
~~July 23, 2014~~
~~March 18, 2015~~
~~July 17, 2019~~
~~September 12, 2023~~

ARTICLE I – Membership and Meetings

A. The governing body of Northern Kentucky University is the Board of Regents, which by statute is responsible for the effective governance of the University. (KRS 164.350)

1. Guiding Principles

- a. The Board Chair speaks for the board. No other board member, unless designated by the Chair, has this prerogative and responsibility.
- b. The Board Chair presents the board's positions, interests, policies, plans, and decisions to the public, the media, and public officials.
- c. The board's authority and influence stems from its official standing as a full board with its assigned duties and responsibilities. No individual member, other than the chair, has the authority to speak for the board. No individual member has authority to take actions or make commitments for the board. Only the collective board has authority to act, except in cases where the board expressly delegates specified authority to board committee(s).
~~e.~~
- d. All substantive issues, proposals, resolutions, plans, information, data, and inquiries come to the board through the president of the institution. The president is the chief executive officer and has delegated authority from the board, and the president's functions cannot be performed without a direct-line and primary access to the board. The president is the only professional in the institution who is accountable to the board. However, committees of the Board may communicate with designated administrative liaisons and other senior leadership as necessary to perform their

assigned functions.

- e. All efforts to circumvent the president are to be politely rejected by the board chair and the board.
- f. No board member shall make a commitment on behalf of the institution or the board.
- g. A board member shall make clear that s/he is not speaking for the board, and is not representing the board.
- h. If a board member receives questions, requests, information, or threats, which deal directly or indirectly with the purview of the president of the institution, the board member shall inform the president as soon as possible. If the matter falls within the purview of the board chair, the board member will inform the board chair as soon as possible.

B. Appointment and Removal of Board Members.

1. The Board of Regents is comprised of members who are appointed or elected as provided by KRS 164.321 and other applicable law.
2. Board members may be removed by the Governor for cause; pursuant to KRS 63.080(2) ~~or pursuant to KRS 63.080(3) or (4).~~
3. Regent Emeritus members, after selective designation, are invited as designated by the Board Chair to attend meetings and functions of the Board of Regents without voting power:
 - a. An ad hoc committee may be designated for the exclusive purpose of considering nominees for the status of Regent Emeritus designation for former members of the Board of Regents.
 - b. The ad hoc committee shall consist of the President of the University, Chair of the Board of Regents and three other Board members selected by the Board Chair.
 - c. This committee shall review nominees for Regent Emeritus status ~~with consideration to the following~~ according to the considerations described in this Section I.B.3.
 - d. The Regent Emeritus status is a distinction bestowed upon those former Board members who have demonstrated continued service, commitment and contribution to the University and the University community at such a level as to additionally distinguish them as Board members.
 - e. The Board shall recognize that this designation is the highest distinction it may bestow upon a former Board member. Therefore, Regent Emeritus consideration and designation shall be done with the utmost consideration of contributions which warrant this extraordinary recognition.

C. Meetings: Meetings of the Board of Regents shall be held in accordance with the requirements of state law and are of two kinds: regular meetings and special meetings.

1. Regular Meetings: There shall be at least four regular quarterly meetings of the Board of

Regents each year. (KRS 164.340 requires a minimum of one board meeting per calendar quarter.) These meetings shall be held on such dates and at such places for the succeeding fiscal year as the Board of Regents shall determine at its last regular meeting of the fiscal year. However, a majority of the board members may modify such meeting schedule during any fiscal year, provided the Board meets quarterly.

2. Special Meetings: Special meetings of the Board of Regents may be called by the Chair of the Board upon the written request of the President or any two Regents. The special meeting call shall be given to all Regents in writing at least two days before the meeting or as required by law.
3. Notice of Meetings: Due notice in writing of the regular meeting and of any changes in the dates, times, or places of a regular meeting shall be given by the Chair of the Board or the President in writing. All notices of special meetings shall indicate the item or items of business to be considered and shall be limited to those items.
4. Quorum: A quorum for the conduct of business shall consist of the actual physical presence of the majority of all the members of the Board of Regents. If the meeting is conducted by video teleconference in accordance with KRS 61.826, a quorum for the conduct of business shall consist of the video teleconference presence of the majority of all the members of the Board of Regents. Nevertheless, ~~a~~an affirmative vote of the majority of all members of the Board ~~shall vote is required~~ for approval of all appropriations of money, and the employment or dismissal of any faculty member. KRS 164.340.
5. Agenda: For all meetings, the Chair of the Board and President shall prepare an agenda, which shall be made available in writing to each Regent prior to the meeting. All regular meeting agenda shall include the minimum of the following:
 - a. Roll call;
 - b. Report of the President (KRS 164.460 requires a written president's report according to a schedule established by the Board); and
 - c. Quarterly financial report of the Treasurer of the Board for those regular meetings which follow the end of a quarter (KRS 164.420);.
6. Consent Agenda: Upon the concurrence of the Chair of the Board and the President, agenda items may be designated as consent agenda items in the agenda of a regular Board meeting. All items designated as consent agenda items shall be recommended for approval by a single vote by the Board of Regents without discussion of individual items. If any Regent objects to the inclusion of an item on the consent agenda, such Regent shall notify the President and the item will be voted on by separate motion.
7. Unless any Regent objects to the inclusion of an item on the consent agenda by notifying the President, all items designated as consent agenda items shall be recommended for approval by a single vote by the Board of Regents without discussion of individual items.
8. Conduct of Business: All meetings shall be conducted in accordance with the principles of procedure prescribed in Roberts' Rules of Order, as most recently amended.
9. Board members must be present in person to vote or by video teleconference if the

meeting is being conducted by video teleconference per KRS 61.826. Electronic or proxy votes will not be accepted.

10. Evaluation of Board Performance: No less frequently than every two years, the Board shall evaluate its performance. The Chair of the Board is charged with the responsibility of determining the procedure in collaboration with the Board by which such evaluations are to be conducted, subject to Board approval.
11. Open Meetings Act: All meetings of the Board of Regents and standing and ad hoc committees of the Board must be noticed and conducted in a manner consistent with the Kentucky Open Meetings Act.
12. Ethics/Conflict of Interest: A conflict of interest occurs when any Regent has existing or potential interests that compete or could compete with the interests of the University or any directly affiliated organization, or which impair or might reasonably impair such Regent's independent, unbiased judgment in the discharge of one's responsibility.
 - a. Business, Financial or Property Interests: A Regent shall avoid entering into or maintaining any business or financial interests, transactions, acquisition or sale of property interests which are or may be in conflict with those of the University.
 - b. Disclosing Confidential Information: A Regent shall refrain from using confidential information obtained as a Regent in any manner with intent to result in financial gain for self or any other person, or any other business with which the Regent is associated.
 - c. Contracts: A Regent shall avoid any personal interest, direct or indirect, in any contract for the purchase of land, buildings, supplies, or services for the University.
 - d. Gifts: A Regent shall not accept gifts or benefits from any person holding contracts for supplies or services to the University.
 - e. Disclosure: Whenever any conflict of interest appears to exist after taking the oath of office, the Regent shall immediately fully disclose that conflict to the Board Executive Committee and to the President of the University. In no event shall such disclosure be delayed longer than seventy-two hours prior to consideration of the matter by the Board.

ARTICLE II -- Duties

- A. The powers and duties conferred upon the Board of Regents to carry out the purposes of Northern Kentucky University are provided by law in the Kentucky Revised Statutes. Such powers and duties include those contained in Chapters 164 and 164A of the Kentucky Revised Statutes and any other applicable statutes pertaining to the powers and duties of corporate boards.
- B. In addition to those powers specifically listed in Chapters 164 and 164A, the Board reserves the right to exercise powers and perform duties which are permitted under other applicable law. Major powers and duties of the Board include⁵ but are not limited to the following:
 1. Delegation of authority from the Board of Regents to the President;

2. The promotion of the missions and goals of the University;
3. The adoption, observance, and evaluation of general education policies and procedures;
4. The authorization to establish or discontinue any branch, center-~~or~~, school, or institute and the presentation of such action ~~to~~for approval by the Council on Postsecondary Education and any other public agency, ~~as required by law,~~ for approval;
5. The authorization of the creation or discontinuance of degrees subject to approval of the Council on Postsecondary Education;
6. The selection of a President, Chair of the Board, Vice Chair, and Secretary, ~~and upon the recommendation of the President, the appointment of all faculty members and the appointment of such administrative officers as are deemed necessary~~;
- ~~7. The determination of the salary ranges for all faculty, administrative and other University personnel and the establishment of insurance, retirement and other programs for the benefit of faculty, administrative and other personnel;~~
- ~~8.7.~~ The establishment or discontinuance of any faculty rank;
- ~~9.a.~~ The adoption and modification of faculty personnel policies for granting governing tenure, promotion, annual performance and productivity evaluations, leaves of absence, sabbaticals ~~and the approval of promotions for administrative and faculty members,~~
- ~~10.8.~~ The establishment and approval of policies and procedures for granting tenure of faculty members similar matters;
9. ~~The regulation of government~~ adoption and discipline of modification of conduct policies applicable to students;
10. Final decisions to grant tenure to faculty, upon recommendation by the President.
11. Final decisions regarding involuntary separation and staff removal of tenured faculty and the regulation of government tenure-track faculty before the end of a specified term, upon recommendation by the President (final decisions regarding non-renewals and discipline of faculty non-reappointments are delegated to the President pursuant to Section III.B.1.d);
12. Final decisions regarding expulsion of students, upon recommendation by the President;
- ~~12.~~ 13. The approval of general policies governing student scholarships and loans;
- ~~13.~~ 14. The establishment of scholarships;
- ~~14.~~ 15. The approval of tuition charges and other fees, subject to approval by the Council on Postsecondary Education;
- ~~15.~~ 16. Upon appropriate clearances from state and or federal agencies, the issuance of revenue bonds to finance projects required by or convenient for students under its governance;

- ~~16.17.~~ The care and preservation of all property belonging to the University;
- ~~17.18.~~ Subject to the approval of the Finance and Administration Cabinet, the purchase and sale of real estate and the granting of easements;
- ~~18.19.~~ The provision for the submission of such reports and budget requests as may be required by the Commonwealth of Kentucky, ~~except for the review and approval of that the Board retains authority to approve the six-year capital plan, including modifications thereto, and the~~ biennial capital budget, ~~which the Board may delegate to the President request;~~
- ~~19.20.~~ The approval of the annual budget;
- ~~20.21.~~ The formulation and periodic revision of long-range plans;
- ~~21.22.~~ The power to govern its own members pursuant to KRS 164.350;
- ~~22.23.~~ To ensure effective management and oversight of all University related foundations consistent with Kentucky Revised Statutes, Chapters 164, 164A and 273; and
- ~~23.24.~~ Establishment or discontinuation of sport programs and major construction or substantial renovation of sport facilities, with delegation of oversight for intercollegiate athletics to the President. No less than annually, the Director of Intercollegiate Athletics shall submit to the Board of Regents a written report addressing academic, fiscal, and compliance issues of intercollegiate athletics.

ARTICLE III -- Officers

- A. The officers of the Board of Regents shall consist of the Chair, Vice Chair, and Secretary, and shall be selected annually, as required by statute, from the appointed membership of the Board.
1. Chair: The Chair of the Board shall be selected annually as provided by law. Eligible candidates are those Regents who have already served two years on the Board. The Chair may succeed him/herself for one term only. However, a past Chair may be a candidate if one full year has lapsed since last holding the position of Chair. The Chair is charged with the duty of maintaining that level of interest and activity among the members of the Board of Regents as will best contribute to the determination of broad policies, wise planning for the future, intelligent and considerate observance of the rights of the faculty and student body. The Chair shall preside at all Board of Regents meetings, unless unable to do so, in which case the Vice Chair shall preside. The Chair shall fix the order of business and shall perform such additional duties as may be imposed by statute or by the direction of the Board.
 2. Vice Chair: The Vice Chair of the Board shall act as Chair in the absence of the Chair and succeed the Chair in the event of a vacancy.
 3. Secretary: The Secretary shall perform all statutory duties, pursuant to KRS 164.450. The Secretary will attend all meetings of the Board unless excused by the Chair from doing so or unless circumstances beyond control make it impossible to attend. The

Secretary shall record all the Minutes of all proceedings and shall perform all other functions which are usual to the duties of a Secretary for the Board of Regents. The Secretary shall assist the Board in the discharge of its official duties and these duties shall, in no way, be equated with those of the Treasurer for the University.

B. The University shall have various administrative officers, two of whom are described herein because of their statutory responsibilities under Chapter 164 of the Kentucky Revised Statutes.

1. President: The President of the University shall be the chief executive and academic officer of the University. The President shall be selected by the Board for such term as the Board deems advisable, not to exceed four years. As chief executive and academic officer of the University, the President shall have those duties and powers as described below and in writing by the Board via contract and University policy.

a. The President shall be responsible for the operation of the University in conformity with the purposes and policies as determined by the Board of Regents;

b. The President shall act as adviser to the Board of Regents and shall have responsibility for recommending for consideration those policies and programs which in the President's opinion will best promote the interests of the University;

c. The President shall recommend to the Board of Regents long-range educational goals and programs and the new degrees which may be best suited to attain those goals and programs;

~~d. The President shall recommend to the Board the appointment, compensation, promotion and leaves of absence of the faculty and of other personnel as the Board may request;~~

d. The President is authorized to make and delegate personnel decisions regarding faculty that are not reserved to the Board, including those involving hiring, promotions, and modifications of appointments that do not involve a grant of tenure and those involving non-renewal and non-reappointment;

e. The President is authorized to make and delegate personnel decisions regarding administrators, staff, and other non-faculty employees that are not reserved to the Board, including those involving hiring, promotion, transfer, and separation from employment;

e.f. The President is authorized to develop a suitable organization for the effective administration of the University ~~and to designate positions and their titles,~~ subject to ratification by the Board;

~~f. The President shall be authorized to appoint, subject to subsequent ratification by the Board, an employee of the University;~~

~~g. The President shall be authorized, after consultation with the appropriate officer(s) or faculty member(s) and the affected individual, to suspend any member of the University at any time for proper cause;~~

h.g. The President shall have primary responsibility for the establishment and

maintenance of proper relationships with the alumni and the alumnae;

~~i.h.~~ The President shall at all times maintain effective relationships with the students, and shall guard and protect their best interests;

~~j.i.~~ The President shall be responsible for the discipline of students with the power to impose appropriate penalties ~~including, except that~~ expulsion of a student requires approval by the Board;

~~k.j.~~ The President shall submit to the Board of Regents, in advance of the first meeting each fiscal year, an annual report of the operation of the University for the prior year;

~~l.k.~~ The President, ~~if so delegated~~, shall review and approve a biennial budget request as required by law, subject to Board approval; and,

~~m.l.~~ The President shall perform such other duties as may be required by the Board of Regents.

2. Treasurer: Unless otherwise designated by the Board, the Treasurer shall be the University's Chief Financial Officer, who may be appointed by the President. At any time, the Board may appoint a different individual to serve as Treasurer at the pleasure of the Board. The Treasurer shall be responsible for all the funds under the control of the University and such other duties as may be delegated to the office by the Board of Regents all in conformity with KRS 164.420. Pursuant to KRS 164.330, the Treasurer shall not be a member of the Board.

C. The Chair of the Board and the President shall select a member of the President's Cabinet to serve as Executive Secretary to the Board of Regents who shall provide support in the preparation for meetings and serve as a liaison between individual Board ~~Members~~members and the President.

D. Committees: The Board performs many of its governance and oversight functions through the work of its committees, which assist the Board in gathering information, reviewing and evaluating proposals, advising the Board on relevant matters, and leveraging the expertise of its members. A committee may exercise final decision-making or approval authority only when expressly authorized to do so by the Board or these Bylaws. Each committee shall make regular reports of its discussions and activities to the Board.

The Board Chair has the authority to appoint the chairs and members of the standing Board committees described below, except for the *ex officio* positions on the Executive Committee. Standing and ad hoc committees must have at least three members and no more than five members, including the chair. All committee chair and member appointments are for one-year terms, and committee chairs and members may be reappointed for successive terms on the same committee. All committee chairs and members must be then-current members of the Board. No Regent may serve on more than two standing committees at the same time, except members of the Executive Committee may serve on two additional standing committees.

