



Northern Kentucky University
Board of Regents Materials

September 17, 2025

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, September 16, 2025 – 6:00 p.m.

6:00 p.m. • **Regents Dinner in Student Union Ballroom 107 B/C**

Board of Regents Meeting
NKU, Student Union 107 A – Wednesday, September 17, 2025 – 9:00 a.m.
As a courtesy, the meeting will be live-streamed for our campus community.

9:00 a.m.

- I. Call to Order**
- II. Roll Call**
- III. Approval of Minutes**
 - 1. Approval of June 11, 2025, Board Minutes
 - 2. Approval of July 22 & 23, 2025, Retreat Minutes
- IV. Swearing in of New Regent**
- V. Board Recommendation**
 - A. Regent Emeritus** (Smith)
- VI. Committee Reports**
 - 1. Executive Committee Summary (Smith)
 - 2. Budget & Finance Committee Summary (Zapp)
 - 3. Student Success & Academic Affairs Committee Summary (Himes)
- VII. President’s Report** (Short-Thompson)
- VIII. Information Items**
 - University Reports & Discussion**
 - 1. Interim FY25 Year-End Report (Calvert)
 - 2. Net Tuition Revenue Update (Calvert)
 - 3. Enrollment Update (Padgett)
 - 4. First Year Student Success Hub (Hamm, Padgett)
 - A. Presidential Reports & Discussion**
 - 1. Facilities Management Report (Calvert)
 - 2. Research Grants/Contract Report (March 1, 2025, through June 30, 2025, for FY25) (McGill)
 - 3. Fundraising Report (July 1, 2024, through June 30, 2025, for FY25) (Gentry)
 - 4. Fundraising Report (July 1, 2025, through July 31, 2025, for FY26) (Gentry)
 - 5. Policy Report (Garber)

IX. Consent Agenda

B. Presidential Recommendations

1. *Academic Affairs Personnel Actions
2. *Non-Academic Personnel Actions
3. *Emeritus Faculty
4. *Organizational Chart
5. *Major Gifts Acceptance
6. *Naming Recommendations
7. *Bucks for Brains
8. *Duke Easement
9. *Posthumous Degree (Zach Hart)
10. *Posthumous Degree (Dusten K. Fowee)
11. *Civic Center Lease

X. New Business/Open 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, September 15, 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, September 12, 2025. Requests will be taken on a first-come, first-served, basis.

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF REGENTS
OF NORTHERN KENTUCKY UNIVERSITY
Wednesday, June 11, 2025**

In Open Session

Call to Order: Regent Nathan Smith, Chair, called the regular meeting of the Board of Regents to order at 9:00 AM on Wednesday, June 11, 2025, and requested that Tammy Knochelmann, Secretary to the Board of Regents, call the roll.

Roll Call: The following members of the Board were present. Lucy Burns, Shea Conley, Cori Henderson, Ashley Himes, Nathan Smith, Sandra Spataro (joined virtually), Andr  Ward, Kara Williams, and Brad Zapp.

Absent: Regent Perry, Regent Wulfeck

Ms. Knochelmann confirmed that a quorum was present.

Approval of Minutes:

Regent Conley seconded Regent Ward’s motion to approve the minutes from the Board of Regents meeting held on February 26, 2025. (*Motion carried*)

Regent Henderson seconded Regent William’s motion to approve the minutes from the Special Board of Regents meeting held on April 23, 2025. (*Motion carried*)

Recognition of Outgoing Regents:

Chair Smith recognized Regents Lucy Burns and Andr  Ward, whose terms expire on June 30, 2025.

Chair Smith also acknowledged Regent Ken Perry, who resigned from his position on the Board, and recognized his contributions to the Medical Examiner’s office and the Online program.

Confirmation of Board Committee Appointments:

Chair Smith confirmed the committee appointments for 2025-26, stating that the current committee structure would remain unchanged. His new appointments for the period beginning July 1, 2025, included Regent Collin Jarrell for the Audit Risk and Compliance Committee and the Student Success and Academic Affairs Committee, as well as Regent Debbie Wulfeck to the Student Success and Academic Affairs Committee.

Committee Meeting Summaries:

Regent Nathan Smith, Chair of the Audit Risk and Compliance Committee and the Executive Committee, summarized the meetings held on June 10, 2025.

Regent Brad Zapp, Chair of the Budget and Finance Committee, summarized the May 30, 2025, committee meeting.

Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee, summarized the meeting held on June 10, 2025.

President's Report:

Good morning. I am pleased to share updates about progress toward NKU's collective priorities in our finances, enrollments, modernization, regional engagement, and campus culture.

First, and importantly, I am pleased to report that we have made enormous progress toward balancing our budget and strengthening NKU's finances. You will hear many details from our CFO shortly but I can tell you that we've significantly outperformed our FY25 budget. Approving a balanced budget just two years after facing a \$24 million deficit is a remarkable milestone for NKU. This budget reflects the resilience, discipline, and shared commitment of our entire campus and the leadership of our Board of Regents. Together we are charting a stronger, more sustainable path forward for the future of NKU.

And you'll hear more about the various headwinds we've faced as we've finalized the FY26 budget—we've had a few unpleasant surprises. And while it's been challenging and more work remains to strengthen our financial health, I'm optimistic and I truly value everyone's frugality and hard work. You'll hear more about the details from Chris Calvert in a moment. A special thanks to Chris for his strong financial leadership, as well as his transparent communication about the details.

Second, our strategic enrollment management planning and implementation team has been working hard to recruit our incoming class and it's fiercely competitive right now. I am so pleased with how relational and competitive our admissions team members are—everywhere I go in the region, folks rave about our admissions counselors. Thank you all! At this moment, our first-time first year student enrollments are up with positive results from our Direct Admit and 3 states/1 rate innovations. Additionally, our Chase College of Law enrollments are significantly increased. Our transfer enrollments are currently lower than last year but there's still time to usher in new transfer students for the fall. And as you know, many students will want to transfer home in the spring and we'll need everyone's help via word of mouth and social media campaign efforts to make that happen. The biggest surprise in enrollments in the last month has been a decline in our graduate enrollments which is consistent with other universities across the region and the nation right now, arguably an indicator of macroeconomic factors and lowered consumer confidence.

Yet, we are performing well in our retention efforts—retention is up three percentage points to this time last year. We are currently tracking ahead our institutional retention record from two years ago. This is good news for NKU.

In addition to recruitment and retention efforts, our new Chief Strategic Enrollment Management Officer Ryan Padgett and his team have been hard at work building out Slate's capabilities, streamlining our undergraduate application processes from 5 processes to one, and reviewing and strengthening our admissions policies, procedures, and practices. As we move forward, we need to work smarter, not harder, using technology as best we can to expedite, simplify, and streamline.

At the same time, we are also working closely with our region's high schools, building relationships and partnerships in mutually beneficial ways. We continue to nurture our primary community college relationships, making the most of our transfer pipelines. We will work extraordinarily hard in the coming year and decade ahead to strategically grow our adult learner populations and our military and veteran populations. As I've stated before, recruitment and

retention are all of our jobs here and NKU benefits from all of us sharing the positive news about all that's happening on campus. If you're not already following NKU and me on LinkedIn and other social platforms, it's the quickest and easiest way to stay informed and to share messages about NKU. We need all of your help to succeed.

In order for us to succeed, NKU needs to modernize. Over the past eight months, NKU has been partnering with Hanson, Inc. on the redesign of the *nku.edu* website. I'm pleased to share that we're on schedule, and will begin building content in the new content management system this fall. This is where we need your help. Please read my follow up email for next steps regarding the work ahead of us this summer. In parallel with the redesign, our team is also implementing necessary website updates this month to ensure compliance with House Bill 4.

In addition to our new website efforts, I would like to recognize and thank the team implementing our Workday ERP modernization. We are beginning a long journey and significant investment, but we are progressing nicely. Our large NKU team and implementation partner, Avaap, have already spent considerable time and effort on the project. We are planning and setting up an early version of Workday using NKU data for Finance and Human Resources. That will enable the University to identify data conversion issues and guide Workday's configuration beginning in July. We have over 130 colleagues contributing at this early stage, and I want to call out several key people to thank and recognize, they are: Becky Brown, Karen Mefford, Lauren Franzen, Dionna Sholler, and Vimalan Kasilingam. We are all grateful for your expertise and hard work.

And now, let's turn to legislative affairs—at our last board meeting, I reported about House Bill 4 and what it would mean and not mean for NKU. NKU will be fully compliant with Kentucky House Bill 4 by June 30, 2025. You will recall that our employees selected a new version of our core values, which now reads that “*We will foster a community of belonging where individuals are valued, supported, and empowered to thrive.*” And for months, the cabinet, deans, and I have engaged in conversations with faculty, staff, and students about the new law and the decisions we have made to be in compliance with it. We have thoughtfully analyzed the law and interpreted it earnestly, then conveying outcomes, decisions, and next steps to many constituents. As you'll recall, the law has major carve-outs for academic freedom, course content, research, activities of student organizations, and First Amendment rights. Our teaching and research activities have been protected. As we discussed in the Faculty Senate meeting in May, we will adopt some interim policies today that will allow us to be in compliance by June 30, yet allow us to also travel through the shared governance processes in August and September.

Over the last few months, we have been working to reimagine the Center for Student Inclusion unit in Student Affairs with our CSI directors. And fortunately, our new VP of Student Affairs, Dr. Brandon Thompson arrived just in time to lead his team through this reimagining. At first, we planned to rename CSI as the Center for Community Connection; alas, they have created an even cooler name—the Norse Center for Belonging and they will begin new programming focused on first generation students and commuter students, two large populations at NKU, this year. Additionally, our Registered Student Organizations will continue this year and their faculty and staff advisor roles will be important. If you haven't served as an RSO advisor before, please consider serving whenever the opportunity presents itself. We will communicate more formal information to faculty, staff, and students over the summer and early fall to ensure folks have received all of the House Bill 4-related changes and information.

While the short session of the General Assembly ended on March 28, our team has continued to engage our legislative caucus and are already preparing for the next long session in January. Additionally, we have also been highly active in tracking national news, executive orders, and other requirements issued by the White House, the US Department of Education, and other federal agencies, including some cuts that have impacted NKU. Reductions and pauses in NIH, NSF, and AmeriCorps funding have impacted us. We ask folks to continue to communicate your questions and concerns as these federal actions continue. The cabinet has been vigilant in watching and reading. Our Provost, general counsel and I have been highly engaged in this process; however, no one has been more engaged in these details than General Counsel Grant Garber and, despite him perhaps not wanting a spotlight in this report, I offer it to him this morning and extend all of our sincerest thanks for his leadership and hard work. Grant, we are grateful.

Many of you have followed the House settlement news and know that the NCAA Division 1 Athletics is also undergoing major change. With the end of amateurism, we will also change in order to compete in various ways. Our athletics scholarship offerings and various budgets will morph and change as we travel this road, supporting our student-athletes and striving to compete.

While we've juggled legal and political outcomes over the last few months, we've also had an opportunity to take an occasional break to cheer for our Norse. This spring brought a number of standout achievements across Norse Athletics. Ashlee Fisk was named Horizon League Player of the Year for women's tennis, while Lydia Self earned the 2025 Bobby Fong Award, recognizing her leadership and impact both on and off the pitch. In track and field, Jill Wilhelm claimed gold in the javelin, and Cameron Bitterman captured titles in the 200m and 400m, earning Women's Outstanding Performer of the Championship. Logan Devenport had a remarkable season at the plate, finishing with a .423 batting average, the first Horizon League player to top .400 since 2019. And our student-athletes once again set the standard in the classroom, posting a 3.383 GPA for the spring semester. That marks 28 consecutive semesters above a 3.0 and 16 straight above a 3.3. I am proud of our student-athletes and optimistic about our ability to continue to recruit excellent students to play division 1 sports at NKU.

