



**Northern Kentucky University**  
**Board of Regents Materials**

**February 26, 2025**

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**AGENDA**  
**Northern Kentucky University**

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**Regents Dinner**  
**Tuesday, February 25, 2025 – 6:00 p.m.**

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

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**Board of Regents Meeting**  
**NKU, Student Union 107A – Wednesday, February 25, 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 November 12, 2024 Board Minutes
  - 2. Approval of January 15, 2025 Board Minutes
- IV. Public Participation**
- V. Committee Reports**
  - 1. Audit, Risk & Compliance Committee Summary (Smith)
  - 2. Executive Committee Summary (Smith)
  - 3. Budget & Finance Committee Summary (Zapp)
  - 4. Student Success & Academic Affairs Committee Summary (Himes)
- VI. President’s Report** (Short-Thompson)
- VII. Information Items**
  - University Reports & Discussion**
    - 1. Budget and Enrollment Update (Calvert, Padgett)
    - 2. Housing Update (Calvert, Meeks, Patton)
  - B. Presidential Reports & Discussion**
    - 1. Facilities Management Report (Calvert)
    - 2. Research Grants/Contract Report (McGill)
    - 3. Fundraising Report (Gentry)
    - 4. Policies Report (Garber)
    - 5. Organizational Changes Report (Calvert)
    - 6. Quarterly Financial Report (Calvert)

## VIII. Consent Agenda

### C. Presidential Recommendations

1. \*Academic Affairs Personnel Actions
2. \*Academic Affairs Reappointment, Promotion and Tenure
3. \*Non-Academic Personnel Actions
4. \*Emeritus Faculty
5. \*Honorary Doctor of Business Degree – Oakley Farris
6. \*Honorary Doctor of Education Degree – Ken Harper
7. \*Faculty Handbook Update: Section 14.1 and 14.2.1 – Grievances
8. \*Faculty Handbook Update: Section 3.2.3 – RPT
9. \*Professional Concerns Committee Bylaws
10. \*Research Policies
11. \*Organizational Chart
12. \*Major Gifts Acceptance
13. \*Naming Recommendations
14. \*Science Center Expansion
15. \*Arena Contract Extension
16. \*Capital Plan

## IX. Non-Consent Agenda

### D. Presidential Recommendations

1. Alcohol Policy
2. Campus Recreation Center (CRC) Fees and Surcharges for Fiscal Year 2025-2026
3. Facilities Fees for Fiscal Year 2025-2026
4. Housing and Dining Fees for Academic Year 2025-2026
5. Parking Services Fees and Surcharges for Fiscal Year 2025-2026

## 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, February 24, 2025).*

*Persons or groups wishing to address the Board must submit a public participation request form to Tammy Knochelmann ([knochelmann@nku.edu](mailto:knochelmann@nku.edu)) in the Office of the President by 12:00 p.m., Friday, February 21, 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  
Tuesday, November 12, 2024**

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 Tuesday, November 12, 2024. He then 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, Ken Perry, Nathan Smith, Sandra Spataro, André Ward, Kara Williams, Brad Zapp. Ms. Knochelmann confirmed that a quorum was present.

**Approval of Minutes:** Regent Henderson seconded Regent Zapp's motion to approve the minutes from the Board of Regents meeting held on September 11, 2024. (*Motion carried*)

**Swearing in of New Regent:** Chair Nathan Smith performed the oath of office for newly appointed Regent Shea Conley. Regent Conley swore to uphold all stipulations of the oath and faithfully execute, to the best of his ability, the duties of the Office of Regent of Northern Kentucky University according to law.

**Confirmation of Board Committee Appointments:** Chair Smith confirmed the committee appointments for 2024-25, stating that the current committee structure would remain unchanged. His new appointments included Regent Conley for the Budget and Finance Committee and Regent Burns for the Audit Risk and Finance Committee.