Committee appointments ordinarily will be announced shortly after election of Board officers, near the beginning of each academic year. The Board Chair may make ~~further and~~ modify committee chair and member appointments at any time in order to fill vacancies, expand the size of a committee, or for other good cause. In making committee assignments, the Board

Chair should consider Regents' areas of expertise and interest, Board and institutional needs and priorities, continuity and preservation of institutional knowledge, and the value of rotating assignments to deepen collaboration and encourage engagement by all members.

In addition to the standing committees described in this section, the Board Chair may establish temporary ad hoc committees to conduct other governance functions of the Board. The Board Chair may appoint the chairs and members of ad hoc committees, subject to the applicable requirements described in this section. The Board Chair also may appoint members of the Board to serve on the boards and committees of other entities, including the Northern Kentucky University Foundation and other affiliated entities, where those entities permit the Board or the Board Chair to designate Board members to serve in those capacities.

Unless expressly provided otherwise in these Bylaws, a quorum for the conduct of committee business shall consist of the presence of the majority of the members of the committee.

As part of their committee service, Regents are expected to engage diligently with the pertinent subject matter, communicate with administration in accordance with established protocols, and focus each committee's efforts within the scope described in these Bylaws or as otherwise directed by the Board or the Board Chair. The Board Chair is authorized to resolve instances of conflicting or overlapping committee jurisdiction with respect to particular matters. Standing committees should direct their communications with staff primarily to the administration liaison(s) identified below.

Each committee's performance should be reviewed as part of the Board evaluation process described in section I.C.10.

The standing committees of the Board are the following:

1. Executive Committee:

The Executive Committee shall consist of the Chair, Vice Chair, and Secretary of the Board. The Board Chair may appoint additional members in accordance with these Bylaws. Meetings may be called by the Board Chair or the President. The President is the primary administrative liaison to the Committee.

The Committee shall do the following:

- Oversee and review the institution's performance of its mission and strategic and administrative decision-making, as an extension of the Board's oversight in between Board meetings;
- Monitor the execution and implementation of Board directives as necessary;
- Gather information and communicate as appropriate with Regents regarding general matters of concern to the Board that are not within the designated scope of another committee;
- Assist the Board in performing its own internal self-government and self-assessment activities, periodically review these Bylaws and other Board governance documents, and advise the Board regarding proposed amendments thereto and related matters; and
- Advise the President on important institutional matters.

2. Audit, Risk, and Compliance Committee:

The Audit, Risk, and Compliance Committee shall consist of members appointed by the Board Chair, as provided in these Bylaws. Meetings may be called by the committee chair. The General Counsel and the Director of Financial and Operational Audit are the primary administrative liaisons to the Committee.

The Committee shall do the following:

- Monitor and ensure that appropriate actions are taken to address significant enterprise risks and compliance requirements, including oversight and periodic review of the institution's internal controls;
- Meet with the University's external auditor to review all financial statements and management comments and with appropriate personnel to review internal audit and compliance matters; and
- Receive the recommendation of the University's Audit Review Committee and advise the Board regarding engagement of external auditing firms.

3. Budget and Finance Committee:

The Budget and Finance Committee shall consist of members appointed by the Board Chair, as provided in these Bylaws. Meetings may be called by the committee chair. The Chief Financial Officer is the primary administrative liaison to the Committee.

The Committee shall do the following:

- Ensure the current and future financial stability of the University and the adequacy of its financial resources in light of its mission and activities;
- Evaluate and ensure the effectiveness of the institution's investment of financial resources in its strategic priorities;
- Assist the Board in its oversight and review of the institution's financial performance, operations, and risks;
- Ensure that the institution maintains accurate and complete financial records;
- Review and make appropriate recommendations to the Board regarding the University's proposed annual budgets, tuition, fees, and other charges requiring Board approval; and
- Advise the Board regarding proposed financial and business transactions that require Board approval under these Bylaws or University policy, including but not limited to significant contracts, capital projects, bond issuances, and real estate matters.

4. Student Success and Academic Affairs Committee:

The Student Success and Academic Affairs Committee shall consist of members appointed by the Board Chair, as provided in these Bylaws. Meetings may be called by the committee chair. The primary administrative liaison to the Committee will be the Provost, who will respond to Committee inquiries in coordination with other senior administrators responsible for student success, academic affairs, and campus climate and culture.

The Committee shall do the following:

- Ensure that the University is achieving excellence in performing its academic mission and in advancing student success;
- Assist the Board in its oversight of matters pertaining to the general welfare of students and to enrollment management;
- Review and support the institution's efforts to foster a positive and productive organizational culture and monitor related strategic initiatives to enhance an inclusive campus culture of lived experiences, access, engagement, and belonging that reflect the University's values;
- Ensure that overall student, staff, and faculty well-being are prioritized on campus and monitor related information and data, while avoiding undue review of individual employee personnel decisions that are within the purview of management and supervisors;
- Monitor the institution's programs that affect and contribute to student retention and persistence on campus and to their lifelong success after graduation, in both the workplace and through their contributions to society in other meaningful ways;
- Review and make appropriate recommendations to the Board regarding strategic matters and policies pertaining to academic instruction, research, tenure, and shared governance;
- Ensure that the University's academic programs and other offerings are consistent with its mission and relevant standards and are appropriate to meet the needs of students and the region;
- Monitor the University's efforts to assess the performance and effectiveness of academic programs and activities;
- Advise the Board regarding the institution's and faculty's academic freedom and efforts necessary to preserve its integrity;
- Advise the Board regarding proposals pertaining to creation, consolidation, closure, or cessation of colleges and degree programs; and
- Advise the Board regarding proposed revisions to the Faculty Handbook, Faculty Senate Constitution, Staff Congress Constitution, and the Community Standards & Student Rights document (Code of Student Conduct).

ARTICLE IV -- Indemnification

The Board of Regents hereby adopts in its entirety for the benefit of all Regents, officers (past, present and future), administrators, faculty, staff and designated volunteers, and their heirs, executors and administrators (hereinafter, the "Class"), Kentucky Revised Statute 271B.8-500, et.seq. and its amendments or replacements, on the indemnification of the Class as if the terms of said statute were herein specifically set out. It is the purpose of this Bylaw to provide that any member of the Class be afforded a legal defense and indemnification for any acts or actions taken in good faith and within the scope of the individual's official duties while on the official business of the University.

In the absence of commercial insurance coverage secured by the University, the Class shall be indemnified and be held harmless from and against all civil liabilities, including judgments, decrees, fines, penalties, expenses, fees, amounts paid in settlement or any other costs, losses (including but not limited to attorney's fees and court costs) not otherwise covered by the insurance coverage maintained by the University and arising or resulting from or in connection or association with, any threatened, pending or completed action, suit or proceeding (whether civil, administrative, investigatory or otherwise) and any appeals related thereto, under which said indemnified persons are parties or participants because of their actions or omissions performed in good faith and in any capacity during the course and in the scope of their

employment on behalf of the University, whether incurred before or after the adoption of these Bylaws, unless they are finally adjudicated to be liable for willful, wanton or malicious conduct or criminal conduct as defined by law or regulation of any state or national government. Indemnification must conform with state and federal statutes and regulations.

All requests for indemnification must be submitted in writing to the University's General Counsel. This must occur within five (5) calendar days of receipt of any court documents related to a claim against a member of the Class, or within thirty (30) calendar days of actual notice, verbal or written, of any assertion of a claim against a member of the class.

The administration is authorized to promulgate procedures that conform with this indemnification and defense policy.

ARTICLE V – Communication

- A. All communication of the University directed to the Board shall be channeled through the Office of the President. All official communications from the Board of Regents shall be similarly channeled through the Chair and copies thereof furnished to the President.
- B. ~~The~~ When appropriate, the President and General Counsel will ~~provide a regular report to the Board in executive session regarding~~ pending litigation and issues likely to lead to litigation ~~report to the Board during executive session.~~

ARTICLE VI – Minutes

All Minutes of the Board shall, after their approval by the Board, be open to inspection by any citizen; such inspection shall conform with existing statutes governing freedom of information and privacy. All Regents shall be provided with approved copies of all Minutes of their actions.

ARTICLE VII – Signature Authority

The Chair and President shall be authorized to execute in the name and on behalf of the University any instrument which may require the name of the University to be signed thereto and the Secretary shall have the authority to attest same.

ARTICLE VIII – Board Education

- A. ~~All persons appointed after May 30, 1997, shall be required to attend and~~ All new Board members must complete an orientation program prescribed by the council under KRS 164.020, as a condition of their service.
- B. The Office of the President will maintain materials related to higher education governance issues. The Board may also request expert training on pertinent governance issues at its annual retreat or as it deems necessary and appropriate.

ARTICLE IX -- Amendments

Amendments to these bylaws may be proposed by any member. An ad hoc Bylaws Committee of the Board shall review the proposed amendments and present its recommendation for full Board consideration and adoption. Amendments to these bylaws shall become effective immediately upon adoption, unless otherwise provided by the Board. Adoption of amendments shall require a vote of two-thirds of the members. The Bylaws as amended and adopted supersede

all prior Bylaws and Governing Regulations.

Revision History

<u>Adopted</u>	<u>August 27, 1976</u>
<u>Revised</u>	<u>July 27, 1988</u>
	<u>May 6, 1992</u>
	<u>August 13, 1992</u>
	<u>May 1, 1996</u>
	<u>September 25, 1996</u>
	<u>October 29, 1997</u>
	<u>December 2, 1998</u>
	<u>May 10, 2000</u>
	<u>July 11, 2001</u>
	<u>January 16, 2002</u>
	<u>May 14, 2003</u>
	<u>July 23, 2014</u>
	<u>March 18, 2015</u>
	<u>July 17, 2019</u>
	<u>September 12, 2023</u>
	<u>November 19, 2025</u>

FACILITIES MANAGEMENT REPORT

1. Herrmann Science Center Expansion

The Herrmann Science Expansion will provide additional teaching and research labs for biology, chemistry, biochemistry, physics, geology and engineering technology (EGT) in an 83,175 square foot addition on the north side of the 175,131 square foot Dorothy Westerman Herrmann Science Center. CINSAM and Kentucky Center for Mathematics will relocate to Science from Landrum. The addition will feature new labs for EGT, an anatomy and physiology lab suite, aquatics research space, geology labs and ample student engagement space. About 15,000 square feet in the existing building will be renovated. Classrooms will be reconfigured for active learning and new research space will be created for biology, chemistry and physics.

The addition is three levels with a rooftop penthouse (the existing building is four levels with a rooftop penthouse). It will connect to the existing building at each floor and features a glass and metal panel façade.

The project includes investment of \$8M in 2022-2024 Asset Preservation funds in existing Herrmann Science to replace air handlers and the atrium smoke exhaust fans, restore lab exhaust fans, and replace other key infrastructure in need of life cycle replacement.

The steel structural framing is in place. Concrete decking pours and construction of the metal stairs are underway. Site improvements completed include a section of curb and sidewalk alongside the site on Kenton Drive and construction of a new circle drop-off near Landrum. Various mechanical upgrades are planned for the break between semesters, including restoration of the air handler in the west lab wing. The next phase of office renovations, involving the first-floor offices, will begin in December.



Science Expansion (Existing Science and Campus in the Background) (Rendering provided by Omni Architects)



October 1, 2025 - Aerial Photos of Science Expansion Site from Skanska

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers/Paladin/Geotechnology

Construction Manager: Skanska

Scope: \$87,900,000

Fund Sources: \$79,900,000 (State Bonds), \$8,000,000 (2022-2024 AP Funds (86.96%) and NKU Match (13.04%))

Anticipated Completion: Summer 2027

2. **Landrum Academic Center Renovation**

This project will include a full life-cycle renovation of Landrum Academic Center, home to the departments of English; History; Sociology, Anthropology & Philosophy; IT's Media Services unit; and the Arts & Sciences Advising Center. The KY Center for Mathematics and CINSAM, currently housed in Landrum, will relocate to the Science Center expansion wing in summer 2027. World Literatures and Languages will move to the renovated Landrum from the Mathematics-Education-Psychology Center.

The renovation will result in spaces that facilitate interdisciplinary teaching and learning; support the well-being of users; create a more welcoming aesthetic; introduce more daylight into the spaces; and aid in the recruitment and retention of faculty and students.

The programming and classroom analysis process, which reconciles programmatic need with available space and budget, is complete. The design team has completed various due diligence efforts related to condition of building systems and infrastructure. The Schematic Design phase is underway.

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers

Construction Manager: TBD

Scope: \$49,000,000

Fund Sources: State Bonds

Anticipated Completion: Summer 2029

3. **Commonwealth Center for Biomedical Excellence**

The 2024 General Assembly provided funding to the Northern Kentucky Port Authority to lead development of the Commonwealth Center for Biomedical Excellence (CCBE), with the goal to relocate Chase College of Law and the UK College of Medicine's Northern Kentucky campus from NKU's Highland Heights campus to the Covington riverfront.

The Port Authority selected HDR to serve as owner's project architect. The programming process is complete and concept design is underway. The site, 11 East Rivercenter Boulevard in Covington, was announced in early October. The Port Authority has initiated the design build selection process.

Owner's Project Architect/Project Manager: HDR

Design Build Team: TBD

Scope: \$125,000,000

Fund Sources: State Bonds

Anticipated Completion: TBD

4. **Fine Arts Floor Heaving/Corbett & HVAC (AP)**

This Asset Preservation project included demolition and reconstruction of 13,000 square feet of heaved floor slab on the first floor of the Fine Arts Center; installation of a new fire alarm system; replacement of finishes in Corbett Theatre; and, total replacement of the building's HVAC system. In addition, the stage rigging system, damaged by the heaved floor, was replaced.

Fine Arts third and fourth floors re-opened at the start of the 2024 fall semester with a new HVAC system. The refurbished Corbett theatre and reconstructed Corbett stage and scene shop, and the remainder of new instructional spaces on the first floor opened in November 2024. "Original" Fine Arts second floor, "new" Fine Arts first floors, and Greaves Concert Hall areas re-opened at the start of the fall semester 2025 with a new HVAC system. Work on the 2nd and 3rd floors in the music area was completed at the beginning of October. HVAC system testing/commissioning, fire alarm related work and punch list items will continue through the fall semester and winter break.

Architect: Luminaut

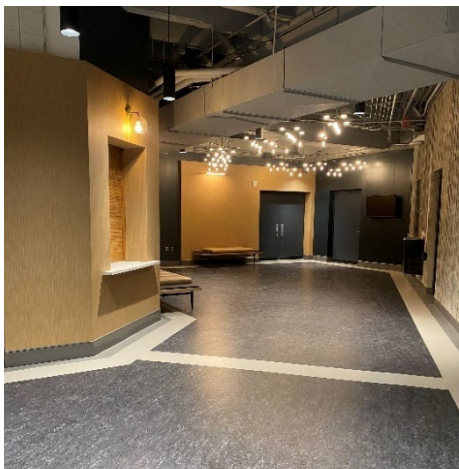
Engineers: CMTA, THP and Geotechnology (Special Inspections), Heapy (Commissioning)

Contractor: Triton Services (Construction), Beck Studios (Rigging), GBS (Low Voltage)

Scope: \$14,320,000

Fund Sources: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Completion: October 2025



View of Stauss (Black Box) Lobby



View of 1st Floor Seating Area and Dance Studio

5. **Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)**

This Asset Preservation project includes demolition and reconstruction of 11,300 square feet of heaved floor slab on the first floor of Nunn Hall. The scope also includes replacement of restrooms on all five floors, a new fire alarm system and upgrades to the HVAC system.

Chase completed a successful fundraising effort to relocate the moot courtroom from the 4th floor to the 1st floor of Nunn Hall. The courtroom will be named the Chase College Foundation Courtroom. Work is being managed as a change order to the Nunn Hall floor heaving project. The project includes seating for 100, a built-in judges' bench, jury box, judges' chambers and jury deliberation room, and will include a mix of wood finishes with full audiovisual support systems.

Renovation work on the first and second floors of Nunn Hall was completed in August. The Courtroom construction work was completed in October. Punch list work continues.