For years, we've talked about faculty and staff morale at NKU. The cabinet and I have listened in forum events and conversations to folks' explanations for our morale issues and the most frequent responses have focused upon remuneration. Given that we haven't had raises for the last three years and we added a fee for Campus Rec Center or CRC usage two years ago, I understand your frustration.

As a reminder, in March, we reversed the employee fee for the CRC for fall 2025 onward. I want our faculty and staff to spend time at the CRC with one another, focused on wellness and a greater sense of community.

Since March, the cabinet has worked to improve another benefit, related to our employee tuition waiver policy. Beginning in the fall, employees will be eligible for our 3 states/1 rate policy, meaning that their benefit will be based upon in-state tuition rates, which will mean a lower tax expense on that tuition benefit for our employees. Put simply, learning will cost you less.

In addition, I have promised since last August to prioritize 3% raises for all of our full-time faculty and staff. Throughout the year, some of you have expressed interest in various ways to allocate the raises, even conducting surveys to provide me with more feedback. The results were

mixed but showed some support for various departures from the norm of an across-the-board percentage, cost of living raise. Some expressed concerns about our lowest paid faculty and staff and asked for my decision to reflect it. Here is the decision I've made and why.

First, the 3% raise will be applied as a 3% raise for all eligible full-time faculty and staff. Here's why—I have spoken to countless HR experts and reviewed the last two decades of our remuneration patterns. It's apparent to me that we need an across the board raise and then next year onward, we will have a merit component to our raises to recognize our highest performers.

In the coming years, I also hope to address compression and equity issues in our mid-career faculty and staff salaries that have lagged. As many of you know, the most recent hires have benefited from higher salaries and those who are in the middle ranks have not advanced as quickly or well as I'd like. Because we use salary bands and pay grades at NKU, a uniform dollar raise would further compress the differences between levels, potentially making it harder to distinguish roles or reward seniority. Mid and senior level folks might not feel valued or appropriately remunerated if not given a proportionate raise—I value their experience, longevity, and performance. Additionally, industry norms made it clear to me that raises are typically expressed in percentage increases.

At the same time, I also recognize that the lowest of our wage-earners have been especially impacted by inflationary costs. As such, I have authorized a one-time bonus for our faculty and staff earning 70k or less. I have arranged three different bonus levels—

All full-time faculty and staff earning less than 50k will receive \$1k.

All full-time faculty and staff earning in between 50-60k will receive \$750.

All full-time faculty and staff earning in between 60-70k will receive \$500.

In total, 613 employees will receive a one-time bonus this month. Please see the follow-up email from me this week for more information.

And as we are working to stabilize our finances as well as improve our remuneration, we have also proposed an increase in tuition and fees today. We understand that raising tuition and fees is never easy and we do not take that lightly. At the same time, this budget includes a 3% raise for our faculty and staff, who have not received an increase in three years. These are the people who support and serve our students every day. Investing in them is essential to delivering the quality education and experience our students expect and deserve. This budget reflects our continued commitment to student success and value while continuing to offer the best return on investment in the Commonwealth.

In addition to remuneration, it's important that our faculty, staff, and students are involved in our governance and communication. In addition to our typical shared governance meetings, I've scheduled our 2025-2026 town hall forum events. We will meet in between our board meetings, so that we regularly share information and hear your concerns as we lead NKU. The dates will be in our board meeting follow-up email.

And in a few moments, I will present our next strategic plan, *Forward Together* which reflects a unified vision to advance student success, empower our employees, and strengthen our region

through collaboration and innovation. This plan will position us for greater institutional health and impact.

Additionally, we've been busy building out NKU's leadership team, getting the best people in the right seats. I am pleased to welcome two new faces to our university leadership.

First, I am happy to announce we have hired a new Chief Human Resources Officer, Amy Gellen! Amy is attending the board meeting today—please help me to welcome her, she begins later this month. Amy is currently the vice president of human resources at Vora Ventures, a Cincinnati-based private equity firm specializing in building B2B information technology companies. She brings over 20 years of experience in human resources and talent acquisition at Fortune 500 companies and expertise in employee engagement, professional development, and coaching. Her leadership has focused on fostering a culture emphasizing employee strengths and potential. Amy is a graduate of NKU's MBA program and Ohio State. I thank Grant Garber for chairing this successful search, as well as the members of the search committee.

Second, I am pleased to share that Liz Juszczuk has agreed to serve as the inaugural Executive Director of the Norse Network Hub. She will arrive on June 16. Liz comes to NKU with a successful real estate career, engaged community volunteer, former educator and administrator, and former child advocate and investigator. For the last 11 years, she has been a leader in real estate in the region with eXp, Sibcy Cline, and Star One. In these positions, she has served as Vice President, Director, and Agent, leading sales teams, managing critical business relationships, and serving as the company's top administrator and in charge of continuing education, training, and certification. Prior to real estate, Liz served as campus director, chief academic officer, and director of student services at Daymar College, a private career college in northeast Ohio. Liz stood out among an extremely deep and talented field of candidates because of her diverse and successful experience, her leadership, and her ability to engage and build relationships with individuals from all backgrounds and professions. Liz is a graduate of Ohio University and Wright State University. Thanks to Jenny Sand for successfully chairing the search and the entire search committee for their great work.

Finally, I will conclude my report with a mission moment video that reminds us why we work so hard. We all work so that students like this year's seniors can earn their degrees and realize their dreams and ambitions. Thank you all very much for all you do for our students.

University Reports:

President Short-Thompson and Holly Chason, Executive Director of Planning and Institutional Research, provided an update on the 2025-2028 Strategic Plan.

Chris Calvert, Vice President of Administration & Finance and Chief Financial Officer, provided the Annual Budget Update presentation.

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. Concrete Sidewalk/Plaza Repairs (AP)
- k. Underground Water Valves (AP)
- l. University Center Replace Switchgear (AP)
- m. Regents Hall Generator and Switchgear Replacement (AP)
- n. Renew/Renovate Steely Library Phase I (AP)
- o. University Center Miscellaneous Renovations (AP)
- p. Replace Road and Sidewalk Lighting (AP)
- q. Truist Arena Controls Upgrade (AP)
- r. Albright Health Center Hot Water System Replacement (AP)
- s. University Drive Garage Restoration (AP)
- t. Welcome Center Garage Steel Stair Replacement
- u. Welcome Center Garage Restoration (AP)
- v. Civic Center Renovation (AP)
- w. Ceramics Building Façade Restoration (AP)
- x. Maintenance Building Façade Restoration (AP)
- y. Campus Fire Alarm Panel Replacement (AP)
- z. Administrative Center Plumbing Infrastructure (AP)
- aa. Steely Library HVAC Replacement (AP)
- bb. Regents Hall HVAC and Lighting Replacement (AP)
- cc. Student Union Lutron Lighting System Replacement (AP)
- dd. Griffin Hall Lighting System Replacement (AP)
- ee. Tennis Court Reconstruction
- ff. Mathematics-Education-Psychology Center Elevators Modernization (AP)
- gg. Power Plant Upgrades (AP)
- hh. Callahan Chiller Replacement (AP)
- ii. Northern Terrace Kitchens (AP)
- jj. University Suites Flooring Replacement (AP)

B-2) Research/Grants/Contracts Report (December 1, 2024 through February 28, 2025 for Fiscal Year 25) (Provost and Executive Vice President for Academic Affairs Diana McGill).

During the December 1, 2024 through February 29, 2025 time period, 20 grants were awarded. The total amount of money awarded was \$2,672,682. For the fiscal year 2025, the cumulative total number of grants awarded is 67 totaling \$14,539,498.

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

The Fundraising Report summarized fundraising resources committed from July 1, 2024, through April 30, 2025, totaling \$5,597,682 in support of the university.

B-4) 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.

B-5) Quarterly Financial Report (Vice President of Administration & Finance/CFO Chris Calvert).

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

B-6) Annual Athletics Report (Vice President and Athletic Director Christina Roybal)

The report summarized athletic activities and initiatives for FY2024- 25.

Consent Agenda Items: Regent Kara Williams seconded Regent André Ward's motion to approve the Presidential Recommendations as listed; C1-17. (*Motion carried*)

C-1) Academic Affairs Personnel Actions:

1. Administrative Appointments:

Brandon Thompson, Vice President of Student Affairs, effective April 14, 2025.

2. Faculty Appointments:

Abir Mohammad Hadi, assistant professor in Computer Science and Software Engineering, in the School of Computing and Analytics, College of Informatics, effective August 11, 2025; **Chen Jiang**, assistant professor in Computer Science and Software Engineering, in the School of Computing and Analytics, College of Informatics, effective August 11, 2025; **Jacob Koch**, assistant professor in Cybersecurity and Information Technology, in the School of Computing and Analytics, College of Informatics, effective August 11, 2025; **Mahathi Koutha**, assistant professor in Information Systems and Analytics, in the School of Computing and Analytics, College of Informatics, effective August 11, 2025; **Jacob Priddy**, assistant professor in Theatre and Dance, School of the Arts, College of Arts and Sciences, effective August 11, 2025; **Rachel Robinson-Zetzer**, assistant professor and Writing Instruction Program Administrator in English, College of Arts and Sciences, effective July 1, 2025; **Erinn Torbeck**, assistant teaching professor in Biology, College of Arts and Sciences, effective August 11, 2025; **Enrika Wright**, assistant professor in the Department of Educational Leadership and Advanced Studies, College of Education, effective August 11, 2025.

3. Transitions:

Bethany Bowling, from interim dean to dean of the College of Arts and Sciences, effective July 1, 2025; **Colleen Deel**, from open educational resources librarian to head of library access services in the W. Frank Steely Library, effective April 14, 2025; **Brianna Marshall**, from interim dean to dean of the library in the W. Frank Steely Library, effective July 1, 2025

4. Part-time Tenure:

Scott Nutter, Regents Professor in Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 1, 2025

5. Departures:

Sherly Boulay, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective June 30, 2025; **Julie Lasley**, associate professor and program director in the School of Allied Health, College of Health and Human Services, effective May 31, 2025; **Kevin Lotz**, assistant professor in the School of Social Work, College of Health and Human Services, effective June 30, 2025; **Flore Jesuca**, assistant teaching professor in the School of Nursing, College of Health and Human Services, effective June 30, 2025; **Jason Vest**, Associate Provost for Academic and Student Affairs effective June 30, 2025.