**Committee Meeting Summaries:**

Regent Nathan Smith, Chair of both the Audit Risk and Finance Committee and the Executive Committee, provided a summary of the meetings held on October 1, 2024, for the Audit Risk and Finance Committee, and on November 11, 2024, for the Executive Committee.

Regent Brad Zapp, Chair of the Budget and Finance Committee, summarized the October 31, 2024 committee meeting.

Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee, summarized the meetings held on October 3, 2024, and November 11, 2024.

**President's Report:**

Good morning.

As always, I am pleased to share updates on our collective progress on my presidential priorities—

You will hear updates on our enrollments and budget from Ryan Padgett and Chris Calvert respectively.

You are also invited to learn more about how we build the annual operating budget on December 3 from 9-11 in this ballroom. This is an opportunity to learn about our initial budgeting assumptions, as well as ask questions and share feedback and information with us. This is not the same event as the spring forum when we will share the proposed FY26 budget and get some final feedback and questions. This event was a request of the Faculty Senate and the session will be led by Chris Calvert, Jamie Younger, and me. Please plan to join us.

Regarding our current enrollments, I must laud the teamwork across campus to realize the impressive gains we have experienced in our enrollments. To be up in undergraduate, graduate, and law students; up in new and transfer students in this competitive landscape is truly remarkable. I thank each one of you who helped us to recruit, process, inform, woo, and support our incoming students. You are why we're turning this institution around. You are all the reason why our strategies are working. Thank you.

And opportunities for more teamwork loom as we all push out social media messaging about our Come Home transfer campaign for spring term. Your networks and word of mouth across the thousands of employees and even more alumni, make a huge difference in getting more Norse here. This campaign and its outcomes have the potential to help us to meet our entire budget goals this year.

I'm proud to share with the NKU community that this year, NKU achieved its highest graduation rate in the history of the institution. NKU's six-year graduation rate has topped out at 54.1%, a nearly five percentage point increase from last year and a nearly two-and-a-half percentage point increase from our prior institutional record. This achievement has been fueled by recent success in our time to degree metrics. On average, NKU students graduate in 4.2 years, another institutional milestone. This has also positively impacted our four-year and five-year graduation rates, which continue to climb. I'm also pleased to share that our graduation rates for our underrepresented minorities and low-income students also achieved NKU institutional records, with the rate for underrepresented minority students increasing nearly eight percentage points from last year and the rate for low-income students increasing over seven percentage points. These data demonstrate to our students and community that we are committed to and delivering on our vision of being a student-ready, regionally-engaged university that empowers diverse learners for economic and social mobility. Lastly, I celebrate this institutional milestone with all of campus. Every single faculty and staff member plays an integral role in our student success, and our collective efforts are reflected in our record-high graduation rates. This truly is a significant milestone for the University, and I thank you for your continued support and dedication to our students.

Speaking of student support, as you may recall from earlier this year, NKU was once again recognized by the Military Times Best for Vets in the Colleges category as a Gold Standard School. The Military Times rankings have now been posted, and NKU has moved up nationally 11 spots over last year, and 77 spots over the last two years. One day removed from Veterans Day, this recognition reflects NKU's dedication to all who served in the armed forces, but also reminds us that there's more work we can do to support our military students. I have asked the Strategic Enrollment Management Task Force to prioritize military students as part of Phase II of the SEM plan. I'm pleased to share that those strategies and recommendations are in the final stages and will be sent to me shortly for my review and support. At this time, I would like to once again recognize Rusty Mardis for his tremendous leadership in the Veterans Resource Station and guiding the University to national recognition, but also for his years of service to our country. He, along with NKU's certifying officials, have made a significant impact in the lives of our military students and the campus thanks them for their dedication.