Architect: Luminaut

Engineers: CMTA, THP and Geotechnology (Special Inspections), Heapy (Commissioning)

Contractor: Triton Services, GBS (Low Voltage), M3 Technology (Courtroom AV)

Scope: \$11,628,850.57

Fund Sources: Floor Heaving, \$10,100,000 (2022-2024 AP Funds (86.96%) and NKU Match (13.04%. Courtroom: \$1,528,850.57 Dean, Chase College of Law (Design) and Chase Foundation Funds (Construction)

Completion: October 2025



First Floor Entry with Study Rooms



Second Floor Entry (Plaza Level)



Lobby Area in Front of New Courtroom



Progress Photo – New Courtroom

6. **Fine Arts Freight Elevator Modernization (AP)**

Electrical and mechanical components in the Fine Arts freight elevator are worn and misaligned, affecting reliability and consistency of performance. Modernization of the elevator is underway. Completion is expected in winter 2025-2026.

Engineer: PEDCO Engineering/IMEG

Contractor: Murphy Elevator

Scope: \$524,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Winter 2025-2026

7. **Kentucky Hall Transformer and Water Heater (AP)**

Replacement of Kentucky Hall's main pad-mounted electrical transformer and water heater are critical needs due to poor condition and signs of failure. The water heater installation is complete. The transformer replacement has been awarded to SECO. Notification of a ship-date for the transformer has not yet been received.

Contractor: SECO Electric (Transformer), Schmidt Plumbing (Water Heater)

Scope: \$135,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%) (Transformer) and NKU Bonds – Supported by Housing Bond Revenue (Water Heater)

Anticipated Completion: TBD

8. **University Center Replace Switchgear (AP)**

The switchgear in University Center, original to this 1977 building, is beyond its useful life expectancy and needs to be replaced. The equipment is on order. Delivery and installation are anticipated to occur in winter 2025-2026.

Engineer: KLH Engineers

Contractor: Mayers Electric

Scope: \$600,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Spring 2026

9. **Regents Hall Generator and Switchgear Replacement (AP)**

Regents Hall's emergency generator and switchgear are original to the building (1972) and in critical need of replacement. The generator provides essential back-up power in the event of a power outage. Generator installation is complete. The switchgear equipment is on order. Delivery and installation are anticipated to occur in winter 2025-2026.

Engineer: KLH (Switchgear)

Contractor: SECO Electric (Generator), Mayers Electric (Switchgear)

Scope: \$625,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Spring 2026

10. Renew/Renovate Stealy Library Phase I (AP)

This AP project includes replacement of the Library's generator and electrical switchgear. The generator has been installed and is complete. The switchgear is on order. Delivery and installation are anticipated to occur in summer 2026.

Engineer: KLH Engineers (Switchgear)

Contractor: Mayers Electric (Generator and Switchgear)

Scope: \$1,500,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Summer 2026

11. Replace Road and Sidewalk Lighting (AP)

This project includes replacement of end-of-life sidewalk and roadway lighting and is a follow-up to a phased campus improvement project. A number of roadway and parking lot light poles are safety concerns due to poor condition. The poles to be replaced in this phase are located near Campbell Hall, in Boothe Village, near Mathematics-Education-Psychology Center, and in various parking lots. Installation of poles continues.

Because the pole replacement bid below budget, remaining project funding will be used to replace the poor condition light bollards along the sidewalk between Mathematics-Education-Psychology Center and Business Academic Center. Bluegrass Electric was low bidder for this work. Work on bollards began summer 2025.

Engineer: KLH (Bollards)

Contractor: AnyWeather LLC (Light Poles), Bluegrass Electric (Bollards)

Scope: \$610,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Winter 2025

12. University Drive Garage Restoration (AP)

University Drive Garage is in need of restoration. The structural engineering assessment of building condition is complete. Critical repairs to several damaged post-tensioned cables will be completed prior to winter. Preparation of bid documents for completion of various priority repairs, including structural cracks, exposed rebar, waterproofing, etc. as recommended in the assessment report, will be completed this fall, with restoration work targeted to begin late next spring.

Engineer: THP

Contractor: TBD

Scope: \$1,025,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: Fall 2026

13. **Civic Center Renovation (AP)**

The former Highland Heights Civic Center will be renovated for the NKY Medical Examiner's office and NKY Crime Lab. Design work is complete. An RFP will be issued to a construction management firms for CM-GC services. The CM-GC firm will coordinate bidding shortly after the CM-GC contract is in place. The project is being managed with close involvement of Justice Cabinet staff, the Kentucky State Police and the State Medical Examiner. Lease negotiations with the Justice Cabinet are being finalized.

The project will include full replacement of the Civic Center's building systems and a small two-story addition, increasing the building size by about 6,000 gross square feet.

Architect: Luminaut

Engineer: CMTA/JQOL USA

Contractor: TBD

Scope: \$21,000,000

Fund Sources: \$3,700,000 in 2022-2024 AP Funds (86.96%) and NKU Match (13.04%);
\$17,300,000 in State Bond Funds

Anticipated Completion: Winter 2026-2027





Renderings as of April 2025

14. **Maintenance Building Façade Restoration (AP)**

The Maintenance Building's foundation leaks along the entire east side. These leaks and foundation cracks will be eliminated. This project also includes installation of two new dock levelers and replacement of four overhead garage doors.

Contractor: John Tumlin & Sons; American Façade Restoration; A&E Doors

Scope: \$250,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: Winter 2025/2026

15. **Campus Fire Alarm Panel Replacement (AP)**

This project will upgrade the campus network-based fire alarm system to current standards. EST-4 fire alarm panels will be provided for all campus buildings. This system is monitored by University Police 24x7, is 'smart' and is the latest technology for ensuring life safety. Installation work is underway in a phased building-by-building plan.

Contractor: IPS

Scope: \$1,671,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: Fall 2026

16. **Administrative Center Plumbing Infrastructure (AP)**

The vertical plumbing infrastructure in the Lucas Administrative Center is in poor condition. Accessing the plumbing chase to replace piping will require demolition of finishes in the restrooms. The restrooms will be reconstructed within the current footprint. A new single-person restroom will be added to the second and third floors, and a mothers' room will be added to the third floor. The project bid within budget. Construction will begin in December 2025 with completion in Fall 2026.

To facilitate access to plumbing chases and to meet modern IT network cable plant standards, three new data network closets were created and the building's network cabling was replaced. The IT work was completed in October.

Architect: Luminaut

Engineer: CMTA, THP

Contractor: CMTA Energy Solutions

Scope: \$4,310,000

Fund Source: \$300,000, 2022-2024 AP Funds (86.96%) and NKU Match (13.04%);
\$4,010,000, 2024-2026 AP Funds

Anticipated Completion: Fall 2026

17. Steely Library HVAC Replacement (AP)

Steely Library was constructed in 1975, with an expansion in 1994 with a total of 141,567 GSF. The replacement of the HVAC system in Steely, which is original, is critical and will be managed as part of a design-build project. CMTA Energy Solutions will serve as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement.

This project is in the bidding phase. Because of the expansive scope of work and the need to remove ceilings throughout the building to facilitate installation of new piping and equipment, Steely will be closed for the duration of construction, which will begin June 2026 and be complete spring 2027. For the duration of the building closure, Steely Library will operate from the third and fifth floors of Landrum Academic Center. To facilitate this accommodation, the English Department will relocate from Landrum to Griffin Hall.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$12,600,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: Spring 2027

18. Regents Hall HVAC and Lighting Replacement (AP)

The replacement of the HVAC system in Regents Hall, which is original to this 52-year-old, 28,726 GSF multipurpose building is critical and will be managed as part of a design-build project. The light fixtures in this building were original (1973) and in need of replacement. CMTA Energy Solutions is serving as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement. The project bid within budget.

New impact-resistant LED lighting was installed in July. Replacement of the Regents HVAC system will begin in November and be completed in January 2026.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$2,145,000 (HVAC) and \$115,000 (Lighting)

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: January 2026



New Lighting in Regents Hall

19. **Regents Hall Restroom Renovation (AP)**

Plumbing infrastructure in the public restrooms and northwest locker room will be replaced. A lengthy section of the sanitary line leaving Regents Hall will be replaced. Restrooms will be totally refreshed/rebuilt and a single-person ADA-compliance restroom will be built where a concession stand is located. This is a Design/Build project with CMTA Energy Solutions under terms of their contract with the KY Educational Development Corporation. All work to be completed by January 2026.

Contractor: CMTA Energy Solutions

Scope: \$1,290,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: January 2026

20. **Student Union Lutron Lighting System Replacement (AP)**

CMTA Energy Solutions will serve as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement. CMTA will competitively bid the work, following state procurement law. Components of the Lutron system are outdated and replacement parts are both expensive and hard to acquire. This project is in the bidding phase. Construction will be completed in June 2026.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$295,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: June 2026

21. **Griffin Hall Lighting System Replacement (AP)**

CMTA Energy Solutions is serving as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement. Griffin Hall has Lutron lighting controls supporting all educational spaces. The ballast connected to the lighting control system is a communicating ballast system that is outdated, and replacement parts are both expensive and hard to acquire. Lighting is being upgraded to LED and non-supported control components will be removed. Installation began in August and will be complete in December.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$831,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: December 2025

22. **Tennis Court Reconstruction**

Thanks to a generous private donation, the University's existing tennis court facility on Kenton Drive, which is in poor condition, will be demolished and reconstructed. Restoration is not feasible. The new courts will be constructed on a structured concrete reinforced concrete slab designed to prevent cracking. If funding permits, two to four pickleball courts will be constructed elsewhere on campus.

Project documents for tennis are complete. Negotiations are underway with Tarkett Sports Construction to manage and complete the project under terms of their Educational & Institutional Contract. Construction is expected to begin in November and be complete in summer 2026.

Architect: RossTarrant (Lexington)

Engineering: Heapy

Contractor: TBD

Scope: \$3,000,000

Fund Source: Private Funds

Anticipated Completion: Summer 2026



Rendering of New Courts



Existing Tennis Courts

23. Mathematics-Education-Psychology Center Elevators Modernization (AP)

The hydraulic elevators (2) in the Mathematics-Education-Psychology Center are at end-of-life and in critical need of modernization. This project is in the planning phase using the Omnia contract. To ensure multi-floor access, construction will be phased.

Design/Build Contractor: ThyssenKrupp

Scope: \$437,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: TBD

24. University Center Passenger Elevator Modernization (AP)

The passenger elevator in the University Center is at end-of-life and in critical need of modernization. This project is in the planning phase using the Omnia contract.

Design/Build Contractor: ThyssenKrupp

Scope: \$300,000

Fund Source: 2024-2026 AP Funds (100%)

Anticipated Completion: TBD

25. Power Plant Upgrades (AP)

NKU's Central Power Plant generates steam and chilled water. This project includes three priority upgrades due to life cycle condition: replacement of boiler #3 economizer, rebuilding compressors (rather than replace) on two chillers and full upgrades to four cooling towers.

The economizer has been installed and work on the chiller and cooling towers is underway.

Contractor: Trane, Mayers Electric, WRP & Associates, Driekast, Tower Tech
Scope: \$1,400,000
Fund Source: 2024-2026 AP Funds (100%)
Anticipated Completion: Winter 2025/2026

26. Northern Terrace Kitchens and HVAC System Replacement (AP)

This summer, kitchens were added to two “stacks” of rooms in Northern Terrace, for a total of 12 new kitchens and 18 suite units with kitchens. New kitchens are very similar to existing kitchens. The suite units were fully painted upon completion of the kitchen installation work.

Additionally, three rooftop HVAC units at Northern Terrace were at end-of-life and replacement was critical. Installation was anticipated to occur in October.

Contractor: Radius Construction; EliteAire
Scope: \$390,000 (Kitchens) and \$240,000 (HVAC)
Fund Source: 2024-2026 AP Funds (100%)
Anticipated Completion: October 2025



New Kitchen in Northern Terrace

27. Mathematics-Education-Psychology Center Miscellaneous Space Upgrades (AP)

Various space reconfigurations are anticipated to accommodate department moves, enhance student engagement areas and upgrade classrooms for today’s teaching environments. This project is in the planning phase.

Contractor: TBD
Scope: \$200,000
Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)
Anticipated Completion: August 2026

28. Albright Health Center Safety/Renewal Upgrades (AP)

This project includes repair and resurfacing of the wood floors in the main gym, the auxiliary gym, and Studios 2 and 3. The upgrades also include the repair of loose railings along the perimeter of the track on the second floor.

Contractor: TBD

Scope: \$200,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: August 2026

29. **19 Clearview and Norse Neighborhood**

The University completed the first step toward creation of Norse Neighborhood on Clearview Drive with the assignment this fall of the single-family home at 16 Clearview as a student-occupied residence to Pi Kappa Alpha. The Newman Center vacated 19 Clearview, the home adjacent to 16 Clearview, at the end of September, and this house will be converted to a student-occupied residence for spring 2026. The specific organization to be housed there is under consideration. Various minor upgrades are needed to prepare the house for occupancy.

Contractor: Multiple

Scope: TBD

Fund Source: NKU Real Property

Completion: December 2025

OFFICE OF RESEARCH, GRANTS, AND CONTRACTS REPORT

The attached report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for July 1, 2025 through August 31, 2025, for Fiscal Year 2026:

- During the July 1, 2025 through August 31, 2025, time period, **24** grants were awarded. The total amount of money awarded was **\$8,012,624.**
- For the fiscal year 2026, the cumulative total number of grants awarded is **24** totaling **\$8,012,624.**

Office of Research, Grants and Contracts (RGC)
Grants Awarded Funding: July 01, 2025 - August 31, 2025
PRELIMINARY REPORT
FY 2026

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
		<u>Department</u>			
<i>Chase College of Law</i>					
Continuation	Public Service	Chase - Instruction	Small Business and Nonprofit Clinic Online Program	Kentucky Science and Technology Corporation	\$ 50,000
<i>College of Arts & Sciences</i>					
Continuation	Basic Research	Biological Sciences	RII Track 1: NSF EPSCOR Project with UK	University of Kentucky Research Foundation	\$ 69,392
Continuation	Other	Kentucky Center for Mathematics	XQ Grant Award for Math Badging	XQ Institute	\$ 64,000
New	Applied Research	Physics, Geology & Engineering Technology (PGET)	SyncRide: Research on Self-Organizing Rail-Based Communication Platforms for Smart Passenger Transport	Kentucky Commercialization Ventures	\$ 5,000
Renewal	Other	Kentucky Center for Mathematics	FY26 Kentucky Center for Mathematics - Math Coaching	Kentucky Department of Education	\$ 1,806,983
Renewal	Public Service	Mathematics and Statistics	KYOTE 2025-2026	Self-funded	\$ 20,000
<i>College of Business</i>					
Continuation	Public Service	Management	Blue North Subgrantee Award	Blue North (State Flow Through)	\$ 56,000
New	Student Support	Center for Economic Education	Institute for Humane Studies Educational Entrepreneurship Grant 2024 - 2025	George Mason University	\$ 45,000
<i>College of Education</i>					
Renewal	Student Support	Center for Educator Excellence	SHEP Support Grant	University of Kentucky	\$ 64,942
Renewal	Basic Research	Counseling, Social Work and Leadership	SFY 26 CW Prep (CL33)	University of Kentucky	\$ 32,175
<i>College of Health & Human Services</i>					
Continuation	Student Financial Aid	School of Nursing	Nurse Anesthetist Traineeship for CHP Nurse	Health Resources and Services Administration	\$ 43,917

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
		<u>Department</u>			
New	Student Support	School of Nursing	Healthcare Training Partnership #3 - MSW (CHNK)	Kentucky Council on Postsecondary Education	\$ 100,000
New	Student Support	School of Nursing	Healthcare Training Partnership #3 - MSW (Holly Hill)	Kentucky Council on Postsecondary Education	\$ 25,000
Renewal	Other	Advanced Nursing Studies	Horseman's Wellness Center at Turfway Park 25	Kentucky Racing Health & Welfare Fund	\$ 12,900
<i>College of Informatics</i>					
New	Applied Research	School of Computing & Analytics	PawCounsel: An AI Chatbot For Pet-Health Information Validation & Curator Services	Kentucky Commercialization Ventures	\$ 10,000
New	Student Support	Research, Grants & Contracts	Northern Kentucky Edison Fellowship Program	GE Aerospace	\$ 48,651
<i>Graduate Education, Research & Outreach</i>					
Continuation	Public Service	EngageKY	AmeriCorps ATC Sites 2026	Kentucky Department of Education	\$ 80,000
Continuation	Public Service	EngageKY	AmeriCorps - Kentucky College Coaches	Americorps	\$ 1,950,026
Continuation	Public Service	EngageKY	2024 AmeriCorps Seniors Foster Grandparent Program	Americorps	\$ 449,539
Continuation	Public Service	EngageKY	KHEAA Kentucky College Coaches	Kentucky Higher Education Assistance Authority (KHEAA)	\$ 576,000
Continuation	Public Service	EngageKY	Communities Thriving VISTA	Corporation for National and Community Service	\$ 135,791
<i>Institute for Health Innovation</i>					
New	Public Service	Institute for Health Innovation	Educate NKY: NKU Summer Camp	EducateNKY	\$ 30,000
New	Public Service	Institute for Health Innovation	FY26 KYOAC Grant Award: Peer Support Rural Transportation Program	Kentucky Opioid Abatement Advisory Commission	\$ 337,308
New	Instruction	Institute for Health Innovation	DCBS CPE Bridge Training Program	KY Cabinet for Health & Family Services	\$ 2,000,000

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
		<u>Department</u>			

Total Number of Awards This Period: 07/01/2025 - 08/31/2025	24	Total Funds Awarded	\$ 8,012,624
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<i>Cumulative FY 2026</i> <i>Total Number of Awards: 07/01/2025 - 08/31/2025</i>	<i>24</i>	<i>Cumulative FY 2026</i> <i>Total Funds Awarded</i>	<i>\$ 8,012,624</i>
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REPORT: FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2025, through September 30, 2025, totaling **\$1,236,169** in support of the university.