6. Retirements:

Vanessa Hunn, professor and associate dean in the College of Health and Human Services, effective May 21, 2025; **Irene Encarnación**, teaching professor in World Languages and Literatures, College of Arts and Sciences, effective May 31, 2025; **Melissa Jones**, professor in the Department of Educational Leadership and Advanced Studies, College of Education, effective December 31, 2024; **Rob Kerby**, teaching professor in Theatre and Dance, School of the Arts, College of Arts and Sciences, effective May 31, 2025; **Andrew Long**, associate professor in Mathematics and Statistics, College of Arts and Sciences, effective May 31, 2025; **Gisèle Loriot-Raymer**, associate professor in World Languages and Literatures, College of Arts and Sciences, effective May 31, 2025; **Laura Urbanski**, assistant teaching professor in Mathematics and Statistics, College of Arts and Sciences, effective May 31, 2025; **Roger Zarnowski**, professor in Mathematics and Statistics, College of Arts and Sciences, effective May 31, 2025

C-2) Non-Academic Personnel Actions:

The following categories of non-academic personnel actions, which occurred between January 17, 2025 and May 1, 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 individuals received Board of Regents approval:

Maureen Doyle, professor in Computer Science and Software Engineering, in the School of Computing and Analytics, College of Informatics, effective July 1, 2025; **Vanessa Hunn**, professor in the School of School of Social Work, College of Health and Human Services, effective May 22, 2025; **Melissa Jones**, professor in Educational Leadership

and Advanced Studies, College of Education, effective June 1, 2025; **Andrew Long**, associate professor in Mathematics and Statistics, College of Arts and Sciences, effective June 1, 2025; **Gisèle Loriot-Raymer**, associate professor in World Languages and Literatures, College of Arts and Sciences, effective June 1, 2025; **Lynne Zajac**, professor in the School of Nursing, College of Health and Human Services, effective June 01, 2025; **Roger Zarnowski**, professor in Mathematics and Statistics, College of Arts and Sciences, effective June 1, 2025.

C-4) Board of Regents Regular Meeting Schedule for Calendar Year 2026

The Board of Regents approved the Regular Meeting Schedule for Calendar Year 2026.

C-5) Organizational Chart Updates:

The Board of Regents approved the organizational chart, which reflects all NKU Administrative updates through June 11, 2025.

C-6) Major Gifts Acceptance:

The Board of Regents approved contributions totaling **\$1,660,681.02** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period January 1, 2025, through April 30, 2025.

C-7) Naming Recommendations:

The Board of Regents approved the following naming actions:

1. The naming of an endowed scholarship to support students seeking an undergraduate degree at NKU who demonstrate the greatest need for financial assistance through their Free Application for Student Aid (FASFA). “Scherrff Family Endowed Scholarship”
2. The naming of an endowed scholarship for students in the Haile College of Business who demonstrate financial need as determined by the Free Application for Student Aid (FASFA), are in good academic standing with the University, and are the first in their family to attend college. “John Wagner Endowed Scholarship in Business”
3. The naming of an endowed scholarship for students majoring in the Haile College of Business. Preference will go to students who have demonstrated active leadership on campus and maintain involvement on campus through participation in one or more registered student organizations. “Student Leadership Development Scholarship”
4. The naming of a Counsel Chair, a furnishing within a new courtroom to be constructed on the first floor of Nunn Hall for the Salmon P. Chase College of Law. “Penny U. Hendy Counsel Chair”
5. The naming of a scholarship to support a full tuition scholarship to either full-time or part-time non-traditional student(s) pursuing an undergraduate degree at NKU. “Randal J. Horn, MD Continuing Education Scholarship”
6. The naming of the Judge’s Bench, a fixture within a new courtroom to be constructed on the first floor of Nunn Hall for the Salmon P. Chase College of Law. “Amy Hale Chandler Judge’s Bench”

7. The naming of an endowed scholarship that will support students enrolled in Salmon P. Chase College of Law. “M. Heath Davis Endowed Scholarship”
8. The naming of an endowed scholarship that will support students majoring in anthropology who demonstrate financial need as determined by the Free Application for Student Aid (FASFA). “Dr. Sharlotte K. Neely Anthropology Scholarship”
9. The naming of an endowed scholarship that will support students majoring in nursing or a related field. “Martha Pelfrey Nursing Endowed Scholarship”
10. The naming of a fund that will support students in the Nurse Anesthesia Program with experiential learning opportunities, including travel to conferences or other professional development opportunities. “Nurse Anesthesia Experiential Learning Fund”
11. The naming of an endowed scholarship for students in the College of Informatics at NKU. “Bogadi Family Endowed Scholarship”
12. The naming of a program for motivated and academically high-performing graduates of the Young Scholars Academy (YSA) who are pursuing studies in the College of Education (COE) at NKU. “Haile Foundation Future Educator Fellows”

C-8) Research Misconduct Policy:

The Board of Regents approved a revision to the Research Misconduct policy and a corresponding revision to the Faculty Policies and Procedures Handbook.

C-9) HB4 Compliance:

The Board of Regents certified the University’s compliance with Kentucky House Bill 4.

C-10) Capital Projects Approval:

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

- **Regents Hall Plumbing/Restroom Renovation.** Approval is requested to initiate a project totaling \$1,350,000 using asset preservation funds to replace the plumbing infrastructure.
- **Steely Library HVAC Replacement.** The Board approved this project with a scope of \$10,100,000 at the November 12, 2024 meeting, using asset preservation funds. We had earlier decided not to include replacement of the existing dual-duct HVAC system in two areas of the building, and now that design is underway, the recommendation is to replace the dual-duct system with a modern VAV system to provide improved occupant comfort and increased energy efficiency. Also, due to the fact that ceilings throughout the building will be removed and replaced to facilitate HVAC replacement, this is the time to replace sprinkler heads throughout this 50-year-old building. The new scope, using AP funds, is \$12,600,000.

C-11) LEED Exemptions:

The Board of Regents granted an exemption from the LEED Certification requirements in the Commonwealth's High-Performance Building Standards (KRS 56.775 / 200 KAR 6:070) for the Steely Library HVAC Replacement and the Civic Center Renovation projects.

C-12) Student Accounts Receivable Write-off:

The Board of Regents authorizes the Vice President for Administration and Finance to write off student account bad debts totaling \$6,842,923.53.

C-13) Foundation of Knowledge Policy:

The Board of Regents approved a revision to the Foundation of Knowledge (FOK) or General Education program policy.

C-14) Faculty Senate Constitution Revision:

The Board of Regents approved a revision to the Constitution of the Northern Kentucky University Faculty Senate.

C-15) Chase College of Law Faculty Handbook Revision:

The Board of Regents approved a revision to the Chase College of Law Faculty Handbook in accordance with Standard 208, adopted by the American Bar Association (ABA) in February 2024.

C-16) Student Government Association Constitution Revision: The Board of Regents approved the full revision of the Student Government Constitution.

C-17) Intellectual Diversity and Viewpoint Neutrality Policy Statement:

The Board of Regents approved the proposed Intellectual Diversity and Viewpoint Neutrality policy statement.

Non-Consent Agenda Items:

D-1) FY2025-26 Tuition, Fees, and Service Charges:

Regent Williams seconded Regent Ward's motion to approve the schedule of Tuition and Mandatory Fees for FY2025-26 and the schedule of Fees and Service Charges for FY2025-26.

Regent Henderson expressed concern with charging the first-year fees to our own returning students.

Chair Smith called for a vote. **(Motion carried without opposition)**

D-2) FY2025-26 Annual Operating Budget:

Regent Williams seconded Regent Ward’s motion to approve the Annual Unrestricted Operating Budget for FY2025- 26.

Chair Smith called for a vote. **(Motion carried without opposition)**

Following the voting items, Chair Smith welcomed Regent-Elect Collin Jarrell to the table to award Kentucky Colonel Commissions to Lucy Burns and Cady Short-Thompson.

D. Executive Session:

Regent André Ward seconded Chair Smith’s motion to enter into executive session pursuant to KRS 61.810(1) (b) and (c). **(Motion carried)**

At 11:15 a.m. the Executive Session concluded, and the regular meeting was reconvened.

At 11:17 a.m., Regent André Ward seconded Regent Lucy Burns’ motion to adjourn. **(Motion carried)**

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 February 26, 2025, and that such matters are still in force and effect.

**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.

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

**Board of Regents Retreat
Northern Kentucky University
Student Union 302
Wednesday, July 23, 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 9:00 a.m., Tuesday, July 22, 2025. He 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 at 9:02 a.m.), and Brad Zapp

Ms. Knochelmann confirmed that a quorum was present.

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

2025-2028 Strategic Plan – Presented by: Holly Chason and Pete Rinto

- Ms. Chason and Mr. Rinto provided an overview of Forward Together: The 2025–2028 Strategic Plan, with emphasis on key performance indicators (KPIs) and benchmarking data.

Board Governance Session and Board Self-Evaluation – Presented by Denise Kuprionis

- Ms. Kuprionis, President of The Governance Solutions Group, facilitated a session focused on best practices in board governance. She also led a discussion of the 2025 Board Self-Evaluation results.

Adjourn: At 12:00 p.m., Regent Collin Jarrell seconded Chair Smith’s motion to adjourn. **(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 23, 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

REGENT EMERITUS RECOMMENDATION:

That the Board of Regents approve Regent Emeritus status for Mr. Richard A. Boehne.

BACKGROUND:

The distinction of Regent Emeritus and the selection criteria for this award are defined in the Board’s bylaws. The bylaws state: “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.”

Chair Smith, Regent Williams, Regent Himes, and President Short-Thompson served as the Regent Emeritus Standing Committee.

The committee unanimously recommends awarding Regent Emeritus status to Richard A. Boehne, who served on the Northern Kentucky University Board of Regents from 2018 to 2024, including four terms as Chair. An NKU alumnus with a degree in communications, he played a key role in advancing the university’s mission through leadership on the Board and various committees, as well as through generous student support, including the Boehne Family First-Generation Scholarship and the LIFT Scholars Program. A passionate advocate for education, Rich has championed NKU’s impact on regional economic growth and workforce development.

FACILITIES MANAGEMENT REPORT

1. Herrmann Science Center Expansion

The Herrmann Science Expansion project 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) and a structural steel frame and drilled piers. It will connect to the existing building at each floor and features a glass and metal panel façade.

The project includes the 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 Science infrastructure in need of life cycle replacement.

Installation of concrete piers and foundations is complete. The elevator and stair tower concrete pours are complete, and slab-on-grade concrete pours are underway. Minor renovations completed in the existing building this summer included full renovation of four classrooms and recarpeting of various office areas on the first and second floors.



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



August 4, 2025 Aerials 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. During the summer months, the design team 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: \$49,000,000 (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. Site selection discussions continue. The current schedule anticipates initiation by the Port Authority of a process to select a design build contractor to complete design and coordinate construction of the building.

Owner's Project Architect/Project Manager: HDR

Design Build Team: TBD

Scope: \$125,000,000

Fund Sources: \$125,000,000 (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 instructional spaces on the first floor with the exception of the instructional print lab and Stauss Theatre, 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. A few areas were not complete on August 18th but those completions are occurring gradually as the semester has progressed.

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%)

Anticipated Completion: Fall 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 is scheduled to be completed later this month.

Architect: Luminaut

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

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

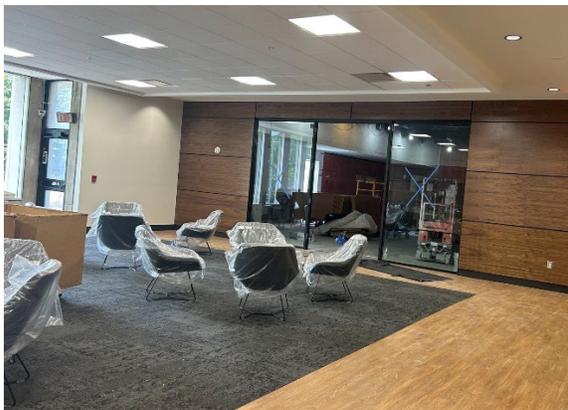
Scope: \$11,628,850.57

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)

Anticipated Completion: September 2025



Nunn Hall First Floor Lobby, Study Rooms & Quiet Space



Entrance to 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. **Campbell Hall Return Air System Upgrade (AP)**

The return air system in Campbell Hall was in poor condition. New equipment will ensure proper airflow, enhance indoor air quality and improve occupant comfort. New VAV boxes have been installed throughout the building and control system upgrades are complete.

Engineer: CMTA

Contractor: Triton

Scope: \$450,000

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

Completion: Summer 2025

9. **Student Union Roof Restoration (AP)**

The Student Union roof is at the end of its life. Rather than complete replacement, the roof is being restored, which extends roof life, saves resources, lowers replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits. The installation contract was awarded to WTI-Tremco. Restoration work began in April and was completed this month.

Contractor: WTI-Tremco
Scope: \$2,400,000 in AP Funds
Fund Source: 2024-2026 AP Funds (100%)
Completion: September 2025

10. **Underground Water Valves (AP)**

Numerous water valves within the campus underground water distribution system have failed at various times, resulting in water outage in multiple buildings. The goal of this project is to strategically replace underground isolation valves to allow future repairs to be undertaken with fewer water disruptions. The first phase of the project included replacement of ten isolation valves. Additional water valves are scheduled for installation this fall.

Contractor: Schmidt Plumbing
Scope: \$225,000
Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)
Anticipated Completion: Fall 2025

11. **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

12. **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

13. Renew/Renovate Steely 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 winter 2025-2026.

- 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: Spring 2026

14. University Center Miscellaneous Renovations (AP)

Miscellaneous renovations completed in the University Center include upgrades to Budig Theater, second floor lobby space, plaza level entries, first floor restrooms and other enhancements to the functionality and appearance of these spaces. The interior now has a vibrancy that will support the university’s student recruitment and retention efforts. This project was completed prior to the start of the Fall 2025 semester.

- Architect: OMNI Architects
- Engineer: Heapy Engineers
- Contractor: HGC Construction
- Scope: \$3,100,000
- Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)
- Anticipated Completion: Fall 2025



Renovated University Center Atrium



Budig Theater Completion Photo

15. **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

16. **Truist Arena Controls Upgrade (AP)**

Due to incompatibility with newer versions of Windows, the Truist Arena HVAC control system's software program was replaced. The original communication devices were obsolete. Work was completed by Schneider Electric using the Omnia Contract.

Contractor: Schneider Electric

Scope: \$129,000

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

Completion: September 2025

17. **Albright Health Center Hot Water System Replacement (AP)**

The existing domestic hot water system in the Health Center, which connects to the geothermal system, has proven to be unreliable and is frequently out of service. With this project, gas-fired boilers will be installed to produce hot water independent of the geothermal system. The new system, a more traditional design compared to the geothermal system, will provide redundancy for a variety of domestic water uses in this building. This phase of the project is complete.

In addition, this project includes the replacement of the hot tub boiler, which was also connected to the geothermal system. This new boiler will function as a backup to the pool heating boiler, which previously did not have a redundant system in place. The boiler has been installed and is operational. This project is complete.

Engineer: KLH

Contractor: Hart Plumbing (Domestic Boiler); TBD (Hot Tub Boiler)

Scope: \$450,000

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

Completion: Fall 2024 (new domestic boiler); Summer 2025 (new hot tub boiler)

18. **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

19. **Arena Garage Restoration (AP)**

This project includes structural restoration, based on the 2021 structural condition assessment, of the cast-in-place, post-tensioned Arena Garage. Work included application of water repellent to all parking decks and ramps; repairs to isolation joints and pour strips; and elimination of freeze/thaw damage to the concrete and steel railing system embedded in the top of the façade panels. Work is being phased to allow parts of the garage to remain open at all times. This project is complete.

Engineer: THP

Contractor: Browning Chapman

Scope: \$925,000

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

Completion: August 2025

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

The university signed a Pre-Construction Agreement with the Justice Cabinet in September. The former Highland Heights Civic Center will be renovated for the NKY Medical Examiner's office and NKY Crime Lab. Design work is complete. Bidding is scheduled for September/October 2025. Design is being managed with close involvement of Justice Cabinet staff, the Kentucky State Police and the State Medical Examiner.

The project will include full replacement of the Civic Center's building systems and a small two-story addition.

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: October 2026



Renderings as of April 2025

21. Ceramics Building Façade Restoration (AP)

The Ceramics building's concrete block and EIFS ("Dryvit") façade has been restored. The block was taking on water and some blocks were cracked, the EIFS was deteriorated on the weather sides of the building and coating/restoration was needed. Steel supporting the large kiln pad roof on the rear of the building was treated and painted. Work began in May and is complete.

Contractor: American Façade Restoration

Scope: \$350,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%)
Completion: August 2025



Façade Photos – August 6, 2025

22. **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

23. **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 began this summer in a phased building-by-building installation plan.

Contractor: IPS

Scope: \$1,671,000

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

Anticipated Completion: Fall 2026

24. **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 is in the bidding phase. Construction is anticipated to 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 is being replaced. This work will be complete this fall.

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

25. **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. CMTA will competitively bid the work following state procurement law.

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.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$12,600,000

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

Anticipated Completion: Spring 2027

26. **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 are original (1973) and in need of replacement. 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.

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

27. **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

28. **Griffin Hall 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. 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 will be 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

29. **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.

This project is currently in the construction documents phase, with bidding in October. Construction is expected to be complete in summer 2026.

Architect: RossTarrant (Lexington)
Engineering: Heapy
Contractor: TBD
Scope: \$3,000,000
Fund Source: Private Funds
Anticipated Completion: Summer 2026



Existing Tennis Courts

30. **Mathematics-Education-Psychology Center Elevators Modernization (AP)**

The hydraulic elevators (2) in the Mathematics-Education-Psychology Center (MP) 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: \$375,000
Fund Source: 2024-2026 AP Funds (100%)
Anticipated Completion: TBD

31. **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. These three work efforts were bid separately.

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

32. **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 are at end-of-life and replacement was critical. The units are on order from EliteAire and installation will 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 Kitchens in Northern Terrace

33. University Suites Flooring Replacement (AP)

Flooring in University Suites, a residence hall constructed in 2003, is original and will be replaced. Rooms and corridors receiving new flooring will also be painted. This is a multiphase project; this phase addresses the west wing and north wing rooms not completed in 2023 or 2024. Work is complete.

Contractor: Spectra Flooring

Scope: \$345,000

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

Completion: August 2025

34. 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

35. Regents Hall Restroom Renovation (AP)

Plumbing infrastructure in the public restrooms and northwest locker room will be replaced. Repair and or replacement of the sanitary line leaving Regents Hall is needed. 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 April 2026.

Contractor: CMTA Energy Solutions

Scope: \$1,290,000

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

Anticipated Completion: January 2026

36. Replace Campus Security Cameras (AP)

This project includes replacement of all security cameras both interior and exterior for all eligible E&G buildings and residence halls. Over 600 new Cisco Meraki cameras were installed along with the Cisco Meraki Camera Management Dashboard with AI and object detection. The new cameras have higher resolution and more functionality. Because AP funds cannot be used for upgrades in these AP-ineligible buildings: Norse Commons, Truist Arena, Soccer Stadium and the Intramural Fields, alternate fund sources were identified for new cameras at those locations. This project is complete.

Contractor: IT Infrastructure Team and Global Business Solutions

Scope: \$190,000 (E&G Buildings); \$175,000 (Residence Halls); \$23,692 (Non-AP, as noted)

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

Completion: August 2025

37. **16 Clearview and Norse Neighborhood**

The University completed the first step toward creation of Norse Neighborhood on Clearview Drive with the assignment of the single-family home at 16 Clearview as a student-occupied residence. Four students from Pi Kappa Alpha signed leases with the University. Each student has a single-occupant bedroom. The house has four bedrooms, 2-1/2 bathrooms, eat-in kitchen, study room, lounge/study room, and basement chapter room with exterior access. Planning is underway to open a second house in Norse Neighborhood for the spring 2026 semester.

Contractor: Multiple

Scope: Approximately \$40,000

Fund Source: NKU Real Property

Completion: August 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 March 1, 2025 through June 30, 2025 for Fiscal Year 25:

- 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**.

Office of Research, Grants and Contracts (RGC)
Grants Awarded Funding: March 01, 2025 - June 30, 2025

PRELIMINARY REPORT

FY 2025

Category	Type	College/Administrative Office	Project Title	Sponsor	Sponsor Total
		<u>Department</u>			
<i>Chase College of Law</i>					
New	Student Support	Chase - Student Affairs	KLEO Summer Institute	Kentucky Bar Foundation	\$25,000
<i>College of Arts & Sciences</i>					
New	Basic Research	Biological Sciences	Assessment of water quality variability in the West of Hudson watersheds influenced by forest phenological shifts under climate change	The Cary Institute of Ecosystem Studies	\$17,098
New	Basic Research	Biological Sciences	Core Utilization Voucher Award	University of Louisville Research Foundation	\$5,000
New	Basic Research	Biological Sciences	KY INBRE Characterization of SAM gene mutation impacts on cellular processes and genome instability.	University of Louisville Research Foundation	\$49,000
New	Basic Research	Biological Sciences	KY INBRE Mentored Career Development Awards (MCDA)	University of Louisville Research Foundation	\$35,000
New	Basic Research	Biological Sciences	Society of Toxicology Internship Program	Society of Toxicology	\$8,000
New	Basic Research	Chemistry	Course-Based Undergraduate Research: Guiding Biochemistry Discovery with AI	University of Louisville Research Foundation	\$28,000
New	Basic Research	Chemistry	Determining how tRNA modifications affect translation in multiple eukaryotes	University of Louisville Research Foundation	\$70,000
New	Other	Ctr Integrative Nat Science & Math (CINSAM)	NASA Kentucky Space Grant Consortium Program 2020-2024	NASA	\$25,000

Category	Type	College/Administrative Office	Project Title	Sponsor	Sponsor Total
		Department			
New	Basic Research	Physics,Geology & Engineering Technology (PGET)	AI-Driven Neuroprosthetic: Brain-Controlled Prosthetic Arm with Sensory Feedback and Hybrid Brain-Computer Interface	University of Louisville Research Foundation	\$140,000
New	Applied Research	Physics,Geology & Engineering Technology (PGET)	AI-Driven Neuroprosthetic: Brain-Controlled Prosthetic Arm with Sensory Feedback and Hybrid Brain-Computer Interface	Mid-South Reach	\$41,707
Continuation	Basic Research	Physics,Geology & Engineering Technology (PGET)	Helix - the High Energy Light Isotope eXperiment - amend 4	University of Chicago	\$64,643
Continuation	Student Support	Physics,Geology & Engineering Technology (PGET)	Space Grant NIFS Scope account -- Fellowships for Non-UK Awards	University of Kentucky Research Foundation	\$5,193
Continuation	Basic Research	Physics,Geology & Engineering Technology (PGET)	The Trans-Iron Galactic Element Recorder for the International Space Station, TIGERISS	Washington University in St. Louis	\$54,600
Continuation	Basic Research	Psychological Science	Brain Development after Early-Life Antipsychotic Treatment	National Institutes of Health	\$137,000
Continuation	Basic Research	Psychological Science	KY INBRE Lead Faculty Award 2025-2026	University of Louisville Research Foundation	\$18,399
New	Basic Research	Psychological Science	KY INBRE Mentored Career Development Award	University of Louisville Research Foundation	\$35,000
Continuation	Basic Research	Psychological Science	KY INBRE Mentored Career Development Award	University of Louisville Research Foundation	\$49,000
Continuation	Basic Research	Psychological Science	KY INBRE Mentored Career Development Awards (MCDA)	University of Louisville Research Foundation	\$35,000