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2026.

FY26 Fundraising Resources Through 09/30/25	
Designation	FY 2026 at 09/30/2025
Academic Affairs/Univ. Designated	\$217,957
Athletics	\$334,060
Chase College of Law	\$293,753
College of Arts and Sciences	\$180,298
College of Education	\$46,558
College of Health and Human Services	\$44,495
College of Informatics	\$100,120
Haile College of Business	\$14,808
Honors College	\$ --
Institute for Health Innov./Health Innov. Ctr.	\$1,125
Steely Library	\$1,983
Student Affairs	\$1,012
Total	\$1,236,169

POLICY REPORT

The following policies were approved by the President after completion of the process required by the Policy on Policies. The President, in consultation with the General Counsel, has determined that approval of these policies by the Board of Regents is not required per the criteria described in Policy on Policies Section G:

[C]ertain policies require approval by the Board, either because of their strategic significance or due to legal or other external requirements. Such policies include the following:

- The policy establishes or substantially modifies a major university strategic initiative;
- The policy relates directly to the Board's fiduciary responsibilities and/or performance of its governance functions;
- The policy is associated with an issue of significant institutional risk; and/or
- The policy must be approved by the Board of Regents due to legal or other external requirements.

Revisions to policies that were previously approved by the Board must also be approved by the Board, unless they are editorial or other minor revisions as defined in the Policy in Policies.

CONTRACT SIGNATURE AUTHORITY

This new policy establishes the positions with authority to sign a variety of contracts on behalf of the university. The policy supplements existing Board of Regents contract policies and adds an important new control to ensure good stewardship of university funds while creating new efficiencies in the contracting process.

DRESS CODE

This policy was revised to streamline and clarify descriptions of acceptable attire for employees and to further empower supervisors to establish and enforce related standards that are appropriate for their areas.

EMERGENCY CLOSING

This policy was revised to establish an option to continue essential university operations, including via remote work if necessary, in the event of campus closures due to severe inclement weather and other emergencies. In those cases, the President will decide whether to cancel all university operations or to shift to remote operations where feasible. Faculty retain the discretion to determine whether to cancel or modify course activities. Other revisions were adopted to clarify compensation, time-reporting, and other standards in effect when campus is closed.

FLEXIBLE WORK ARRANGEMENTS

This new policy establishes the university's rules and procedures regarding flexible work arrangements, including flextime and flexplace (remote work), for administrators, staff, and other non-faculty employees. It reaffirms the importance of sustaining a vibrant on-campus presence, especially for student-facing positions, and describes the process by which employees

and supervisors may agree to limited remote work arrangements. The policy does not apply to faculty.

HOUSING CAMPUS RESIDENCY REQUIREMENT

The revised policy modifies the exemption zone used to determine whether an undergraduate student is exempt from the on-campus housing requirement, substituting a 40-mile radius exemption zone for the previous list of exempt counties. The revised policy retains the existing requirement that all non-exempt undergraduate students live on campus for one year. Other clarifications were made regarding the process by which students may seek exemptions for other reasons.

SECURITY CAMERAS

This policy was revised to clarify the rules and standards governing installation and use of security cameras on campus, identifies the Chief of the NKU Police Department as the responsible official, and establishes new protections restricting the use of security cameras in classrooms.

NORTHERN KENTUCKY UNIVERSITY

QUARTERLY FINANCIAL REPORT

FOR THE PERIOD JULY 1, 2025 THROUGH SEPTEMBER 30, 2025

Northern Kentucky University
Quarterly Financial Report

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Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of September 30, 2025 and 2024
(in thousands)

	<u>2026</u>	<u>2025</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 102,929	\$ 96,949
Notes, loans and accounts receivable, net	13,228	17,521
Lease receivable	673	765
Other current assets	3,311	3,364
Total current assets	<u>120,141</u>	<u>118,599</u>
Noncurrent Assets		
Cash and cash equivalents	1,376	4,729
Investments	18,866	17,074
Notes, loans and accounts receivable, net	767	1,003
Lease receivable	8,742	8,726
Right to use subscription based IT agreement asset, net	15,133	4,627
Right to use lease asset, net	743	1,241
Pension prepaid future service	12,351	14,339
OPEB asset	758	823
Capital assets, net	370,494	352,899
Other noncurrent assets	584	499
Total noncurrent assets	<u>429,814</u>	<u>405,960</u>
Total assets	<u>\$ 549,955</u>	<u>\$ 524,559</u>
DEFERRED OUTFLOWS OF RESOURCES		
Bond refunding loss	\$ 674	1,025
Pension and OPEB	321	393
Total deferred outflows of resources	<u>\$ 995</u>	<u>\$ 1,418</u>
TOTAL ASSETS AND DEFERRED OUTFLOWS	<u><u>\$ 550,950</u></u>	<u><u>\$ 525,977</u></u>

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of September 30, 2025 and 2024
(in thousands)

	<u>2026</u>	<u>2025</u>
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 13,682	12,492
Unearned revenue	1,904	1,238
Subscription liabilities-current portion	2,183	456
Lease liabilities-current portion	261	116
Long-term debt-current portion	1,615	1,697
Other long-term liabilities-current portion	5,032	3,966
Total current liabilities	<u>24,677</u>	<u>19,965</u>
Noncurrent Liabilities		
Deposits	42	43
Subscription based IT agreement liabilities	12,480	3,356
Lease liabilities	437	935
Long-term debt	260,006	276,809
Other long-term liabilities	2,514	4,533
Net pension and OPEB liabilities	1,206	1,674
Total noncurrent liabilities	<u>276,685</u>	<u>287,350</u>
Total liabilities	<u>\$ 301,362</u>	<u>307,315</u>
DEFERRED INFLOWS OF RESOURCES		
Service agreements	\$ 1,533	1,833
Lease inflows	8,956	9,144
Bond refunding gain	1,653	1,862
Pension and OPEB	779	896
Total deferred inflows of resources	<u>\$ 12,921</u>	<u>13,735</u>
NET POSITION		
Net investment in capital assets	\$ 290,069	260,168
Restricted		
Nonexpendable	9,031	8,341
Expendable	8,893	13,690
Unrestricted	<u>(71,326)</u>	<u>(77,272)</u>
Total net position	<u>\$ 236,667</u>	<u>\$ 204,927</u>
TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	<u><u>\$ 550,950</u></u>	<u><u>\$ 525,977</u></u>

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Revenues, Expenses and Changes in Net Position
For the Quarters Ended September 30, 2025 and 2024
(in thousands)

	<u>2026</u>	<u>2025</u>
OPERATING REVENUES		
Student tuition and fees (net of scholarship allowances of \$32,342 in 2026 and \$23,368 in 2025)	\$ 54,448	\$ 62,453
Federal grants and contracts	541	1,015
State and local grants and contracts	787	877
Nongovernmental grants and contracts	930	954
Sales and services of educational departments	1,181	1,695
Auxiliary enterprises		
Housing and food service (net of scholarship allowances of \$566 in 2026 and \$527 in 2025)	4,897	4,527
Other auxiliaries	1,659	1,703
Other operating revenues	<u>2,991</u>	<u>2,611</u>
Total operating revenues	<u>67,434</u>	<u>75,835</u>
OPERATING EXPENSES		
Educational and general		
Instruction	25,499	23,997
Research	756	745
Public service	2,756	3,024
Libraries	2,368	2,362
Academic support	6,007	5,699
Student services	7,142	6,076
Institutional support	9,031	7,965
Operation and maintenance of plant	6,429	5,890
Depreciation and amortization	3,909	4,352
Student aid	1,159	11,704
Auxiliary enterprises		
Housing and food service	1,601	1,290
Other auxiliaries	351	346
Auxiliary depreciation and amortization	1,001	1,049
Other expenses	<u>(13)</u>	<u>25</u>
Total operating expenses	<u>67,996</u>	<u>74,524</u>
Net loss from operations	<u>(562)</u>	<u>1,311</u>
NONOPERATING REVENUES (EXPENSES)		
State appropriations	20,415	20,839
Federal grants and contracts	9,219	8,991
State and local grants and contracts	8,763	6,898
Private gifts and grants	8	84
Investment income	1,410	1,915
Interest on debt	(1,921)	(2,015)
Other nonoperating expenses	<u>183</u>	<u>40</u>
Net nonoperating revenues	<u>38,077</u>	<u>36,752</u>
Gain/(loss) before other revenues, expenses, gains or losses	<u>37,515</u>	<u>38,063</u>
Capital appropriations	2,697	842
Capital grants and gifts	<u>170</u>	<u>200</u>
Total other revenues	<u>2,867</u>	<u>1,042</u>
Change in net position	<u>40,382</u>	<u>39,105</u>
NET POSITION-BEGINNING OF YEAR	<u>196,285</u>	<u>165,822</u>
NET POSITION-END OF QUARTER	<u>\$ 236,667</u>	<u>\$ 204,927</u>

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Fiduciary Funds
Statement of Fiduciary Net Position
For the Quarters Ended September 30, 2025 and 2024
(in thousands)

	<u>2026</u>	<u>2025</u>
ASSETS		
Cash and cash equivalents	\$ 17,250	\$ 15,475
Total assets	<u>17,250</u>	<u>15,475</u>
LIABILITIES		
Accounts payable and other liabilities	<u>-</u>	<u>-</u>
Total liabilities	<u>-</u>	<u>-</u>
NET POSITION		
Restricted for:		
Individuals, organizations and other governments	<u>17,250</u>	<u>15,475</u>
Total net position	<u>\$ 17,250</u>	<u>\$ 15,475</u>

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Fiduciary Funds
Statements of Changes in Fiduciary Net Position
For the Quarters Ended September 30, 2025 and 2024
(in thousands)

	<u>2026</u>	<u>2025</u>
ADDITIONS		
In-lieu fees	\$ 1,055	\$ -
Investment income	<u>177</u>	<u>209</u>
Total additions	<u>1,232</u>	<u>209</u>
DEDUCTIONS		
Contract expense	214	239
Administrative fees	<u>63</u>	<u>-</u>
Total deductions	<u>277</u>	<u>239</u>
Net decrease in fiduciary net position	955	(30)
Net position - beginning	<u>16,295</u>	<u>15,505</u>
Net position - ending	<u>\$ 17,250</u>	<u>\$ 15,475</u>

NORTHERN KENTUCKY UNIVERSITY
Current Fund Unrestricted Revenues and Expenses/Transfers by Functional Area
For the Period from July 1, 2025 to September 30, 2025
With Comparative Prior Year Data
(in thousands)

	2026				2025			
	Original Budget*	Revised Budget**	Actual 9/30/25	% Revised	Original Budget*	Revised Budget**	Actual 9/30/24	% Revised
Revenue								
Educational and General								
Student Tuition and Fees	\$ 174,459	\$ 174,459	\$ 86,790	50%	\$ 168,691	\$ 168,691	\$ 86,891	52%
State Appropriations	68,051	68,051	20,415	30%	69,464	69,464	20,839	30%
Sales and Services	5,721	5,721	1,181	21%	5,207	5,239	1,695	32%
Other	15,037	15,037	3,688	25%	15,183	15,151	3,887	26%
Total Ed and General	263,268	263,268	112,074	43%	258,545	258,545	113,312	44%
Auxiliary Enterprises								
Revenue Sources	14,403	14,403	7,122	49%	15,886	15,886	6,615	42%
Total Auxiliary Enterprises	14,403	14,403	7,122	49%	15,886	15,886	6,615	42%
Total Revenue	\$ 277,671	\$ 277,671	\$ 119,196	43%	\$ 274,431	\$ 274,431	\$ 119,927	44%
	Original Budget*	Revised Budget**	Actual 9/30/25	% Revised	Original Budget*	Revised Budget**	Actual 9/30/24	% Revised
Expenses/Transfers								
Educational and General								
Instruction	\$ 98,163	\$ 99,116	\$ 23,715	24%	\$ 94,709	\$ 96,109	\$ 23,058	24%
Research	183	206	130	63%	253	280	118	42%
Public Service	8,065	8,279	1,145	14%	8,639	8,659	1,467	17%
Libraries	5,399	5,284	2,165	41%	5,450	5,265	2,273	43%
Academic Support	28,040	25,848	5,165	20%	27,112	25,418	5,279	21%
Student Services	24,003	23,687	5,777	24%	24,721	24,447	5,354	22%
Institutional Support	26,388	28,414	7,625	27%	23,264	24,343	6,833	28%
Oper. and maint. of plant	20,583	20,080	5,327	27%	21,222	20,885	5,147	25%
Student Financial Aid	32,774	32,438	15,261	47%	39,790	39,171	19,873	51%
Other	651	651	-	0%	1,001	1,262	-	0%
Transfers								
Mandatory: Debt Service	16,036	16,036	12,758	80%	16,048	16,048	12,631	79%
Mandatory: Other	-	-	-		-	6	6	100%
Nonmandatory	602	849	128	15%	320	636	(262)	-41%
Total Educ and General	260,887	260,888	79,196	30%	262,529	262,529	81,777	31%
Auxiliary Enterprises								
Auxiliary expenses	8,915	8,904	2,044	23%	8,902	8,892	2,081	23%
Transfers								
Mandatory: Debt service	7,598	7,598	6,807	90%	7,600	7,600	6,688	88%
Nonmandatory	200	210	10	5%	200	210	12	6%
Total Auxiliary Enterprises	16,713	16,712	8,861	53%	16,702	16,702	8,781	53%
Total Expenses/Transfers	\$ 277,600	\$ 277,600	\$ 88,057	32%	\$ 279,231	\$ 279,231	\$ 90,558	32%
Addition to (use of) net position	\$ 71	\$ 71	\$ 31,139		\$ (4,800)	\$ (4,800)	\$ 29,369	

NORTHERN KENTUCKY UNIVERSITY
Current Fund Unrestricted Revenues and Expenses/Transfers by Natural Classification
For the Period from July 1, 2025 to September 30, 2025
With Comparative Prior Year Data
(in thousands)