Category	Type	College/Administrative Office	Project Title	Sponsor	Sponsor Total
		<u>Department</u>			
<i>College of Education</i>					
Renewal	Basic Research	Counseling, Social Work and Leadership	SFY 25 CW Prep (CL33)	University of Kentucky	\$32,175
<i>College of Health & Human Services</i>					
Renewal	Public Service	School of Nursing	Nursing and Interprofessional Research Collaborative (NIRC)	St Elizabeths Hospital (SEH)	\$27,301
Renewal	Public Service	School of Nursing	Nursing and Interprofessional Research Collaborative (NIRC)	St Elizabeths Hospital (SEH)	\$27,710
<i>College of Informatics</i>					
New	Other	School of Computing & Analytics	Conference: NAIRR Pilot Expansion: FA2: Capacity and Community for Research-Emerging Institutions with Large Computing Programs	National Science Foundation (NSF)	\$300,000
<i>Financial Aid & Operations</i>					
New	Student Financial Aid	Student Financial Assistance	Save the Children FY 25	Council on Postsecondary Education	\$11,000
<i>First Year Experience & Programming</i>					
New	Public Service	First Year Programs	The Meaning Makers: Youth Service as Civic Expression	The Allstate Foundation	\$10,000
<i>Steely Library</i>					
New	Institutional Support	Steely Library	KY Graduate Profile - PLAN- Northern Kentucky University	Kentucky Council on Postsecondary Education	\$10,000

Total Number of Awards This Period: 03/01/2025 - 06/30/2025	26	Total Funds Awarded	\$1,260,826
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Cumulative FY 2025 Total Number of Awards: 07/01/2024 - 06/30/2025	94	Cumulative FY 2025 Total Funds Awarded	\$ 15,798,467
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REPORT: FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2024, through June 30, 2025, totaling \$6,487,283 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 2025.

FY25 Fundraising Resources Through 06/30/25	
Designation	FY 2025 at 06/30/2025
Academic Affairs/Univ. Designated	\$1,272,062
Athletics	\$996,720
Chase College of Law	\$1,405,058
College of Arts and Sciences	\$1,101,916
College of Education	\$100,357
College of Health and Human Services	\$155,940
College of Informatics	\$720,990
Haile College of Business	\$631,686
Honors College	\$3,541
Institute for Health Innov./Health Innov. Ctr.	\$4,396
Steely Library	\$23,974
Student Affairs	\$70,644
Total	\$6,487,283

REPORT: FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2025, through July 31, 2025, totaling \$318,220 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 07/31/25	
Designation	FY 2026 at 07/31/2025
Academic Affairs/Univ. Designated	\$12,867
Athletics	\$34,868
Chase College of Law	\$117,119
College of Arts and Sciences	\$134,933
College of Education	\$172
College of Health and Human Services	\$849
College of Informatics	\$16,245
Haile College of Business	\$307
Honors College	
Institute for Health Innov./Health Innov. Ctr.	
Steely Library	\$691
Student Affairs	\$168
Total	\$318,220

POLICY REPORT

The following policies were approved by the President after completion of the process required by the Policy on Policies or, for the interim policies noted below, after interim adoption due to legal or administrative exigencies. The interim policies will be reviewed as part of the full campus process beginning in August 2025. 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 polices 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.

DRUG-FREE CAMPUS

A new stand-alone drug-free campus policy was established, replacing a prior policy that included both alcohol and drug-related policies. Creating a stand-alone policy more clearly expresses the University’s prohibitions and rules to ensure a drug-free campus and workplace.

HAZING

This policy was revised to comply with the recently enacted federal “Stop Campus Hazing Act,” including the addition of clarifying language regarding the circumstances and types of behavior that are prohibited.

TUITION WAIVER (INTERIM POLICY)

This policy was revised to reflect that out-of-state employees who use the tuition waiver are charged at the in-state rate, where applicable, which will ensure consistency in the financial benefit of the waiver for all employees beginning with the 2025-26 academic year. Other clarifications were made, including reaffirming that an employee may not take classes during the employee’s regular work hours absent extenuating circumstances and supervisor approval. These revisions will be subject to the full campus policy process this fall.

ADMISSIONS STANDARDS – UNDERGRADUATE (INTERIM POLICY)

Revisions to this policy were adopted on an interim basis, to ensure alignment of the University’s standards with CPE regulations. These revisions will be subject to the full campus policy process this fall.

RECOMMENDATION:

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

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.

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.

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.

Teresa 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.

PART-TIME TENURE

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

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.

PHASED RETIREMENTS:

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.

TEMPORARY FACULTY APPOINTMENTS:

College of Arts and Sciences

CINSAM	Reuben Bullard	Academic Year
CINSAM	Kristina Bielewicz	Academic Year
CINSAM	Amber Carter	Fiscal Year
English	Kristi Brock	Academic Year
English	Lindsey Caldwell-Thomas	Academic Year
English	Natalie Williams	Academic Year
English	James O'Bannon	Academic Year
World Languages and Literatures	Iliana Rosales Figueroa	Academic Year
World Languages and Literatures	Sandra Bazzani Arrone	Academic Year
History	Kevin Eagles	Academic Year
Interdisciplinary Studies	Lynda Mercer	Academic Year
Interdisciplinary Studies	Kathleen Quinn	Academic Year
Mathematics and Statistics	Chrystal Culbertson	Academic Year

Physics, Geology, Engineering Technology	Julie Reizner	Academic Year
Physics, Geology, Engineering Technology	Becca Ewing	Academic Year
Political Science, Criminal Justice & Organizational Leadership	Jason Farkas	Academic Year
Political Science, Criminal Justice & Organizational Leadership	Jake Cowan	Academic Year
Sociology, Anthropology, & Philosophy	Michael Simonton	Academic Year
Sociology, Anthropology, & Philosophy	Robert Brice	Academic Year
Sociology, Anthropology, & Philosophy	Sevil Suleymani	Academic Year
School of the Arts	Randel Plowman	Academic Year
School of the Arts	Josie Roebuck	Academic Year
School of the Arts	Jeffrey Martell	Academic Year
School of the Arts	Joy Burdette	Academic Year
School of the Arts	John Zappa	Academic Year
School of the Arts	Lou Setzer	Academic Year
School of the Arts	Krista Weiss	Academic Year
School of the Arts	Genevieve Perrino	Academic Year

Haile College of Business

Accounting, Economics, and Finance	Chad Greenfield	Academic Year
Accounting, Economics, and Finance	Danna Abu-Rashed	Academic Year
Management	Dawn Parks	Fiscal Year
Management	Joan Adkins	Academic Year

College of Health and Human Services

School of Kinesiology, Counseling, and Rehabilitative Sciences	Michelle Ann Miller	Academic Year
School of Kinesiology, Counseling, and Rehabilitative Sciences	Paige Yeager-Faust	Academic Year
School of Nursing	Dawn Deem	Academic Year
School of Nursing	Megan Renee Taylor	Academic Year

College of Education

Educational Leadership and Advanced Studies	Leighann Rehtin	Academic Year
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College of Informatics

School of Computing and Analytics	Brandi Neal	Academic Year
School of Computing and Analytics	Stephen Ralescu	Academic Year
School of Computing and Analytics	Anthony Burk	Academic Year
School of Media and Communication	Evan Athanasakes	Academic Year
School of Media and Communication	Samuel New	Academic Year
School of Media and Communication	Aaron Zlatkin	Academic Year

Center for Global Engagement and International Affairs

American English Language Program	Melissa Napier	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 May 2, 2025 to August 7, 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**05/02/25 – 08/07/25**

NAME	DEPARTMENT	TITLE	EFF. DATE
Ashcraft-Sutton, Carrie	Institute for Health Innovations	Peer Support Specialist	07/01/2025
Barrett-Wolcott, Tammy	Institute for Health Innovations	Instructional Mgr. DCBS-CPE Bridge Prog.	07/01/2025
Bergman, Gavin	Graduate Education	Processing Specialist	07/14/2025
Blasingame, Robert	Procurement Services	Specialist, Procurement/Bids	06/02/2025
Dawes, Don	Institute for Health Innovations	QRT/Reentry Specialist	07/01/2025
Feldkamp, Garrett	University Development	Director, Gift Planning	08/04/2025
Ferry, Emily	College of Health & Human Svcs.	Academic Assistant	07/07/2025
Hayes, Madisyn	Chemistry & Biochemistry	Research Assistant	07/28/2025
Hehman, Alexis	Campus Recreation Center	Coordinator, CRC Business Operations	06/18/2025
Hernandez, Brittany	Campus Recreation Center	Coordinator, Fitness	07/01/2025
Johnson, Richard	Men's Basketball	Head of Sports Performance, MBB	05/27/2025
Juszczyk, Elizabeth	Norse Network Hub	Executive Director, Norse Network Hub	06/16/2025
Lindon, Neil	Undergraduate Admissions	Director, Slate Innovation	06/09/2025
Little, Jordan	Men's Volleyball	Assistant Coach, Men's Volleyball	07/01/2025
McConaghy, Morgan	Education Abroad	Coordinator	07/14/2025
Nadeau, Rebecca	Kentucky Center for Math	Coordinator	08/07/2025
Nystrom, Alexander	Chemistry & Biochemistry	Research Assistant	06/11/2025
Osborne, Shanna	Institute for Health Innovations	Care Coordinator, IHI	07/01/2025
Patton, Delilah	Student Support Services	Administrative Specialist	06/23/2025
Poe, Natasha	Institute for Health Innovations	Care Coordinator, IHI	07/01/2025
Rieder, Katelyn	University Housing	Coordinator, Univ. Housing Marketing	06/18/2025
Ruth, Bryan	Institute for Health Innovations	Peer Support Specialist	07/01/2025
Schmidt, Shelby	One Stop Center	Processing Specialist	05/12/2025
Schnitzler, Erik	University Police – Field Operations	Public Safety Officer	06/02/2025
Tabugbo, Judith	University Housing	Residence Hall Director	07/08/2025
Wagner, Cara	First Year Student Success Hub	Academic Advisor – FY Students	06/24/2025
Walters, Hailey	University Housing	Residence Hall Director	06/24/2025
Warren, Grant	University Housing	Residence Hall Director	06/16/2025
Woolums, Justin	College of Health & Human Svcs.	Academic Assistant, CHHS Dean's Office	06/17/2025

REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS**05/02/25 – 08/07/25**

NAME	DEPARTMENT	TITLE	STATUS	EFF. DATE
Ampfer, Jude	Undergraduate Admissions	Asst. Director, Mktg. & Communications	Promotion	06/16/2025
Bohn, Christianna	College of Informatics	Sr. Coordinator, Budget & Operations	Promotion	07/21/2025
Brown, Lynn	School of Nursing	Medical Director, NACU	Faculty to Staff	07/01/2025

Domroy, Julia	College of Health & Human Svcs.	Academic Specialist	Promotion	05/12/2025
Gibson, Emily	Engage KY	Program Coordinator	Promotion	05/01/2025*
Hall, Travis	Institute for Health Innovations	Prog. Mgr., DCBS-CPE Training & Dev.	Promotion	07/01/2025
Kahmann, Peter	Ctr. for Environmental Restoration	Specialist, Stream Restoration	Promotion	07/01/2025
Messer, Hope	Student Financial Assistance	Asst. Director, Processing & Compliance	Promotion	06/16/2025
Monroe, Margaret	Research, Grants & Contracts	Officer, Grants & Contracts	PT to FT	07/15/2025
Munoz, Angel	IT – Infrastructure & Ops. Grp.	IT Client Support Specialist	Student to Staff	07/21/2025
Nguyen, Hanson	Student Engagement	Coordinator, Student Engagement Progs.	Reclassification	06/08/2025
Noel, Jude	University Mktg. & Comm.	Sr. Web Content Specialist	Promotion	04/14/2025*
Ramstetter, Thomas	University Mktg. & Comm.	Sr. Director, Internal Communications	Title Change	05/08/2025
Sells, Olivia	Undergraduate Admissions	Admissions Counselor	Student to Staff	07/23/2025
Share, Felicia	World Languages & Literatures	Academic Coordinator	PT to FT	05/05/2025
Spencer, Joshua	Facilities Mgmt. Business Office	Specialist	FT to PT	05/19/2025
Southwick, Clinton	Electric Shop	Supervisor, Electrical Service	Promotion	07/01/2025
Thornton, Meredith	Institute for Health Innovations	Program Manager, Training, Rec Info Sy.	Promotion	07/01/2025

TRANSFERS
05/02/25 – 08/07/25

NAME	PREVIOUS DEPARTMENT	NEW DEPARTMENT	TITLE	EFF. DATE
Baker, Madison	Ky. Center for Math	Advancement Operations	Asst. Director, Donor Eng.	06/02/2025
Blasingame, Robert	Procurement	IT – Infrastructure & Ops. Grp.	IT Client Support Specialist	08/04/2025
Koeninger, Katherine	General Accounting	Research Compliance	Coordinator	07/16/2025
McCubbin, Brittany	Experiential Learning	College of Education	Mgr. of Adm, Evnts, Sp Proj	06/16/2025

DEPARTURES
05/02/25 – 08/07/25

NAME	DEPARTMENT	TITLE	EFF. DATE
Allen, Bryan	Athletic Development	Sr. Director of Development	07/01/2025
Banks, Jimmy	Men’s Soccer	Assistant Coach, Men’s Soccer	06/27/2025
Blair, Lexie	Softball	Assistant Coach, Women’s Softball	05/17/2025
Bornhoffer, Steve	Women’s Soccer	Assistant Coach	07/25/2025
Bryant, Presley	School of Nursing	RN, Immunization Outreach	07/01/2025
Burgess, Heather	University Housing	Assistant Director of Residence Life	06/07/2025
Clark, David	University Housing	Residence Hall Director	06/02/2025
Heck, Larissa	College of Informatics	Manager of Communications, Events & Admin.	06/06/2025
Human, Lucas	Student Financial Assistance	Coordinator, Financial Assistance	06/12/2025
Hogston, Crystal	School of Nursing	Community Health Worker	07/01/2025

Hurst, Hunter	Athletics Communication	Assistant Director, Communications	07/31/2025
Isidro, Nathan	IT – Infrastructure & Ops. Group	IT Client Support Specialist	07/12/2025
Jacobson, Kyle	General Accounting	Analyst, Debt & Treasury	05/05/2025
Karbler, Corinne	Athletics Mktg. & Promotions	Asst. Director, Promotion & Fan Engagement	07/04/2025
Koch, Elizabeth	CINSAM	Program Coordinator, Robotics	05/16/2025
Llambi, Maria	Chase – Student Affairs	Director of Admissions, Law	05/10/2025
Nystrom, Alexander	Chemistry and Biochemistry	Research Assistant	07/22/2025
Pegada, Archana	IT – BW Business Support Grp.	Business Analyst	07/15/2025
Piening, Lauren	Athletic Development	Asst. Athletic Development, Development	08/02/2025
Points, Brielle	Undergraduate Admissions	Adm. Counselor/Campus Recruit. Liaison	06/01/2025
Sandburg, Kaelyn	IT – Infrastructure & Ops. Group	IT Client Support Specialist	05/10/2025
Schneider, Isaiah	University Police – Field Ops.	Public Safety Officer	07/03/2025
Smith, Aiden	Undergraduate Admissions	Admissions Counselor	07/03/2025
Stejbach, Sayre	Center for Env. Restoration	Specialist, Stream Restoration	06/14/2025
White, Stacey	Counseling Services	Office Support Specialist, Counseling	05/26/2025
Williams, April	School of Nursing	Vaccine Ambassador	07/01/2025

RETIREMENTS
05/02/25 – 08/07/25

NAME	DEPARTMENT	TITLE	EFF. DATE
Couch, Joyce	Student Support Services	Director, TRIO Student Support Svcs.	08/01/2025
Perry, Anne	Education Abroad	Coordinator	06/01/2025

ADMINISTRATIVE/EXECUTIVE
05/02/25 – 08/07/25

NAME	DEPARTMENT	TITLE	REASON	EFF. DATE
Brooks, Sheena	Graduate Education	Director, Graduate Programs	Departure	05/03/2025
Deavy, Rochelle	University Development	Assistant Vice President of Development	Departure	07/03/2025
Gellen, Amy	Human Resources	Chief Human Resources Officer	New Hire	06/25/2025
Holloman, Stephen	Research, Grants & Contracts	Director	Departure	05/01/2025
Mason, John	Athletic Development	Sr. Director of Development	New Hire	08/01/2025
McDonald, Danielle	Faculty Affairs	Vice Provost, Faculty Affairs	Promotion	07/07/2025

***not on previous report**

RECOMMENDATION:

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

EMERITUS:

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

RECOMMENDATION:

That the attached organizational chart receives the Board of Regents approval.

BACKGROUND:

The attached organizational chart reflects all NKU Administrative updates through September 17, 2025. The reporting lines listed are for Director level and above.

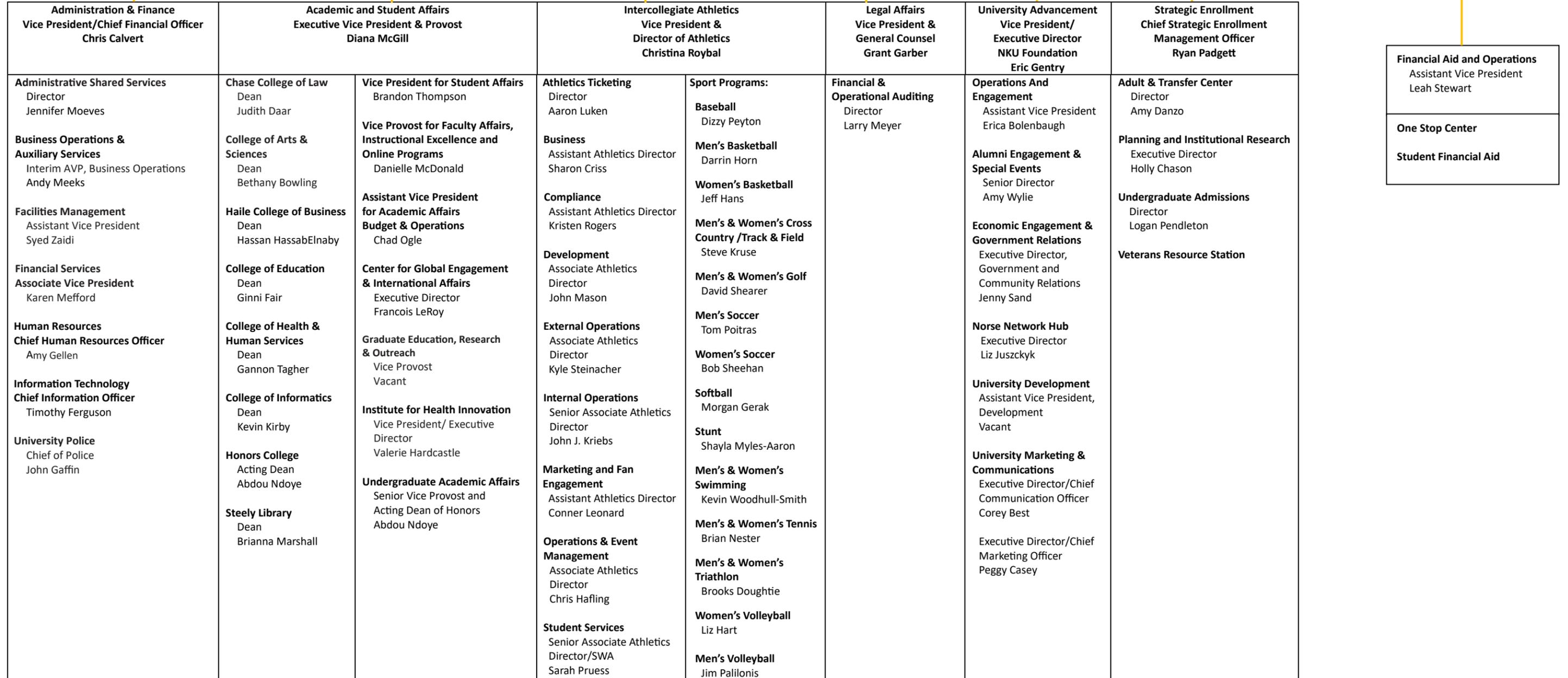
NORTHERN KENTUCKY UNIVERSITY ORGANIZATIONAL STRUCTURE¹

BOARD OF REGENTS

Nathan Smith (Chair), Kara Williams (Vice Chair), Ashley F. Himes (Secretary), Shea Conley, Cori Henderson, Collin Jarrell, Sandra Spataro, Debbie Wulfeck, Brad Zapp

President
Cady Short-Thompson

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



Approved by the NKU Board of Regents
Effective September 17, 2025

¹ This chart includes functional direct reports at no less than the director level.

RECOMMENDATION:

The Board of Regents officially hereby accepts 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, 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 05/01/25 through 07/31/25 are itemized below.

Contributions of \$25,000 or more from May 1, 2025 – July 31, 2025				
Name	Gift Date	Fund Description	Amount	Gift Type
The Kroger Company Foundation	5/20/2025	FUEL NKU	\$50,000.00	Cash
Republic Bank Foundation	6/5/2025	Republic Bank Adult and Transfer Student Scholarship	\$25,000.00	Pledge
Anonymous Donor	6/6/2025	Ally Davis Memorial Student Support Fund (spending)	\$25,000.00	Cash
Anonymous Donor	6/6/2025	Ally Davis Memorial Student Support Fund	\$25,000.00	Cash
Anonymous Donor	6/6/2025	Ally Davis Memorial Scholarship Endowment	\$270,000.00	Cash
The Herbold Foundation	6/18/2025	Ambassador Patricia L. Herbold Scholarship and Chase Finish Line Fund	\$50,000.00	Cash
GGR Holdings, LLC	6/23/2025	NKUF Properties LLC 5-Sunset Drive Vacant Land	\$100,000.00	Stock/Property
Spirit of Construction Foundation of Greater Cincinnati	6/30/2025	The Spirit of Construction Scholarship	\$40,000.00	Pledge
Carol J. Swarts	7/10/2025	Bob Wallace Student Research Scholarship in the Humanities	\$49,810.57	Stock/Property
Carol J. Swarts	7/10/2025	Dr. Richard D. Durtsche Endowed Scholarship in Ecology, Evolution and Organismal Biology	\$50,000.00	Stock/Property
Hendy Johnson Vaugh Emery	7/28/2025	Judge Anthony W. Frohlich Scholarship Endowment	\$50,000.00	Cash
		TOTAL	\$734,810.57	

Presidential Recommendation:

RECOMMENDATION:

The Board of Regents hereby approves 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”

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 attending Northern Kentucky University. This scholarship will have an initial spending fund and an endowment.