	2026				2025			
	Original Budget*	Revised Budget**	Actual 9/30/25	% Revised	Original Budget*	Revised Budget**	Actual 9/30/24	% Revised
Revenue								
Educational and General								
Student Tuition and Fees	\$ 174,459	\$ 174,459	\$ 86,790	50%	\$ 168,691	\$ 168,691	\$ 86,891	52%
State Appropriations	68,051	68,051	20,415	30%	69,464	69,464	20,839	30%
Sales and Services	5,721	5,721	1,181	21%	5,207	5,239	1,695	32%
Other	15,037	15,037	3,688	25%	15,183	15,151	3,887	26%
Total Ed and General	263,268	263,268	112,074	43%	258,545	258,545	113,312	44%
Auxiliary Enterprises								
Revenue Sources	14,403	14,403	7,122	49%	15,886	15,886	6,615	42%
Total Auxiliary Enterprises	14,403	14,403	7,122	49%	15,886	15,886	6,615	42%
Total Revenue	\$ 277,671	\$ 277,671	\$ 119,196	43%	\$ 274,431	\$ 274,431	\$ 119,927	44%
	Original Budget*	Revised Budget**	Actual 9/30/25	% Revised	Original Budget*	Revised Budget**	Actual 9/30/24	% Revised
Expenses/Transfers								
Salary and Wages	\$ 108,183	\$ 107,968	\$ 24,825	23%	\$ 104,235	\$ 104,428	\$ 24,103	23%
Benefits	36,319	36,234	3,989	11%	33,805	33,837	4,244	13%
Contracted Services	30,599	31,349	8,737	28%	29,653	29,697	7,820	26%
Operating/nonoperating	34,804	34,433	12,308	36%	36,186	35,852	12,268	34%
Utilities	6,575	6,575	1,348	21%	7,412	7,412	965	13%
Capital	3,388	3,388	1,626	48%	3,428	3,779	1,966	52%
Student Financial Aid	33,296	32,960	15,521	47%	40,344	39,726	20,117	51%
Debt service	23,634	23,634	19,565	83%	23,648	23,648	19,319	82%
Other transfers	802	1,059	138	13%	520	852	(244)	-29%
Total Expenses/Transfers	\$ 277,600	\$ 277,600	\$ 88,057	32%	\$ 279,231	\$ 279,231	\$ 90,558	32%
Addition to (use of) net position	\$ 71	\$ 71	\$ 31,139		\$ (4,800)	\$ (4,800)	\$ 29,369	

NORTHERN KENTUCKY UNIVERSITY
Current Restricted Fund
Schedule of Actual Revenues and Expenditures
For the Period from July 1, 2025 to September 30, 2025
With Comparative Prior Year Data

	Fiscal Year To Date 9/30/25	Fiscal Year To Date 9/30/24	Difference	Percentage Change	Fiscal Year 2025 Final
Revenues by Source					
Federal Grants & Contracts	\$ 362,744	\$ 929,937	\$ (567,193)	-61%	\$ 4,924,467
State and Local Grants & Contracts	821,012	887,917	(66,905)	-8%	6,459,680
Nongovernmental Grants & Contracts	175,372	341,179	(165,807)	-49%	1,088,443
Federal Financial Aid Programs	9,418,533	9,087,128	331,405	4%	20,181,009
State Financial Aid Programs	8,728,467	6,887,585	1,840,882	27%	18,109,430
NKU Foundation Subgrants	763,653	700,434	63,219	9%	2,975,180
Agency Subgrants	7,590	14,752	(7,162)	-49%	48,459
Total Revenues	\$ 20,277,371	\$ 18,848,932	\$ 1,428,439	8%	\$ 53,786,668
Expenditures by Function					
Instruction	\$ 329,324	\$ 304,868	\$ 24,456	8%	\$ 1,656,524
Research	647,324	626,949	20,375	3%	2,576,792
Public Service	1,444,429	1,435,871	8,558	1%	7,765,663
Libraries	13,692	5,245	8,447	161%	53,406
Academic Support	181,877	183,677	(1,800)	-1%	875,940
Student Services	286,781	266,400	20,381	8%	1,433,590
Institutional Support	302,886	285,351	17,535	6%	1,120,787
Student Financial Aid	18,477,487	16,261,704	2,215,783	14%	38,566,034
Total Expenditures	\$ 21,683,800	\$ 19,370,065	\$ 2,313,735	12%	\$ 54,048,736

NORTHERN KENTUCKY UNIVERSITY
Schedule of Bonds Payable
Through the Period Ended September 30, 2025

	<u>Date Issued</u>	<u>Maturity Date</u>	<u>Original Indebtedness</u>	<u>Outstanding Indebtedness</u>	<u>Principal Due This Fiscal Year</u>	<u>Interest Due This Fiscal Year</u>
GENERAL RECEIPTS BONDS*						
Series A 2016	05/17/2016	09/01/2027	25,765,000	6,480,000	3,095,000	232,300
Series B 2016	08/25/2016	09/01/2028	15,225,000	5,855,000	1,825,000	194,194
Series A 2019	11/12/2019	09/01/2044	37,870,000	32,550,000	1,175,000	1,085,475
Series A 2020	11/04/2020	09/01/2027	5,775,000	1,770,000	845,000	65,775
Series B 2020	11/04/2020	09/01/2027	3,440,000	1,050,000	505,000	28,575
Series A 2021	04/20/2021	09/01/2050	205,450,000	179,920,000	5,035,000	5,456,666
Series B 2021	10/21/2021	09/01/2030	5,025,000	2,975,000	540,000	94,975
Series A 2024	09/01/2024	09/01/2033	24,890,000	22,630,000	2,260,000	1,188,000
TOTAL BONDS			<u>323,440,000</u>	<u>253,230,000</u>	<u>15,280,000</u>	<u>8,345,960</u>
OTHER FINANCING ARRANGEMENTS						
Energy Mangement Lease	01/24/2019	11/24/2030	4,087,706	2,034,566	347,057	54,809
IT Equipment Financing	10/01/2023	01/01/2029	2,248,806	1,499,204	374,801	-
Athletic Equipment Financing	10/05/2023	11/01/2025	12,000	4,000	4,000	-
TOTAL OTHER FINANCING ARRANGEMENTS			<u>6,348,512</u>	<u>3,537,770</u>	<u>725,858</u>	<u>54,809</u>
TOTAL BONDS AND OTHER FINANCING			<u>\$ 329,788,512</u>	<u>\$ 256,767,770</u>	<u>\$ 16,005,858</u>	<u>\$ 8,400,769</u>

NORTHERN KENTUCKY UNIVERSITY
Schedule of Investments
As of September 30, 2025

	<u>YTD Average Balance</u>	<u>YTD Yield</u>	<u>Maturity Date</u>
State investments*			
State Investment Short Term Pool - General Receipts	\$ 42,937,438	3.70%	N/A
State Investment Intermediate Term Pool - General Receipts	18,158,895	5.19%	N/A
State Trust & Agency	<u>3,276,606</u>	0.00%	N/A
Total state investments	<u>64,372,939</u>		
Local investments**			
Bank Balances	33,440,590	4.26%	N/A
Bank Balances - Nonpooled	<u>672,612</u>	0.63%	N/A
Total local investments	<u>34,113,202</u>		
Total state and local investments	<u><u>\$ 98,486,141</u></u>		

*Invested at the state by the Office of Financial Management in investment pools.

** Excludes bond trustee accounts

RECOMMENDATION:

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

ADMINISTRATIVE APPOINTMENTS:

Peter Hoffmann, vice provost for graduate education, research, and outreach, and professor, Department of Physics, Geology, and Engineering Technology, effective August 25, 2025.

Kara Thompson, assistant dean for undergraduate students and assistant teaching professor, Informatics Student Success and Advising Center, College of Informatics, effective August 18, 2025.

FACULTY APPOINTMENTS:

Jared Brancatelli, assistant teaching professor, W. Frank Steely Library, effective October 6, 2025

TRANSITIONS:

Janel Bloch, from faculty fellow for policy and professor to professor, Department of English, College of Arts and Sciences, effective August 11, 2025.

Madeline Gervase, from clinical assistant professor to clinical assistant professor and MSN program director, School of Nursing, College of Health and Human Services, effective August 04, 2025.

DEPARTURES:

Joshua Goldstein, clinical assistant professor, School of Nursing, College of Health and Human Services, effective August 30, 2025.

Chen Jiang, assistant professor, School of Computing and Analytics, College of Informatics, effective August 11, 2025.

Kajsa Larson, professor, Department of World Languages and Literatures, College of Arts and Sciences, effective December 31, 2025.

Kami McDaniel, assistant teaching professor and head of special collections and university archives, W. Frank Steely Library, effective October 4, 2025.

Rachel Thornton, assistant teaching professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 20, 2025.

AnnMarie Vang, assistant professor, School of Nursing, College of Health and Human Services, effective October 10, 2025.

Mahdi Yazdanpour, assistant teaching professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 18, 2025.

RETIREMENTS:

Patrick Schultheis, Professor, Department of Biological Sciences, College of Arts and Sciences, effective May 8, 2026.

TEMPORARY FACULTY APPOINTMENTS:**College of Arts and Sciences**

Mathematics and Statistics	Melissa Bentley	Academic Year
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College of Health and Human Services

School of Nursing	Jamie Joy Hankins	Academic Year
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RECOMMENDATION:

That the attached non-academic personnel actions receive Board of Regents approval.

BACKGROUND:

The following categories of non-academic personnel actions which occurred between August 8, 2025 to October 9, 2025 require approval by the Board of Regents:

1. Activations/Rehires
2. Reassignments, Reclassifications, Title/Status Changes, Promotions
3. Transfers
4. Contract/Temporary/Student to Regular & Regular to Contract
5. Departures
6. Retirements
7. Administrative/Executive

ACTIVATIONS/REHIRES
08/08/25 – 10/09/25

NAME	DEPARTMENT	TITLE	EFF. DATE
Basnet, Sabina	IT – BW Business Support Group	Business Analyst	08/05/2025*
Carter, Jonoah	University Police – Field Operations	Public Safety Officer	09/08/2025
Combs, Ronald	Building Services 1 st Shift	Material Handler/Recycler	08/13/2025
Doyle, Shelby	Theatre & Dance	Costume Shop Coordinator	08/15/2025
Hughes, Laura	Institute for Health Innovations	Regional Learning Specialist	09/08/2025
Kelly, Raven	Institute for Health Innovations	Protection & Permanency Trainer I	09/02/2025
Long, Jesikah	Student Financial Assistance	Coordinator, Financial Assistance	09/02/2025
McCulloch, Kylie	Undergraduate Admissions	Admissions Counselor	07/28/2025*
Pazo Tourinho, Thomas	Men's Soccer	Assistant Coach, Men's Soccer	08/13/2025
Prather, Reba	Engage KY	Program Manager, Engage KY+	08/06/2025
Sexton, Krisinda	Institute for Health Innovations	Family Support Trainer I	09/08/2025
Spicker, Charlie	University Marketing & Communications	Sr. Multimedia Specialist	08/11/2025
Tate, Brad	Chase – Student Affairs	Director of Admissions, Law	08/11/2025
Thompson, Cindy	Institute for Health Innovations	Family Support Trainer I	09/02/2025
Torres, Madison	Advancement Operations	Asst. Director, Donor Eng. Compliance	10/09/2025
Wade, Cindy	Institute for Health Innovations	Family Support Trainer I	09/02/2025
Wildoner, Reagan	Counseling Services	Office Support Specialist	08/28/2025

REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS
08/08/25 – 10/09/25

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Bishop, Rebecca	General Accounting	Analyst, Debt & Treasury	Promotion	08/18/2025
Drouillard, Caitlin	Univ Connect & Persist	Program Coordinator	Contract to Reg.	09/01/2025
Hall, John	Student Success	Analyst, Enrollment & Degree Mgmt.	Contract to Reg.	09/01/2025
Mardis, Rusty	Veterans' Resource Station	Assistant Director	Promotion	09/01/2025
Spencer, Joshua	Facilities Mgmt. Business Office	Specialist	PT to FT	08/18/2025

TRANSFERS
08/08/25 – 10/09/25

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Bergman, Gavin	Graduate Education	Outreach & Engagement	Administrative Secretary	09/02/2025
Haller, Rachel	Norse Center for Belonging	Student Affairs	Manager, Admin. Ops.	09/22/2025

DEPARTURES
08/08/25 – 10/09/25

NAME	DEPARTMENT	TITLE	EFF. DATE
Deaton, Benny	Plumbing	Plumber	09/18/2025
Goz, Essengo	University Police	Police Dispatcher II	08/17/2025
Grant, Ricardo	Institute for Health Innovations	Managing Director	09/22/2025
Jones, Sylretta	Academic & Student Affairs	Exec. Asst/Supervisor, Provost Office Ops.	09/01/2025
Kidwell, Elizabeth	Haile College of Business	Sr. Coordinator of Admin. Operations	09/03/2025
Marksberry, Quinton	Undergraduate Admissions	Admissions Counselor	09/27/2025
Pearson, Nicholas	IT – Information Tech. Central	Senior Project Manager	10/07/2025
Sanholtz, Juliana	University Development	Prospect Researcher	10/02/2025
Schmeal, Catherine	Theatre & Dance	Coordinator	08/15/2025
Slaby, Savannah	University Housing	Coordinator, Residential Education	07/26/2025*
Sullivan, Kathleen	Research, Grants & Contracts	Sr. Administrator	08/31/2025
Theademan, Jacob	Univ Connect & Persist	Coordinator	09/11/2025
Zhang, Yao	Student Financial Assistance	Coordinator, Technical	09/01/2025

RETIREMENTS
08/08/25 – 10/09/25

NAME	DEPARTMENT	TITLE	EFF. DATE
Carr, Judy	Building Services – 1 st Shift	Custodian	10/01/2025
Kaiser, Michelle	Building Services 2 nd Shift	Supervisor, Custodial & Floor Care	08/30/2025
Myers, Cheri	IT – Enterprise Systems Group	Enterprise Application Developer III	10/03/2025

ADMINISTRATIVE/EXECUTIVE
08/08/25 – 10/09/25

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Aikman, Sarah	Business Ops. & Aux. Services	Assistant VP, Business Operations	Transfer	10/01/2025
Heil, Robert	President's Office	Executive Director, NKY Future Leaders	Rehire	09/01/2025
Hoffman, Peter	Grad. Educ., Research, Outreach	Vice Provost, Grad Ed, Research, Outreach	New Hire	08/25/2025
Meeks, Jackson	Business Ops. & Aux. Services	Director	Retirement	10/01/2025
Patton, Michael	University Housing	Director	Departure	08/01/2025*
Peal, Darryl	Chief Diversity Officer	Chief Diversity Officer & Title IX Coord.	Departure	09/01/2025

*not on previous report

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$490,200.00** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period August 1, 2025, through September 30, 2025, per the below list.

BACKGROUND:

At the March 12, 2014, Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 08/01/25 through 09/30/25 are itemized below.

Contributions of \$25,000 or more from August 1, 2025 – September 30, 2025				
Name	Gift Date	Fund Description	Amount	Gift Type
Brent Cooper	8/11/2025	LaunchNKY Center for Civic Leadership	\$33,000.00	Cash
Anonymous Donor	8/15/2025	Women's Volleyball Travel, Nutrition & Equipment Fund	\$75,000.00	Cash
Corporex Community Initiatives Fund at Horizon Community Fdn	8/15/2025	LaunchNKY Center for Civic Leadership	\$100,000.00	Cash
CHNK Behavioral Health	8/25/2025	MSW Embedded Field Courses	\$34,200.00	Pledge
Fifth Third Bank	8/25/2025	Fifth Third Scholarship	\$50,000.00	Pledge
Manuel D. & Rhoda Mayerson Foundation	8/31/2025	Mayerson Student Philanthropy Project	\$30,000.00	Cash
Gary D. Cohen	9/9/2025	Hymen A. Cohen and Gary D. Cohen Endowed Scholarship	\$100,000.00	Pledge
Mark & Andrea South	9/23/2025	Mark & Andrea South First-Generation Scholars Award	\$25,000.00	Pledge
Aly's Purpose	9/30/2025	Aly's Purpose - The Alyson Rae Von Handorf Endowed Scholarship	\$43,000.00	Cash
		TOTAL	\$490,200.00	

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (1) The naming of a scholarship for students enrolled in Salmon P. Chase College of Law. “Hymen A. Cohen and Gary D. Cohen Endowed Scholarship”
- (2) The naming of an endowed scholarship for first-generation students enrolled in at least nine credit hours with demonstrated need for financial aid who are degree-seeking within the School of Media and Communication (junior standing or higher with a GPA of 3.00 or above). “Mark & Andrea South First-Generation Scholars Award”
- (3) The naming of an endowed student research scholarship for students with a faculty mentor or sponsor and working on a proposed interdisciplinary research project with a significant emphasis in the Humanities. “Bob Wallace Student Research Scholarship in the Humanities”
- (4) The naming of a new courtroom being constructed on the first floor of Nunn Hall for the Salmon P. Chase College of Law. “Chase College Foundation Courtroom”

BACKGROUND:

NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.

After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

- (1) The university received a gift that will support a scholarship for students enrolled in Salmon P. Chase College of Law. The scholarship shall be awarded annually to a student who: (1) has academic promise, (2) is enrolled in the evening division, and (3) received an undergraduate degree at least five years before matriculating as a first-year student at Chase College of Law. In addition, there shall be a preference for a student who received an undergraduate degree at least 10 years before matriculating as a first-year student at Chase College of Law, and/or a preference for a student who is an Indiana resident.

Donor: Gary D. Cohen

Naming Gift: \$100,000

Naming Recognition: Hymen A. Cohen and Gary D. Cohen Endowed Scholarship

Gary D. Cohen graduated from Chase College of Law in 1978. He is the managing member of Garmar Ventures LLC, a theatrical investor and production entity which has been a part of numerous feature films, documentaries and worldwide stage and event projects. He has received a Tony Award and London’s Laurence Olivier Award, and he has received multiple other Tony nominations. Gary was an undergraduate theater major at Indiana University before attending Chase College of Law. Garmar Ventures LLC is shared in ownership with his wife and producing partner Marlene Cohen. Previously, Gary retired from his role as executive vice president, general counsel, and secretary for Finish Line, Inc., an athletic shoe and apparel company in Indianapolis. At Chase, Gary has been a member of the Chase Board of Visitors, a Founding Partner of the Chase Transactional Law Center, a Chase Distinguished Practitioner in

Residence, and a recipient of a Chase Distinguished Alumnus Award. The scholarship is to be named for Gary and Gary's late father, Hymen A. Cohen, who attended Indiana University School of Law in the evening division when he was in his 40s.

(2) The university has received a gift that will support a scholarship for a first-generation student enrolled in at least nine credit hours with demonstrated need for financial aid who is a degree-seeking student within the School of Media and Communication, in junior standing (or higher), and with a GPA of 3.00 or above.

Donor: Mark & Andrea South

Naming Gift: \$25,000

Naming Recognition: Mark & Andrea South First-Generation Scholars Award

Andrea South is the current director of the School of Media and Communication within NKU's College of Informatics, having obtained her JD from Chase College of Law. Andrea has had a long career at NKU and plans to "keep calling it home" for many years to come. Both she and her husband, Mark South, were first-generation students who worked diligently to achieve fulfilling academic and professional careers.

(3) The university has received a gift that will support a student research scholarship. Eligible applicants must have a faculty mentor or sponsor and be working on a proposed interdisciplinary research project with a significant emphasis in the Humanities. Eligible students must also be of sophomore standing or have a proven record of doing independent research. The interdisciplinary research for this project may relate directly to research being done by the faculty mentor or sponsor or it may be a project of the student's own design. Projects that involve the subjects and procedures of more than one academic department or college are encouraged.

Donor: Carol J. Swarts

Naming Gift: \$49,810.57

Naming Recognition: Bob Wallace Student Research Scholarship in the Humanities

Dr. Carol J. Swarts is a long-time friend of the university, and her philanthropy continues to advance the success of NKU students and faculty.

(4) The university has received a gift that is supporting the construction of a new courtroom on the first floor of Nunn Hall for the Salmon P. Chase College of Law.

Donor: Chase College Foundation

Naming Gift: \$500,000

Naming Recognition: Chase College Foundation Courtroom

The Chase College Foundation was established in 1954 and later incorporated as an Ohio Nonprofit Corporation in 1961. The Salmon P. Chase College of Law, founded in 1893, was an independent law school in Cincinnati, Ohio, until its merger with the then Northern Kentucky State College in 1972. The foundation is governed by a board of trustees, all of whom are

graduates of the college of law. William M. Cussen, Chase class of 1969, is the foundation president. The foundation's purpose is to support the Salmon P. Chase College of Law as the foundation's trustees deem appropriate.

RECOMMENDATION:

That the Board of Regents approve Northern Kentucky University's election to participate in the NCAA Division I revenue-sharing structure for the 2026-27 academic year.

BACKGROUND:

In response to the spring 2025 approval of a settlement in the *House v. NCAA* litigation, the NCAA created a new structure in Division I that allows universities to make direct monetary payments to their student-athletes, including for use of their name, image and likeness, subject to an annual cap. This structure went into effect for the current 2025-26 academic year and now governs most Division I institutions.

Each year, non-Power 4 schools like NKU must notify the NCAA by March 1 whether they will participate in the revenue-sharing structure for the upcoming academic year. A school may make this decision on a year-by-year basis. This structure is expected to be in place for at least the next nine years.

In January 2025, the Board authorized NKU to participate in the revenue-sharing structure for one year – the current 2025-26 academic year.

It is recommended that the Board approve NKU's election to continue its participation in the revenue-sharing structure for 2026-27. The Board's January 2025 election for the current year signaled NKU's commitment to remain competitive in Division I, and doing so again for 2026-27 will reaffirm that commitment. Our initial assessment is that the men's and women's basketball teams would not have been able to compete in retaining and recruiting talent without a commitment to revenue-sharing for the current season. Continuing within the revenue-sharing structure also will ensure consistency in operations, since not opting in would require NKU to revert to pre-*House* settlement Division I rules and practices that would be different than those applicable to our competitors and create unnecessary confusion and complexity.

Accordingly, the administration recommends approval to opt-in to the revenue-sharing structure for 2026-27.

BOARD OF REGENTS

RESOLUTION

NCAA REVENUE-SHARING OPT-IN 2026-27

WHEREAS, the National Collegiate Athletic Association (NCAA) has adopted rules for Division I that allow institutions to make direct payments to their student-athletes, pursuant to the settlement approved in the *House v. NCAA* litigation;

WHEREAS, under the NCAA's rules, Northern Kentucky University must indicate by March 1, 2026, whether it will participate in the revenue-sharing structure for 2026-27;

WHEREAS, on January 15, 2025, the Board of Regents authorized the University to participate in that structure for one year (2025-26); and

WHEREAS, to ensure the competitiveness of the University's Division I athletics programs, it is appropriate for the University to continue its participation in the Division I revenue-sharing structure for 2026-27.

BE IT RESOLVED that the Board of Regents approves Northern Kentucky University's election to participate in the Division I revenue-sharing structure for the 2026-27 academic year and directs the President and Vice President / Director of Athletics to continue to apprise the Board of the Athletics Department's progress and competitive trends within Division I athletics.

RECOMMENDATION:

That the Board of Regents authorize the administration to initiate and increase the scope of the capital projects listed below, pursuant to the Board Finance and Transactions Approval policy.

BACKGROUND:

1. **Kentucky Hall Façade Restoration.** Approval is requested to initiate a project totaling \$1,100,000 using asset preservation funds to restore and/or replace the EIFS (exterior insulation finish system) façade of Kentucky Hall.

RECOMMENDATION:

That the Board of Regents adopt the 2026-2028 Capital Budget Request.

BACKGROUND:

The Board adopted the University's 2026-2032 Capital Plan at its February 26, 2025 meeting. The priorities outlined in the 2026-2028 biennium of the 2026-2032 Capital Plan become the 2026-2028 biennial Capital Budget Request (CBR). The CBR was due on a much earlier timeline this year, before October 1, 2025, to CPE, the Governor and the General Assembly. In the past, the capital budget was due on November 15th. The university's Capital Plan is consistent with, and in alignment with, the NKU 2020 Campus Master Plan.

The 2026-2028 Capital Budget must include:

- Construction projects with a scope of \$1,000,000 or more
- Information technology projects with a scope of \$1,000,000 or more
- Equipment projects with a scope of \$200,000 or more
- Leases with an anticipated annual cost above \$200,000

Since the June board meeting, several changes were made to projects in 2026-2028 (refer to attached project list for details). New projects include:

- 2026-2028 Asset Preservation Pool
- Renew Mathematics-Education-Psychology Center
- Renew Administrative Center
- Renew Special Events Center
- Renew Old Power/Plant/Annex
- Enhance Online Programs Reauthorization/Additional Funds
- Construct Sports Complex
- Expand Multipurpose Events Center
- Expand/Renovate Soccer Complex Reauthorization
- Renew/Renovate Landrum Academic Center Reauthorization
- 2022-2024 Asset Preservation Pool Reauthorization

A list of Capital Budget projects and a document outlining brief information for each project are provided.

Capital Approval Process:

CPE is recommending new construction priorities, one project per institution, as well as a significant asset preservation pool to be allocated to institutions on the basis of percentage of educational & general square footage. For NKU, that priority project is the Expand/Renovate Business Academic Center, with an updated scope of \$155,000,000.

CPE's Asset Preservation request this biennium, similar to 2024-2026, is \$700M for Kentucky campuses. Of this amount, NKU's share would be \$47,710,200 coming from State bond funds,

with no match from the universities. Per request of the Governor's Office for Policy and Management, the 2026-2028 Asset Preservation project pool is listed as the #1 project on the 2026-2028 priority list. As a result, the Renovate Business Academic Center project moved to the #2 position on the university's 2026-2028 project priority list.

The Capital Budget, along with the 2026-2028 Operating Budget Request, were submitted to the Governor's Office for Policy and Management prior to the October 1, 2025 due date. The biennial budget session begins in January.

Northern Kentucky University
2026-2028 Capital Budget PROJECT LIST

Priority	Project	State Bonds	Agency Bonds	Private Funds	Other Funds - Local Bonds	Other Funds - Cash	NKU Funds (Restricted)	Other/Third Party Financing Funds	Total Scope
Prioritized Projects									
1	2026-2028 Asset Preservation Pool	\$47,710,200							\$47,710,200
2	Expand/Renovate Bus Academic Center	\$150,000,000		\$5,000,000					\$155,000,000
3	Renew/Renovate Nunn Hall	\$100,000,000		\$5,000,000					\$105,000,000
4	Renew Math-Ed-Psy Center	\$99,000,000							\$99,000,000
5	Renew Administrative Center	\$71,000,000							\$71,000,000
6	Renew Special Events Center	\$50,000,000							\$50,000,000
7	Renew Old Power Plant/Annex	\$15,000,000							\$15,000,000
8	Enhance Online Programs Reauth Add'l	\$9,500,000					\$9,500,000		\$19,000,000
9	Renew E&G Buildings Projects Pool	\$45,000,000							\$45,000,000
10	Upgrade IT Infrastructure Pool	\$7,000,000					\$2,950,000		\$9,950,000
11	Acquire Land/Master Plan 2010-2012 - Reauthorization		\$17,500,000				\$4,000,000	\$4,000,000	\$25,500,000
12	Construct Sports Complex				\$98,500,000				\$98,500,000
13	Expand Multi-Purpose Events Center (Truist)				\$32,000,000				\$32,000,000
14	Replace Recreation Field Turf						\$2,000,000		\$2,000,000
15	Renovate Residence Halls Add'l Reauthorization		\$15,000,000						\$15,000,000
16	Renew/Repair Parking Garages Reauthorization		\$3,000,000						\$3,000,000
17	Expand/Renovate Soccer Complex Reauthorization		\$16,000,000			\$36,000,000			\$52,000,000
18	Replace Event Center Technology Reauthorization							\$4,500,000	\$4,500,000
19	Guaranteed Energy Savings Performance Contracts							\$1,000,000	\$1,000,000
20	US 27 Mixed Use Development							\$200,000,000	\$200,000,000

Northern Kentucky University
2026-2028 Capital Budget PROJECT LIST

Priority	Project	State Bonds	Agency Bonds	Private Funds	Other Funds - Local Bonds	Other Funds - Cash	NKU Funds (Restricted)	Other/Third Party Financing Funds	Total Scope
21	Renew/Renovate Landrum Academic Center Reauthorization	\$49,900,000		\$3,000,000					\$52,900,000
22	2022-2024 Asset Preservation Pool Reauthorization						\$7,020,000		\$7,020,000

Biennial Capital Process	Time Period	Threshold
Capital Projects	2026-2028	A project with a value > \$1,000,000
Capital Equipment	2026-2028	An item with a value > \$200,000, including training, delivery, and financing costs
Capital Information Technology Items	2026-2028	A project or item with a value > \$1,000,000, including installation, training and financing costs

Northern Kentucky University 2026-2028 Capital Budget Request

Summary

Asset Preservation Pool 2026-2028

Priority #1

Funding Source: **General Fund** (State Bonds) Cost Estimate: **\$47,710,200**

The Asset Preservation Fund will provide funding to replace building systems and the infrastructure that supports the university's educational and general buildings. Systems at the end of their expected life cycles will be prioritized.

Expand/Renovate Business Academic Center

Priority #2

Funding Source: **General Fund** (State Bonds) Cost Estimate: **\$150,000,000**
Private Funds **\$5,000,000**

This project involves renovation, modernization and capital renewal of the 110,693 square foot Business Academic Center, including repair of structural floor heaving. The project includes a 15,000 square foot addition to accommodate a life science innovation lab center.

Renew/Renovate Nunn Hall

Priority #3

Funding Source: **General Fund** (State Bonds) Cost Estimate: **\$100,000,000**
Private Funds **\$5,000,000**

After the departure of Chase College of Law from Nunn Hall, the building will be renovated to house departments and functions relocated from other facilities, as well as accommodating various new initiatives.

Renew Mathematics-Education-Psychology Center

Priority #4

Funding Source: **General Fund** (State Bonds) Cost Estimate: **\$99,000,000**

The Mathematics-Education-Psychology Center is a 128,000 gross square foot classroom building in need of life cycle renewal. Space modernization and some reconfiguration of interior spaces is planned.

Renew Administrative Center

Priority #5

Funding Source: **General Fund** (State Bonds) Cost Estimate: **\$71,000,000**

The Lucas Administrative Center is a 108,000 gross square foot office building in need of life cycle renewal of building systems. Space modernization and some reconfiguration of interior spaces is planned.

Renew Special Events Center**Priority #6**

Funding Source: **General Fund** (State Bonds)Cost Estimate: **\$50,000,000**

The Special Events Center is a 243,000 gross square foot multi-purpose facility in need of life cycle renewal of its core building systems.

Renew Old Power Plant/Annex**Priority #7**

Funding Source: **General Fund** (State Bonds)Cost Estimate: **\$15,000,000**

The Power Plant/Landrum Annex, originally constructed in 1976, encompasses 38,000 gross square feet and is in critical need of capital renewal. This facility plays a vital role in supporting campus infrastructure and operations, yet many of its systems remain outdated and inefficient.

Enhance Online Programs Reauthorization/Additional Funds**Priority #8**

Funding Source: **General Fund** (State Bonds)Cost Estimate: **\$9,500,000****NKU Funds****\$9,500,000**

This project provides authority for the second phase of the administrative systems upgrade project. This project requests \$9,500,000 in additional bond funds and \$9,500,000 in restricted funds.

Renew E&G Buildings Projects Pool**Priority #9**

Funding Source: **General Fund** (State Bonds)Cost Estimate: **\$45,000,000**

This project includes various improvements, upgrades and capital renewal investments to building systems and associated infrastructure in the university's educational and general buildings.

Upgrade IT Infrastructure Pool**Priority #10**

Funding Source: **General Fund** (State Bonds)Cost Estimate: **\$7,000,000****NKU Funds****\$2,950,000**

This pool of funds provides authority for various upgrades to administrative information technology infrastructure.

Acquire Land/Master Plan 2010–2012 Reauthorization**Priority #11**

Funding Source: **Agency Bonds**Cost Estimate: **\$17,500,000****NKU Funds****\$4,000,000****Long-Term Financing****\$4,000,000**

"Acquire Land Master Plan 2010-2012" was authorized in 2010, with Agency Bond funding of \$20 million. \$2.5 million in bonds were sold. The \$17.5 million in remaining capacity should carry-forward to 2026-2028. Other fund sources, NKU funds and Other/Third Party financing, are intended to provide flexibility should it be needed. Project financing pursuant to KRS 45.763 is requested.