Donor: The Family of Sam and Susan Spataro
Naming Gift: \$20,000
Naming Recognition: Spataro Family Scholarship

The Family of Sam and Susan Spataro established this scholarship to honor their memory. Sam and Susan (Sue) Spataro both passed away in 2022; Sam in April and Sue in November. They were big advocates of education, which inspired their family to create this scholarship.

(2) The university has received a gift that will 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. Preference will be given to students in the Theatre and Dance Program with a GPA of 2.5 or above. This fund will be split between an initial spending fund and an endowment.

Donor: Anonymous Donor

Naming Gift: \$50,000

Naming Recognition: Ally Davis Memorial Student Support Fund

Allyson Blair "Ally" Davis was a dearly beloved musical theatre major in the School of the Arts. Ally passed away in July of 2020. An incredible actress and singer, Ally had performed in a multitude of theatre productions at NKU and in the region, including King's Island, Jenny Wiley Theatre, and the Covedale Center for the Performing Arts. Her final performance at NKU was in the English comic opera, H.M.S. Pinafore, in the spring of 2020. In addition to her strong academic work, Ally was involved in multiple aspects of the theatre and dance program as well as campus life. She was a fierce advocate for racial equity and fought for greater understanding and support for those dealing with anxiety and struggling with mental health. Hailing from eastern Kentucky, Ally showcased the great talent and spirit of this region with her love of music and performing. She was a great friend and mentor to those around her, encouraging them to laugh often, work hard, and pursue their passions.

The donors, who wish to remain anonymous, know that not every need is met by big awards. They understand that small, unexpected financial gaps can derail a student's journey and want to provide the funding to alleviate or close these gaps. While at NKU, Ally personally saw a roommate struggle with this. The donors want to create a fund that provides support as needed to help students in the School of the Arts stay on track and stay in school. They see the value and importance of these flexible dollars that can change a student's trajectory.

(3) The university has received a gift that will provide essential last-dollar-in scholarships to help adult and transfer students overcome financial barriers and achieve their academic and career goals. Eligible students must be a full-time or part-time adult or transfer student, with preference going to students in good academic standing.

Donor: Republic Bank Foundation

Naming Gift: \$25,000

Naming Recognition: Republic Bank Adult and Transfer Student Scholarship

The Republic Bank Foundation has been a long-time supporter of Northern Kentucky University. Republic Bank recognizes the importance of making a lasting impact, and they know that that starts by strengthening the communities in which they live and work. Republic Bank believes in not only serving the community but also being a part of the community. The NKU Foundation is grateful to be a recipient of Republic Bank's generosity and partnership. They have supported our athletics program, scholarships, and other event sponsorships, all of which elevate the experiences of our students.

(4) The university has received a gift 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.

Donor: Spirit of Construction Foundation of Greater Cincinnati
Naming Gift: \$40,000
Naming Recognition: Spirit of Construction Scholarship

The Spirit of Construction Foundation of Greater Cincinnati is a non-profit organization dedicated to fostering awareness of the importance of the region's construction industry and creating opportunities for young people and young adults to thrive through careers in the space. Founded in 1994, the organization takes a holistic approach to supporting the construction industry, focusing on workforce development, community outreach grants, and scholarships.

(5) The university has received a gift 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. The scholarship will go to a different student each year.

Donor: Margaret Murphy
Naming Gift: \$10,000
Naming Recognition: Maggie Murphy Creative Producing Award

Margaret Murphy, the donor, is a graduate of NKU's College of Arts and Sciences, obtaining a Bachelor of Fine Arts. After graduation, she relocated to Los Angeles, California, for a very successful career in the television industry as an executive producer. She recently retired as a tenured Professor at Loyola Marymount University, where she was the Head of the Creative Producing Program. She previously taught in the UCLA Producers Program for 10 years, where she created innovative new classes in digital and streaming content as well as courses in show running, business, and international co-productions. Once relocated back to northern Kentucky, she taught an honors course in creative directing this spring at NKU.

(6) The university has received a gift that will provide program support for a global health informatics exchange program between India and the United States. The program will expose students to cross-cultural health informatics principles, hands-on experiences, cross-cultural competence, and exposure to various healthcare perspectives. The fund will be managed by the School of Computing and Analytics.

Donor: Indo-American Chamber of Commerce of Oklahoma (IACCOK)
Naming Gift: \$15,750
Naming Recognition: International HealthCyber Scholars Fund

The Indo-American Chamber of Commerce of Oklahoma (IACCOK) is interested in supporting global exchange opportunities for students in the United States and India, with the goal of encouraging an exchange of students between the two countries who investigate health informatics and cybersecurity. The IACCOK board also hopes that their gift will inspire

graduates, donors, and community members to donate to the program. This fund will enhance academic and professional development for students and strengthen our international networks in rapidly evolving fields.

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$75,000.00** to be submitted to the state of Kentucky for matching funds through the Bucks for Brains program. Gifts received by the NKU Foundation Inc. for the benefit of Northern Kentucky University after November 15, 2021 to create or expand endowments are eligible. The Board of Regents officially acknowledges responsibility for oversight of the endowments established or expanded with these funds in accordance with Council guidelines and procedures.

BACKGROUND:

For the 2022-2024 biennium, the Kentucky General Assembly authorized \$1,864,600 in matching funds for Northern Kentucky University to support initiatives in STEM+H fields. The Board of Regents is responsible for the oversight of the endowment established or expanded with these funds in accordance with Council guidelines and procedures.

Contributions eligible for the Bucks for Brains match from September 1, 2024 – June 30, 2025					
Name	Gift Date	Fund Description	Amount Eligible to be Matched	Gift Type	Area of Emphasis
Martha J. Pelfrey	3/24/2025	The Martha Pelfrey Nursing Endowed Scholarship	\$50,000	Pledge	Nursing
Charles M. Teal	11/25/2024	Vicki L. Teal Nursing Scholarship for Student Athletes	\$25,000	Cash	Nursing
		TOTAL	\$75,000.00		

**Gift Agreement
Between Martha Pelfrey, Northern Kentucky University Foundation, Inc., and Northern
Kentucky University**

Introduction

The purpose of this agreement is to summarize the mutual understanding of Martha Pelfrey hereinafter referred to as the Donor, Northern Kentucky University Foundation, Inc. (NKU Foundation, Inc.), and Northern Kentucky University (NKU) regarding a gift in support of an endowed scholarship at Northern Kentucky University. This agreement will be made a part of NKU Foundation, Inc. and NKU records and is intended as a guide to those who will administer the gift in the future.

Northern Kentucky University Foundation, Inc.

The NKU Foundation, Inc. represents that it is qualified as a charitable organization and a 501 (c) (3) non-profit public benefit organization (federal ID # 23-7116528).

Description of the Gift

The Donor agrees to contribute \$50,000 to the NKU Foundation, Inc. The gift shall be paid in five (5) annual installments with the first installment of \$10,000 due by December 31, 2025 and each December 31st thereafter. The final installment will be due by December 31, 2029.

The Purpose and Administration of Gift

The Donor, NKU, and NKU Foundation, Inc. hereby agree that the aforementioned gift, when received in full, will support students majoring in nursing or a related field. The recipients will be chosen in accordance with university policies and procedures. The scholarship distribution will be administered by the Office of Financial Aid in conjunction with the College of Health and Human Services.

The gift shall be managed as a true endowment by the NKU Foundation, Inc. The NKU Foundation, Inc. operates under the guidelines established by the NKU Foundation, Inc. Board of Directors. The fund shall be an open fund capable of receiving additional contributions and will be managed in accordance with the NKU Foundation, Inc. endowment investment policy.

Gift Recognition

In recognition of this generous contribution, the gift shall create The Martha Pelfrey Nursing Endowed Scholarship upon approval by the NKU Board of Regents. The university will apply for matching funds from the Kentucky Council on Postsecondary Education's 2022-2024 Endowment Match Program. NKU agrees that the name The Martha Pelfrey Nursing Endowed Scholarship will be used by NKU and by all the university's agencies and entities in all references to The Martha Pelfrey Nursing Endowed Scholarship both formal and informal.

To express the appreciation of NKU and the NKU Foundation, Inc., to enhance the scholarship, and to attract gifts for similar purposes, NKU may make appropriate announcements through internal and external publications, through the university's electronic media channels, and to external media sources after receiving consent by the Donor. For recognition purposes related to this agreement, the Donor shall be identified as: Martha Pelfrey

Future Considerations

Gift Agreement
NKU, NKU Foundation, Inc., and Martha Pelfrey
Page 2 of 2

The NKU Foundation, Inc. and NKU are grateful for the Donor's support and are committed to fulfilling the Donor's objectives reflected in this agreement. In the unlikely event that it becomes unlawful, impracticable, wasteful, or impossible to achieve the specific purpose set forth in this agreement, the Board of Directors of the NKU Foundation, Inc., in consultation with appropriate NKU officials, shall utilize this gift to most nearly fulfill the original intent of the Donor.

Date

The effective date of this agreement shall be the date this agreement is fully executed.

Signatures:

For the Donor:


Martha Pelfrey


Date

**For Northern Kentucky University and
NKU Foundation, Inc.:**


Eric C. Gentry
Vice President, University Advancement
Executive Director, NKU Foundation, Inc.

Mar 24, 2025

Date

The Martha Pelfrey Nursing Endowed Scholarship

Final Audit Report

2025-03-24

Created:	2025-03-24
By:	Sarah Edgington (edgingtons1@nku.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAu7dKcN3uH8bMgqvNDxyG5o68uUi-4h3g

"The Martha Pelfrey Nursing Endowed Scholarship" History

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-  Document e-signed by Eric Gentry (gentrye3@nku.edu)
Signature Date: 2025-03-24 - 5:29:34 PM GMT - Time Source: server- IP address: 192.122.237.12
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Gift Agreement

NKU, NKU Foundation, Inc., and Charles Michael Teal

Page 1 of 2

Gift Agreement

Between Charles Michael (Mike) Teal, Northern Kentucky University Foundation, Inc., and Northern Kentucky University

Introduction

The purpose of this agreement is to summarize the mutual understanding of Charles Michael Teal hereinafter referred to as the Donor, Northern Kentucky University Foundation, Inc. (NKU Foundation, Inc.), and Northern Kentucky University (NKU) regarding a gift in support of an endowed scholarship at Northern Kentucky University. This agreement will be made a part of NKU Foundation, Inc. and NKU records and is intended as a guide to those who will administer the gift in the future.

Northern Kentucky University Foundation, Inc.

The NKU Foundation, Inc. represents that it is qualified as a charitable organization and a 501 (c) (3) non-profit public benefit organization (federal ID # 23-7116528).

Description of the Gift

The Donor agrees to contribute \$25,000 to the NKU Foundation, Inc. The gift shall be paid in full by December 31, 2024.

The Purpose and Administration of Gift

The Donor, NKU, and NKU Foundation, Inc. hereby agree that the aforementioned gift, when received in full, will support students majoring in nursing. Preference will be given to student-athletes. The recipients will be chosen in accordance with university policies and procedures. The scholarship distribution will be administered by the Office of Financial Aid in conjunction with College of Health and Human Services and the NKU Division of Intercollegiate Athletics.

The gift shall be managed as a true endowment by the NKU Foundation, Inc. The NKU Foundation, Inc. operates under the guidelines established by the NKU Foundation, Inc. Board of Directors. The fund shall be an open fund capable of receiving additional contributions and will be managed in accordance with the NKU Foundation, Inc. endowment investment policy.

Gift Recognition

The university will apply for matching funds from the Kentucky Council on Postsecondary Education's 2022-2024 Endowment Match Program. In recognition of this generous contribution, the gift shall create The Vicki L. Teal Nursing Scholarship for Student Athletes upon approval by the NKU Board of Regents. NKU agrees that the name The Vicki L. Teal Nursing Scholarship for Student Athletes will be used by NKU and by all the university's agencies and entities in all references to The Vicki L. Teal Nursing Scholarship for Student Athletes both formal and informal.

To express the appreciation of NKU and the NKU Foundation, Inc., to enhance the scholarship, and to attract gifts for similar purposes, NKU may make appropriate announcements through internal and external publications, through the university's electronic media channels, and to external media sources after receiving consent by the Donor. For recognition purposes related to this agreement, the Donor shall be identified as: Mike Teal.

Gift Agreement

NKU, NKU Foundation, Inc., and Charles Michael Teal

Page 2 of 2

Future Considerations

The NKU Foundation, Inc. and NKU are grateful for the Donor's support and are committed to fulfilling the Donor's objectives reflected in this agreement. In the unlikely event that it becomes unlawful, impracticable, wasteful, or impossible to achieve the specific purpose set forth in this agreement, the Board of Directors of the NKU Foundation, Inc., in consultation with appropriate NKU officials, shall utilize this gift to most nearly fulfill the original intent of the Donor.

Date

The effective date of this agreement shall be the date this agreement is fully executed.

Signatures:

For the Donor:

Charles Michael Teal
Charles Michael Teal

11/22/24
Date

**For Northern Kentucky University and
NKU Foundation, Inc.:**

Eric C. Gentry
Eric C. Gentry
Vice President, University Advancement
Executive Director, NKU Foundation, Inc.

Nov 25, 2024
Date

The Vicki L. Teal Nursing Scholarship for Student Athletes

Final Audit Report

2024-11-25

Created:	2024-11-25
By:	Sarah Edgington (edgingtons1@nku.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvhW54H9SbetG1JNsIKmK4nbnDbQnP5MD

"The Vicki L. Teal Nursing Scholarship for Student Athletes" History

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RECOMMENDATION:

That the Board of Regents approve and authorize administration to grant permanent easements to Duke Energy Kentucky, Inc., to accommodate a major pipeline replacement project in northern Kentucky.

BACKGROUND:

Duke Energy Project

In April 2022, Duke Energy initiated its Northern Kentucky Replacement Project, which will involve replacement of approximately 14 miles of pipe along the AM07 high-pressure gas transmission pipeline and associated regulator stations in three northern Kentucky counties. The replacement route runs generally from near the Cincinnati-Northern Kentucky International Airport, through Crestview Hills and Taylor Mill along I-275, through University parcels near Johns Hill Road, towards Cold Spring.

The project involves important safety upgrades. Duke Energy will replace portions of the existing 24” pipeline, portions of which have been in service since the 1950s, with steel pipe of a higher grade and thickness to a minimum depth of four feet. The new line also will include additional inspection tools to monitor line condition and pressure. The work is proceeding in five phases across the region, with the final phase to be completed in 2028.

Duke Energy initiated the project in response to significant new federal regulations affecting gas transmission infrastructure, the first part of which went into effect in 2020.

Easement Recommendation

At Duke Energy’s request, University administration recommends that the Board of Regents approve the permanent easements described below to accommodate Phase 4 of this project and authorize the President or designee to negotiate appropriate easement terms and sign required contracts. The easement routes are shown on the map below. Phase 3 of this project was approved by the Board of Regents in September 2024 and that work is currently underway.

The route depicted in red is a 50’ permanent easement for a 24” high-pressure gas transmission line, which begins at the gas regulator station being constructed as part of Phase 3. Duke Energy will be permitted to construct underground gas and electric facilities within the easement area and will have customary access rights. To the extent possible, the easement area overlaps with or adjoins existing easements. Although no improvements may be built within the easement area (except surface parking), University staff have worked with Duke Energy since last fall to refine the route to preserve future development potential of the affected University parcels. In total, the route runs approximately 0.6 miles across University property.

The route depicted in yellow is a 15’ permanent easement for a gas service line to the Northern View Apartment complex, which replaces the existing service line which feeds from the east side of their site and will tie-in to the transmission line.

Summary of acreage involved:

Permanent easement:

- New easements: 2.667 acres
- Existing easements: 2.163 acres
- Total permanent easements: 4.83 acres

Temporary easements:

- New temporary easements: 2.415 acres

The construction on the University's parcels will occur in 2026. The project also involves temporary construction easements.

In exchange, Duke Energy will compensate the University for loss of use of the property and other considerations.

Note that the Duke Energy project will result in demolition of a residential home owned by the University at 526 Johns Hill Road. University staff are working with the tenant to minimize disruption. The project also will require relocation of cross-country team activities in 2025 and 2026.

This recommendation replaces the one presented to and tabled by the Board in November 2024. That recommendation requires no further action.



BOARD OF REGENTS

RESOLUTION

DUKE ENERGY PERMANENT EASEMENT

WHEREAS, Duke Energy Kentucky, Inc., has initiated a major project to replace a high-pressure gas transmission pipeline in northern Kentucky, to enhance safety and reliability for the region's customers;

WHEREAS, Duke Energy has requested a 50' permanent easement to accommodate a high-pressure gas transmission pipeline across University property and a 15' permanent easement to accommodate a distribution pipeline; and

WHEREAS, under the Board of Regents' Finance and Transaction Approval Policy, permanent easements require approval by the Board.

BE IT RESOLVED that the Board of Regents approves the permanent easements depicted in the accompanying map and authorizes the President or designee to negotiate other appropriate easement terms and to sign all related agreements.

BE IT FURTHER RESOLVED that the Board of Regents approves demolition of the University-owned residential property at 526 Johns Hill Road in connection with the easement project, to occur at Duke Energy's expense.

RECOMMENDATION:

That Zach Hart receive a posthumous Associate Degree in Interdisciplinary Studies. The recommendation comes from Amy Racke, assistant dean of the College of Arts and Sciences, and Bethany Bowling, dean of the College of Arts and Sciences, and has been approved by the provost and executive vice president for academic and student affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Zach Hart's family in recognition of his perseverance, commitment to education, and the spirit he demonstrated as a student at Northern Kentucky University. Zach tragically passed away on March 11, 2025, just weeks before he was expected to graduate in May.

Despite facing significant health challenges, Zach remained dedicated to his academic goals. He maintained a solid GPA and was on track to successfully complete his degree requirements at the time of his passing. His unwavering determination and resolve in the face of adversity are a testament to his strength of character and the values upheld by the NKU community.

Zach's journey was one of courage and perseverance. He consistently demonstrated resilience in overcoming personal and academic obstacles, and his presence left a meaningful impact on those around him. Granting this posthumous degree would not only honor Zach's efforts and accomplishments, but also provide recognition and comfort to his family, who supported him throughout his time at NKU.

RECOMMENDATION:

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. The recommendation comes from Traian Marius Truta, Director, School of Computing and Analytics, the College of Informatics, and Kevin Kirby, Dean of the College of Informatics, and has been approved by the provost and executive vice president for academic and student affairs, as well as the president.

BACKGROUND:

This posthumous degree is awarded to Dusten K. Fowee's family to honor his memory and academic accomplishments. Dusten was a dedicated student in the School of Computing and Analytics. At the time of his passing, he had completed 100 credit hours, well above the 75% program requirement, and was in good academic standing with a commendable GPA reflecting consistent academic success. He had made notable progress in coursework related to cybersecurity, IT fundamentals, and other core disciplines within his major.

Throughout his time at Northern Kentucky University, Dusten demonstrated academic excellence and was recognized on the Dean's List multiple times. His perseverance, commitment to his studies, and passion for the field of cybersecurity reflected both his personal determination and the values of NKU's College of Informatics.

Awarding this posthumous degree not only recognizes Dusten's exceptional performance and progress toward completing his degree, but also provides a meaningful tribute to his hard work and dedication.

RECOMMENDATION:

That the Board of Regents approve 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 authorize initiation of the construction phase of the Civic Center renovation project.

BACKGROUND:

The Civic Center is a two-level, 19,073 square foot facility located at 175 Johns Hill Road, just south of the NKU Soccer Stadium. Built in 1978, the Civic Center was originally home to Highland Heights’ city operations and police department. The University acquired the facility from the city in June 2010 for a nominal payment, and the building has been essentially vacant since that time, periodically serving as a storage location. The University has no foreseeable uses for the building.



After nearly three years of discussions and collaboration with other partners in state government, the Justice and Public Safety Cabinet and the Finance and Administration Cabinet are prepared to lease the Civic Center for use as a state medical examiner’s office and a state police crime laboratory. To facilitate that project, the Board of Regents authorized the design and pre-construction phase of the associated renovation project in September 2024. The parties are now ready to proceed to construction and a lease.

The proposed lease would be for a 25-year initial term, with a 10-year renewal, at market-based rental rates. To fund the renovation, the University would contribute up to \$3.75 million, and the Cabinets would be responsible for all additional construction costs. After occupancy, the University would continue to perform maintenance and repairs on building envelope and systems.

Staff recommend that the Board approve the proposed lease, which would both generate revenue for the University and create a much-needed space for important government functions, and authorize initiation of the construction phase of the Civic Center renovation project.

BOARD OF REGENTS

RESOLUTION

**LEASE OF CIVIC CENTER BUILDING &
INITIATION OF CONSTRUCTION PHASE**

WHEREAS, Northern Kentucky University owns the two-story building located at 175 Johns Hill Road, known as the Civic Center, which has been vacant since 2010 and has no foreseeable University use;

WHEREAS, the Commonwealth of Kentucky, through the Justice and Public Safety Cabinet and the Finance and Administration Cabinet, has expressed interest in a long-term master lease of the Civic Center for an initial term of 25 years, plus a 10-year optional renewal, at market-based rental rates;

WHEREAS, to facilitate the renovation, the University would contribute up to \$3.75 million in funds toward construction costs, with any excess renovation costs to be the responsibility of the Cabinets;

WHEREAS, in September 2024, the Board of Regents authorized initiation of design and pre-construction services to accommodate this project;

WHEREAS, the Board of Regents Finance and Transactions Approval Policy requires Board approval to initiate capital projects with a projected total cost of \$1 million or more;

WHEREAS, pursuant to KRS 164A.575(8) and other applicable authority, the Board of Regents may authorize the lease of University real property; and

WHEREAS, the transaction described herein is in the best interests of the University.

BE IT RESOLVED that the Board of Regents approves the proposed lease of the Civic Center building as described above and authorizes the President to negotiate further reasonable terms and to execute an appropriate lease and other documents necessary to accomplish the transaction.

BE IT FURTHER RESOLVED that the Board of Regents authorizes initiation of the construction phase of the Civic Center renovation project, funded by state capital appropriations.