Construct Sports Complex	Priority #12
Funding Source: Other Funds (Local Bonds) Cost Estimate: \$98,500,000 A sports complex will be constructed on the west side of campus. The facility will include a turf soccer field surrounded by a nine-lane track, a support building, and a 16-court field house.	
Expand Multi-Purpose Events Center (Truist)	Priority #13
Funding Source: Other Funds (Local Bonds) Cost Estimate: \$45,000,000 A 30,000 SF expansion of Truist Arena, NKU's Multi-Purpose Events Center, will provide a practice facility for women's and men's basketball, allowing more frequent scheduling of the arena for community events.	
Replace Recreation Field Turf	Priority #14
Funding Source: NKU Funds Cost Estimate: \$2,000,000 The recreation field's multi-purpose synthetic surface will be replaced with new turf.	
Renovate Residence Halls Additional Reauthorization	Priority #15
Funding Source: Agency Bonds Cost Estimate: \$15,000,000 Various capital renewal projects in university owned residence halls will be completed.	
Renew/Repair Parking Garages Reauthorization	Priority #16
Funding Source: Agency Bonds Cost Estimate: \$3,000,000 This project will address significant repair issues in three parking garages which total 578,000 GSF and hold 1,800 cars.	
Expand/Renovate Soccer Complex Reauthorization	Priority #17
Funding Source: Private Funds Cost Estimate: \$36,000,000 Agency Bonds \$16,000,000 This project authorizes NKU to enter into a lease with a local pro soccer franchise to upgrade NKU's soccer facilities to allow for shared use. Upgrades include new locker rooms, new turf on the current field and track, maintenance building, lighting and site improvements. Senate Bill 91, Section 54 (2024 Regular Session) authorized \$16 million of the Other Funds authorized. This project reauthorizes \$36,000,000 in other cash funds and \$16,000,000 in agency bonds.	
Replace Event Center Technology Reauthorization	Priority #18
Funding Source: Long-Term Financing Cost Estimate: \$4,500,000 The center hung scoreboard and ribbon boards will be replaced in Truist Arena, a 243,000 square foot multi-purpose event center that opened in 2008. Project financing pursuant to KRS 45.763 is requested.	

Guaranteed Energy Savings Performance Contracts**Priority #19**

Funding Source: **Long-Term Financing**Cost Estimate: **\$1,000,000**

The Guaranteed Energy Performance Projects Pool serves as a central project pool for Guaranteed Energy Savings Performance Contracts in any university-owned building. These contracts will function as a lease-purchase procurement, using energy savings as payments for improvements, as provided by KRS 56.770 to 56.784.

US 27 Mixed-Use Development**Priority #20**

Funding Source: **Other/Third Party Financing**Cost Estimate: **\$200,000,000**

The University will seek to identify a developer to lead development of a mixed-use project on the 12-acre site located at the main campus entrance.

Renew/Renovate Landrum Academic Center Reauthorization**Priority #21**

Funding Source: **General Fund (State Bonds)**Cost Estimate: **\$49,000,000****Private Funds****\$3,000,000**

This project reauthorizes \$49,000,000 in General Fund supported Bond Funds and \$3,000,000 in Private Funds which was originally authorized in Senate Bill 91, Section 51 (2024 Session). This project envisions a full life cycle renovation of this 100,500 square foot classroom building.

2022-2024 Asset Preservation Pool Reauthorization**Priority #22**

Funding Source: **NKU Funds**Cost Estimate: **\$1,170,205**

This reauthorizes the university's required 15% institutional matching funds portion of the 2022-2024 Asset Preservation Pool. The 2022-2024 appropriations act authorized capital projects as defined in KRS 45.750(1)(f) from this combination of funds. NKU's authorized matching funds, \$7,020,000 from Restricted Funds, is hereby reauthorized in the amount of \$1,170,205.

RECOMMENDATION:

That the Board of Regents approve two revised nondiscrimination policies: Nondiscrimination in Education and Employment, and Disability Accommodations and Nondiscrimination.

BACKGROUND:

Northern Kentucky University is committed to ensuring that its programs, work environments, and spaces are free of illegal discrimination and harassment and to complying with the important nondiscrimination principles and processes required by federal and state law.

To meet that commitment, the administration has completed revisions to two nondiscrimination policies.

The proposed new Nondiscrimination in Education and Employment policy more clearly establishes the process for investigating and resolving alleged discrimination and harassment and adds new language regarding shared ancestry that is required by recently enacted state legislation (Senate Joint Resolution 55).

The proposed new Disability Accommodations and Nondiscrimination Policy includes a more comprehensive description of the institution's disability nondiscrimination obligations and more detailed descriptions of the process for requesting and receiving reasonable accommodations for disabilities, appealing accommodation decisions, and submitting and resolving discrimination complaints.

These proposals were distributed for comment from the campus earlier this fall, and the administration considered that feedback in finalizing the draft policies.

Administration recommends approval of these revised policies. If approved, the policies will supersede and replace existing Harassment Avoidance, Equal Opportunity and Nondiscrimination, and ADA Accommodation policies.

NONDISCRIMINATION IN EDUCATION AND EMPLOYMENT

RESPONSIBLE OFFICIAL: CHIEF HUMAN RESOURCES OFFICER

EFFECTIVE DATE: XX/XX/2025

NEXT REVIEW DATE: XX/XX/2029

PRESIDENTIAL APPROVAL

I. POLICY STATEMENT

Commitment to Nondiscrimination

Northern Kentucky University is committed to ensuring that its campus and programs are free of discrimination and harassment. This commitment is essential to achieving the institution's mission, to meeting its legal obligations, and to securing for all qualified individuals an equal opportunity to access the institution's educational programs and employment opportunities.

In keeping with that commitment, the University prohibits discrimination and harassment in connection with its educational and academic programs, its employment functions, and all other University activities based on age, color, disability, ethnicity, gender, gender identity, genetic information, military and veteran status, national origin, parental status, pregnancy, race, religion, sex, sexual orientation, shared ancestry, and any other bases as required by applicable law (referred to herein as the "protected classes"). This protection applies based on a person's actual and perceived protected classes, even if the perception is incorrect.

The University does not discriminate based on protected classes in its employment functions, including hiring, promotion, compensation, discipline, termination, and other terms of employment, or in its academic and other programs and activities, including admissions and housing.

The University maintains separate policies regarding disability accommodations and discrimination and sexual harassment, given additional legal requirements in those areas. For more information, refer to the "Other Relevant Policies" section below.

Policy Applicability

This policy applies to the University's operations, programs (including academic programs), activities, and events, both on campus and in other locations and circumstances in which the institution exercises substantial control or that result in a hostile education or employment environment at the institution based on protected class. The policy also applies to the University's employment-related processes, practices, and decisions.

The protections of this policy extend to all members of the University community, including its students, recognized student organizations, faculty, staff, administrators, all other employees, regents, and third parties engaging in or seeking to engage in a University program or activity, including applicants for admission and employment and visitors.

This policy also governs the conduct of all members of the University community in connection with institutional functions and activities, including its employees, regents, students, student government associations, recognized student organizations, and third parties when supporting an institutional function or activity, including contractors, vendors, volunteers, and visitors.

Definitions

Discrimination

Discrimination prohibited by this policy occurs when an individual's protected class is considered in or motivates, in any respect, any adverse action or allocation of a benefit with respect to University employment, including in hiring, promotion, compensation, disciplinary, and termination decisions, or participation in any University program or activity, including academic programs. Discrimination includes both intentional discriminatory treatment (differential treatment based on protected class) and use of policies or practices that have a disparate impact based on a protected class. Discrimination also includes failure to provide reasonable accommodations required by law for disability, pregnancy and related conditions, and religious belief.

Harassment

Harassment prohibited by this policy includes unwelcome verbal and physical conduct that is directed toward an individual or group of individuals on the basis of protected class that:

- In the educational context, is so severe, pervasive, and objectively and subjectively offensive that it denies or limits a person's participation in or ability to benefit from the institution's educational programs or activities; and
- In the employment context, is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive; or where enduring the offensive conduct becomes a condition of continued employment.

Hostile Environment

A hostile environment occurs when unwelcome discriminatory harassment based on protected class, based on the totality of the circumstances, is subjectively and objectively offense and is so severe and pervasive that it limits or denies a person's ability to participate in or benefit from the University's programs or activities.

Shared Ancestry

Misconduct prohibited by this policy includes discrimination and harassment based on a person's shared ancestry, including antisemitic misconduct. Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism include those directed toward Jewish or non-Jewish individuals and/or their property and toward Jewish community institutions and religious facilities.

Limited Exceptions

In specific and limited circumstances, the law allows or requires educational institutions to maintain sex-based and other distinctions in its programs and activities, including in making housing assignments, in the membership of fraternities and sororities, and in allocating certain resources for pregnancy and related conditions. The University may maintain these distinctions solely as and when permitted or required by law.

Other Relevant Policies

The University maintains additional nondiscrimination policies pertaining to disability and sex, given the specific requirements that apply in those areas. Those policies contain more information regarding the University's nondiscrimination commitments in those areas, relevant complaint and investigation procedures, and accommodation processes where applicable:

- [Disability Accommodations and Nondiscrimination Policy](#)
- [Sexual Harassment Policy](#)

Retaliation Prohibited

The University prohibits retaliation against any person on account of that person's reporting of suspected discrimination or harassment prohibited by this policy to a supervisor or appropriate University official(s), filing a complaint under federal or state law nondiscrimination law, participation in the investigation and complaint processes described in this policy, cooperation with the University in investigating such complaints, and opposition to practices that the person reasonably believes constitute prohibited discrimination and harassment. This protection extends to individuals who engage in good faith in one or more of these protected activities.

First Amendment Protections

The University will not interpret or enforce this policy in a manner that infringes on the First Amendment rights of students, student organizations, employees, visitors, or any other individual or entity. Those rights include the right to free speech and expression, association, and the free exercise of religious belief.

The University must interpret and apply this policy in a manner consistent with the First Amendment, the Kentucky Campus Free Speech Protection Act, and other applicable federal and state law.

The University will not investigate or discipline any person or entity pursuant to this policy for speech or other activities that are protected by the First Amendment and related law.

Enforcement and Interpretation

Employees who violate this policy are subject to discipline, including termination, in accordance with applicable due process requirements and University handbooks and policies.

Students and student organizations who violate this policy are subject to discipline, including suspension and expulsion, in accordance with the Code of Student Rights and Responsibilities, other University policies, and applicable due process requirements.

The University will interpret and apply this policy in a manner that is consistent with applicable law and binding legal authority, including but not limited to Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, and the Kentucky Civil Rights Act, all as amended. However, the protections of this policy may extend beyond those afforded by law.

II. REPORTING AND COMPLAINTS

Where to submit complaints and report violations

Students and Admissions Applicants: Students and applicants for admission who wish to report a violation or submit a complaint regarding discrimination or harassment in violation of this policy should complete this [incident report form](#). Individuals also may contact the Dean of Students at deanofstudents@nku.edu.

Employees and Job Applicants: Employees and job applicants who wish to report a violation or submit a complaint regarding discrimination or harassment in violation of this policy should contact Human Resources at hr@nku.edu.

All Others: Any other individual may submit a complaint regarding discrimination or harassment to Human Resources at hr@nku.edu.

Sexual Harassment: Complaints regarding sexual harassment should be reported to the Title IX Coordinator. See the [Sexual Harassment policy](#) and [the webpage of the Office of the Title IX coordinator](#) for more information.

Disability Discrimination: Complaints regarding disability discrimination should be reported to the ADA Coordinator. Contact osa@nku.edu for more information.

Anonymous complaints and reports also may be submitted to the University via [this EthicsPoint webpage](#).

The University may initiate the investigation process when Human Resources, Student Affairs, or other offices responsible for the University's nondiscrimination compliance have a reasonable belief that prohibited discrimination or harassment may have occurred in a University function, program, or activity.

Investigation of complaints

The University will diligently evaluate complaints and reports of prohibited discrimination and harassment, will investigate them thoroughly, and will resolve them promptly and fairly. Possible resolutions include a finding that the allegations are substantiated, a finding that the allegations are not substantiated, or referral to other appropriate authority for action. The standard applied to determine responsibility for violation of this policy is the preponderance of the evidence (more likely than not that a violation occurred).

Individuals who submit complaints should be prepared, if asked, to meet with University staff and to provide supporting information and records, so that the University may investigate and resolve the matter. A failure by the reporting individual to provide supporting material in a timely fashion may jeopardize the University's ability to investigate and resolve the matter.

Individuals who report or complain of prohibited discrimination and harassment are protected from retaliation, as provided in this policy.

Cooperation by Employees

University employees must cooperate with appropriate University offices charged with investigating and adjudicating complaints made under this policy, including by providing records and truthful information upon request.

University employees who receive complaints or reports of protected class discrimination and harassment should refer those requests to Human Resources, except for those employees acting within the scope of a professional privilege pursuant to licensing or statutory authority.

Confidentiality

Information provided in a report or complaint of prohibited discrimination or harassment, including the identities of complaining individuals, will be kept confidential to the extent possible. However, such information will be shared with University offices as necessary to meet the University's legal obligations, conduct investigations, perform other appropriate University functions, and in accordance with applicable law, including the Family Educational Rights and Privacy Act. When an investigation is undertaken by the University that may result in discipline against an employee or student, then the identity of the reporting individual and supporting material may be provided to the responding person, to allow that person to respond to the allegations and to satisfy the University's due process requirements.

Complaints to External Authorities

At any time, individuals may file a complaint regarding prohibited discrimination or harassment occurring within the University's programs and activities with appropriate government agencies including the following:

United States Department of Education
Office for Civil Rights
LBJ Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100
800-421-3481
ocr@ed.gov

Equal Employment Opportunity Commission
Cincinnati Area Office
John W. Peck Federal Office Building
550 Main Street, Suite 10-191
Cincinnati, OH 45202
513-914-6011
[EEOC online complaint webpage](#)

Kentucky Council on Postsecondary Education
100 Airport Road, Second Floor
Frankfort, KY 40601
502-573-1555
[CPE online complaint webpage](#)

Kentucky Commission on Human Rights
312 Whittington Parkway
Louisville, KY 40222
502-595-4024
kchr.mail@ky.gov
[Kentucky Commission on Human Rights online complaint webpage](#)

III. REFERENCES AND RELATED MATERIALS

Related Policies

[Sexual Harassment Policy](#)

Revision History

REVISION TYPE	MONTH/YEAR APPROVED
Revised Policy, replacing Equal Opportunity and Nondiscrimination policy and Harassment Avoidance policy	XX XX, 2025

DISABILITY ACCOMMODATIONS AND NONDISCRIMINATION

RESPONSIBLE OFFICIAL: ADA COORDINATOR

EFFECTIVE DATE: XX/XX/2025 (revised)

NEXT REVIEW DATE: XX/XX/2029

APPROVAL BY PRESIDENT

I. POLICY STATEMENT

Northern Kentucky University is committed to ensuring that individuals with disabilities are supported and empowered to participate equally in the life of the institution. Accordingly, qualified individuals with disabilities have full and equal access to the University's educational opportunities, programs, and activities, as well as employment, in the manner required by the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, and other applicable law.

The University also will ensure that individuals with disabilities are not subjected to discrimination or denied full and equal access to the institution's programs, services, activities, employment, and facilities on account of a disability. The University's facilities must be accessible to the campus community and visitors as required by law.

This policy applies to all University programs, activities, services, and facilities, including delivery of educational services, educational testing and examination, recruitment and application for admission and related activities, technology and electronic resources, and all employment practices and actions. This extends to programs, activities, and spaces both on the University's campus and off-campus when the University exercises substantial control. The protections and processes described in this policy apply in the manner required by law to all University students, employees, applicants for enrollment and employment, and visitors and other third parties.

This policy and the terms used herein will be interpreted to comply and be consistent with the requirements of applicable law. "Disability" refers to a physical or mental impairment that substantially limits one or more of the major life activities of an individual, a history of such an impairment, or being regarded as having such an impairment. "Qualified individual with a disability" refers to an individual with a disability who, with or without a reasonable accommodation, meets the eligibility requirements for program participation (is otherwise qualified) or is able to perform the essential functions of an employment position.

II. POLICY INFORMATION

ADA Coordinator & Office for Student Accessibility

The University's ADA Coordinator is:

Natalie Gabbard

Northern Kentucky University Human Resources; Administrative Center 708

Highland Heights, KY 41099

gabbardn5@nku.edu

859-572-7556

The Office for Student Accessibility (OSA) serves students who seek reasonable accommodations for disabilities and information regarding access to University activities for those with disabilities. OSA staff may be contacted as follows:

Cindy Knox
Director, Office for Student Accessibility
Student Union 307
Highland Heights, KY 41099
knox2@nku.edu
859-572-5100

Sara Tomelin
Assistant Director, Office for Student Accessibility
Student Union 306
Highland Heights, KY 41099
tomelins1@nku.edu
859-572-5100

Reasonable Accommodations

In meeting its commitment to equal access, the University will provide reasonable accommodations to students, faculty, staff, and others in the manner and under the circumstances required by law. A reasonable accommodation is an adjustment to a program, activity, position, service, or space, or the provision of an auxiliary aid or service, that enables an otherwise qualified individual with a disability to participate in the program or activity, perform the essential functions of a position, and/or enjoy the same opportunities and benefits available to individuals without disabilities.

Accommodations for Students. Students with disabilities may be entitled to reasonable accommodations to participate in courses, programs, and activities and to receive the benefit of other services and facilities, including campus residential housing.

Students and applicants for admission who seek reasonable accommodations first must register with the Office for Student Accessibility (OSA). Contact OSA at osa@nku.edu.

Students seeking accommodations must actively participate in the interactive process and follow OSA's required processes, including by providing appropriate documentation upon request that establishes and describes the impacts of the disability. Accommodation requests should be made in a timely fashion to ensure that they can be approved and implemented in time to address the underlying need.

At the conclusion of the interactive process, OSA will promptly communicate its decision in writing regarding a requested accommodation, including the reason(s) for a denial and possible alternative accommodations if applicable.

If a student believes that an approved accommodation has not been properly implemented, the student should contact OSA, which will review and resolve the matter promptly.

Accommodations for Employees. Employees with disabilities may be entitled to reasonable accommodations to perform essential functions of their position.

Employees and job applicants who seek reasonable accommodations first must contact the ADA Coordinator at gabbardn5@nku.edu.

Employees must actively participate in the interactive process and follow Human Resources' required processes, including by providing appropriate documentation upon request that establishes and describes the impacts of the disability. Accommodation requests should be made in a timely fashion to ensure that they can be approved and implemented in time to address the underlying need.

At the conclusion of the interactive process, the ADA Coordinator will promptly communicate its decision in writing regarding a requested accommodation, including the reason(s) for a denial and possible alternative accommodations if applicable.

If an employee believes that an approved accommodation has not been properly implemented, the employee should contact the ADA Coordinator, who will review and resolve the matter promptly.

Public Accommodations & Other Inquiries. Other individuals with disabilities who access University programs, activities, and/or spaces and wish to inquire regarding a reasonable accommodation may contact the ADA Coordinator at gabbardn5@nku.edu.

Accommodation Determinations. The University's determinations regarding reasonable accommodations will be made by OSA (for students) and by Human Resources (for employees and others), in consultation with the requesting individual and relevant faculty or supervisors. In evaluating requests for reasonable accommodations, the University will undertake an individualized assessment and engage in an interactive process.

Reasonable accommodations are not required where they constitute a fundamental alteration to a University program, service, or activity; impose an undue hardship; and/or pose a direct threat to the health and safety of the individual or others, all as provided by law. The University will follow an interactive process with the affected individual and unit(s) in making such determination.

A denial of a reasonable accommodation may be appealed as described below.

Cooperation by Employees

University employees must cooperate with OSA and Human Resources in implementing reasonable accommodations approved by those offices. Employees who have questions or concerns about a reasonable accommodation issue may contact OSA (for students) and Human Resources (employees and all others).

University employees who receive complaints of disability discrimination and/or accommodation requests **must** refer those requests to OSA or Human Resources.

Service Animals

Individuals with disabilities may use service animals, as defined by the Americans with Disabilities Act, in accordance with applicable law and the University's [Service Animals policy](#).

III. RESOLUTION OF COMPLAINTS AND ACCOMMODATION APPEALS

Process for Students and Admission Applicants

Reasonable Accommodation Appeals

Students and applicants for admission who believe they have been improperly denied a reasonable accommodation have the right to appeal that decision, according to the process described below:

- **Optional Informal Resolution:** A student may first seek to resolve the appeal informally via dialogue with the OSA Assistant Director, Sara Tomelin at tomelins1@nku.edu. Although this is an optional step, many accommodation appeals are resolved in this manner. If a student does not wish to seek informal resolution, or if informal resolution is not successful, then the student may initiate the formal appeal process described below.

- **Initial Appeal Decision – OSA Director:** To initiate a formal appeal, the student must submit the appeal in writing to the OSA Director at knox2@nku.edu or osa@nku.edu. The written appeal must include a detailed description of the issue, supporting documentation, and the resolution requested by the student. An individual who submits an appeal may be asked to provide additional information and should respond promptly to those requests. Appeals should be submitted as soon as possible after the denial, since delays in appealing may limit the University's ability to address the matter effectively.

The OSA Director will consider all relevant documents and information and may consult with other appropriate University employees. The OSA Director may or may not invite the appealing student to participate in a meeting to discuss the issues. The OSA Director must provide written notice of the appeal outcome within fifteen business days after the matter is referred for formal decision (not counting time spent on informal resolution). This time may be extended for a reasonable period by the OSA Director for good cause, upon written notice to the student.

- **Final Appeal Decision – ADA Coordinator:** If the student is not satisfied with the decision of the OSA Director, then the student may appeal that decision in writing to the ADA Coordinator at gabbardn5@nku.edu. The appeal must be filed within fifteen business days after receipt of the OSA Director's decision. The written appeal must include a detailed description of the issue, supporting documentation, the resolution requested by the student, and the written determination by the OSA Director. The individual must continue to respond promptly to requests for more information.

The ADA Coordinator will consider all relevant documents and information and may consult with other appropriate University employees. The ADA Coordinator may or may not invite the appealing student to participate in a meeting to discuss the issues. The ADA Coordinator must provide written notice of the outcome of the appeal within fifteen business days after the matter is appealed. This time may be extended for a reasonable period by the ADA Coordinator for good cause, upon written notice to the student.

The appeal decision by the ADA Coordinator constitutes the University's final determination and may not be further appealed.

Disability Discrimination Complaints

Students and admission applicants who believe they have been subjected to discrimination on the basis of disability have the right to file a complaint. To file a complaint, an individual must submit the complaint in writing to the ADA Coordinator at gabbardn5@nku.edu. The complaint must include a detailed written description of the issue and any supporting documentation. In addition, the individual may be asked to provide additional information and should respond promptly to those requests.

The ADA Coordinator will consider all relevant documents and information and may consult with other appropriate University employees. The ADA Coordinator must issue a written determination regarding the complaint within fifteen business days after it is submitted, with extensions for a reasonable period for good cause as determined by the ADA Coordinator, with written notice to the individual who submitted the complaint.

If the individual is not satisfied by the ADA Coordinator's determination, then the individual may appeal that decision to the Chief Human Resources Officer at hr@nku.edu. The appeal must be filed within fifteen business days after the ADA Coordinator's decision, and it must include a detailed written description of the issue, the ADA Coordinator's determination, and any supporting documentation. The Chief Human Resources Officer must issue a written appeal decision within fifteen business days after it is submitted. The Chief Human Resources Officer's appeal decision shall be the University's final determination and may not be further appealed.

In addition, the University's Community Standards and Student Rights prohibits disability discrimination, and discrimination complaints against students and student organizations may be submitted to the Office of Student Conduct. Those complaints will be forwarded to the ADA Coordinator for resolution as described above.

In addition, anonymous complaints may be submitted to the University via the [EthicsPoint web portal](#).

Federal and State Agencies

At any time, students and admission applicants may file a complaint regarding denial of a reasonable accommodation or any form of disability discrimination with the following agencies:

United States Department of Education
Office for Civil Rights
LBJ Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100
800-421-3481
OCR's email address is ocr@ed.gov

Kentucky Council on Postsecondary Education
100 Airport Road, Second Floor
Frankfort, KY 40601
502-573-1555
[CPE online complaint webpage](#)

Process for Employees, Job Applicants, and Others

Reasonable Accommodation Appeals

Employees, job applicants, and others who believe they have been improperly denied a reasonable accommodation have the right to appeal that decision, and those who believe they have been subject to disability discrimination have the right to file a complaint, according to the process described below:

- **Initial Decision – ADA Coordinator:** To initiate the formal process, the individual must submit the appeal/complaint in writing to the ADA Coordinator at gabbardn5@nku.edu. The submission must include a detailed description of the issue, supporting documentation, and the resolution requested by the individual. The individual may be asked to provide additional information and should respond promptly to those requests. Submissions should be made as soon as possible after the denial, since delays in appealing may limit the University's ability to effectively address the matter.

The ADA Coordinator will consider all relevant documents and information and may consult with other appropriate University employees. The ADA Coordinator may or may not invite the employee to participate in a meeting to discuss the issues. The ADA Coordinator must provide written notice of the outcome within fifteen business days after the matter is referred for formal decision. This time may be extended for a reasonable period by the ADA Coordinator for good cause, upon written notice to the employee.

- **Final Appeal Decision – Chief Human Resources Officer:** If the individual is not satisfied by the decision of the ADA Coordinator, then the individual may appeal that decision in writing to the Chief Human Resources Officer at hr@nku.edu. The appeal must be filed within fifteen business days after

receipt of the ADA Coordinator's decision. The submission must include a detailed description of the issue, supporting documentation, the resolution requested by the student, and the written determination by the ADA Coordinator. The individual must continue to respond promptly to requests for more information.

The Chief Human Resources Officer will consider all relevant documents and information and may consult with other appropriate University employees. The Chief Human Resources Officer may or may not invite the employee to participate in a meeting to discuss the issues. The Chief Human Resources Officer must provide written notice of the outcome within fifteen business days after the matter is appealed. This time may be extended for a reasonable period by the Chief Human Resources Officer for good cause, upon written notice to the employee.

The appeal decision by the Chief Human Resources Officer constitutes the University's final determination and may not be further appealed.

In addition, anonymous complaints may be submitted to the University via the [EthicsPoint web portal](#).

Federal and State Agencies

At any time, employees and job applicants may file a complaint regarding denial of a reasonable accommodation or any form of disability discrimination with the following agencies:

Equal Employment Opportunity Commission
Cincinnati Area Office
John W. Peck Federal Office Building
550 Main Street, Suite 10-191
Cincinnati, OH 45202
513-914-6011
[EEOC online complaint webpage](#)

Kentucky Commission on Human Rights
312 Whittington Parkway
Louisville, KY 40222
502-595-4024
kchr.mail@ky.gov
[Kentucky Commission on Human Rights online complaint webpage](#)

Confidentiality

The University respects the privacy and confidentiality of individuals with disabilities. All information and documentation provided by and on behalf of individuals requesting accommodations, appealing accommodation decisions, submitting disability discrimination complaints, and exercising other rights provided by law and this policy will be kept confidential and may be shared only as necessary to meet the University's legal obligations, perform other appropriate University functions, and/or in accordance with applicable law.

Non-Retaliation

The University will ensure that an individual will not be subjected to retaliation for requesting a reasonable accommodation, filing a complaint alleging disability discrimination, assisting an individual in submitting a complaint, or serving as a witness or otherwise participating in resolution of an appeal or complaint. University employees who retaliate against an individual in violation of this policy will be subject to disciplinary consequences in accordance with relevant employment processes.

IV. POLICY INTERPRETATIONS, ENFORCEMENT, AND TRAINING

This policy will be interpreted and enforced by the ADA Coordinator.

The ADA Coordinator, in collaboration with the OSA Director and others, will provide periodic training to University stakeholders regarding the institution’s responsibilities in supporting individuals with disabilities and best practices within higher education.

The ADA Coordinator also may conduct periodic audits of University policies, programs, facilities, and services in order to maintain compliance with applicable laws. In doing so, the ADA Coordinator may collaborate with the OSA Director, Internal Audit and Legal Affairs staff, and others. University employees must cooperate with the ADA Coordinator in performing auditing activities.

V. REFERENCES AND RELATED MATERIALS

Related Policy

[Service Animals policy](#)

Job Accommodation Form

[Job Accommodation Form](#)

Revision History

REVISION TYPE	MONTH/YEAR APPROVED
Revised Policy	XX/XX, 2025
Policy Adopted by Board of Regents	9/11/2019

RECOMMENDATION:

That the Board of Regents approve the offering of a voluntary separation program for eligible tenured and tenure-track faculty of Northern Kentucky University, according to the terms described below.

BACKGROUND:

The administration has determined that it is appropriate to offer a voluntary separation program for eligible tenured faculty. Eligible faculty may voluntarily separate from employment at NKU in exchange for an incentive payment and compliance with other program terms approved by the President.

The program will benefit eligible faculty who are considering a voluntary separation, whether in order to retire or pursue other opportunities, and the institution, by facilitating workforce and budget reallocations and investments in accordance with NKU's mission, strategic goals, and other institutional needs.

To be eligible to participate in the program, the employee must have a full-time or part-time tenured faculty appointment. Individuals with such appointments who serve in administrative roles also are eligible for the program. Other employees, including staff and non-tenured faculty, are not eligible for the program.

Eligible faculty who separate as part of the program will receive a lump sum, one-time payment of 80% of their base salary (full or part-time salary), not to exceed \$100,000, and an additional lump sum of \$10,000, in recognition of health care costs. In addition, dependents of separating faculty may participate in NKU's tuition waiver program for up to two years after separation.

By approving this recommendation, the Board of Regents would authorize the President to give final approval of separations under this program, with no further Board approval required, and to approve program documents and other terms of the voluntary separation program that are consistent with this authorization, in the best interests of the institution, and in compliance with applicable laws.

RECOMMENDATION:

That the Board of Regents approve this recommendation confirming Northern Kentucky University's compliance with House Bill 424.

BACKGROUND:

In March 2025, the Kentucky General Assembly enacted House Bill 424, which requires each public university governing board to establish, by January 1, 2026, a process for the evaluation of the performance and productivity of its faculty and president at least once every four years.

The University's existing performance evaluation processes more than meet this requirement.

First, the Faculty Policies and Procedures Handbook includes provisions describing an extensive annual performance evaluation process for faculty, along with additional reviews associated with tenure and promotion decisions and, when necessary, post-tenure review. Those reviews are performed according to standards and criteria established at the university, college, and department or school levels. Those Handbook provisions have been approved by the Board, most recently in June 2023.

In addition, the Board established the process and standards for an annual performance evaluation of the President in the President's employment agreement. Specific goals are established in advance of each year's evaluation cycle.

Because the University's existing processes exceed the four-year requirement imposed by House Bill 424, administration proposes that the Board adopt this recommendation to confirm the University's compliance.

RECOMMENDATION:

That the Board of Regents approve the establishment of the LaunchNKY Center for Civic Leadership.

BACKGROUND:

In partnership with OneNKY Alliance and the Northern Kentucky Chamber of Commerce, it is recommended that the Board of Regents approve the establishment of the LaunchNKY Center for Civic Leadership, effective in January 2026. The LaunchNKY Center will educate, connect and empower civic leaders in the region, expanding a leadership development pipeline that feeds directly into the Northern Kentucky community. Through the Center, local professionals will have the opportunity to complete a year-long, three-level leadership program that will help them develop the skills needed to become effective, civic-minded leaders who will invest in the Northern Kentucky region.

Participants will benefit from monthly, in-depth sessions on leadership development led by NKU faculty and mentorships with established community leaders. Graduates of the program will be included in a leadership database, allowing them a continued pathway to future opportunities.

The LaunchNKY Center is a unique opportunity for NKU to serve our region by partnering with OneNKY Alliance and the Northern Kentucky Chamber of Commerce to invest in the civic leaders who will shape the future of Northern Kentucky. LaunchNKY will be funded entirely by external grants, participation fees, and gifts.

In accordance with NKU's Centers & Institutes policy, administration recommends that Board approve establishment of the LaunchNKY Center for Civic Leadership.