Next, I offer my thanks to the Norse Network Hub Task Force, led by Eric Gentry and Kevin Kirby, for their great teamwork since last spring. The first phase of the Norse Network Hub is about to be deployed to realize its aim to maximize employer-based experiential learning at NKU. Workforce alignment and preparation are key needs to meet the needs of our region's employers and this hub and spoke system will help us to meet the talent imperative. I am eager to create a front door to our campus and help our employers to find more of our incredible students for internships, co-ops, and positions. I am most excited to see us improve coordination with all of our colleges and departments, making sure that employers have a broader understanding of our students and their knowledge and skill sets. I am also eager to realize an even greater interaction with our NKU alumni who can partner with us, mentor students, and overall give NKU students and graduates access to their Norse network. There's much work that remains but the soft launch is on schedule with a full launch to follow in a few months. And, of course, this is phase one of multiple phases to scale up NKU's community engagement more broadly than experiential learning via the Norse Network Hub.

In addition to planning for the Norse Network Hub, we are also currently in the process of developing our next three-year strategic plan. Building on the progress made under Success By Design, we aim to strengthen our place as a student-ready, regionally engaged institution that promotes social and economic mobility. Using feedback received during our Preliminary Listening Sessions this past Spring, a series of fifteen thematic forums were held focusing on organizational culture, student success, and regional engagement. We are still in the process of analyzing the results of these forums, but one major takeaway is abundantly clear; our true worth lies in the people that comprise this institution -- students, staff, and faculty – and in order to further strengthen student success efforts, we know that we need to invest in our faculty and staff in tangible ways, like a commitment to pay raises (including merit raises and planning for annual compensation adjustments over multiple years), as well as demonstrate to folks that they are valued and appreciated in their work, and as people. We are wrestling with several big questions about how to improve our culture and climate, as well as improvements to our systems and tools like our ERP and website. Over the coming months, we will continue to develop our framework and keep clear lines of communication with the campus community every step of the way. More details about our findings, progress, and timeline can be found on the SBD website.

Next, in every unit and each college, you are working hard to positively impact students and the region. Here are several examples of initiatives and accomplishments in the last couple of months. From the College of Health and Human Services, I am pleased to share that all of the proposals we submitted for the KY Healthcare workforce Incentive Funds were accepted. As a result of HB 200, the Council on Post-Secondary Education (CPE) was allocated funding for scholarships as a way to increase the healthcare workforce in Kentucky. This funding from CPE is intended to be a match to funding given from healthcare organizations. The call for proposals was released in July and with the teamwork of our healthcare partners, program directors, and University Advancement we submitted three proposals. Thanks to St. Elizabeth who invested \$1 million for nursing, radiologic science, and respiratory therapy scholarships. Thanks to the Children’s Home of Northern Kentucky who invested \$50,000 for social work. And thanks to OrthoCincy - \$10,000 for radiologic science scholarships. All of these proposals were accepted, and CPE will match the amounts above, making the total that NKU will receive \$2,120,000. This kind of funding and our regional partnerships are impactful collaborations that benefit everyone involved.

The Haile College of Business hosted its annual Business Week in late September, reinforcing its commitment to experiential learning by bridging classroom knowledge with real-world application. This year's event featured Josh Heuser, Founder of AGAR and Co-Founder of BLINK, as keynote speaker, drawing record student participation. Through speaker sessions and Career Connections, students gained direct insights from industry leaders, aligning with our philosophy of preparing students for impactful careers. Business Week highlights our dedication to fostering meaningful industry connections and practical learning opportunities, equipping our students to meet the evolving demands of today’s business landscape.

Steely Library continues to expand its course material affordability services, providing NKU students with free access to essential textbooks and other learning materials. In FY24, Steely Library supported NKU students across 98 course sections, helping them collectively avoid nearly a quarter of a million dollars in one-time course material costs. This direct cost savings for learners was achieved in partnership with 60 faculty instructors across every NKU college who are committed to reducing the financial burden of a college education.

Next, news from Chase--in April, a national news organization analysis named Chase College of Law as the 4<sup>th</sup> best law school in the country for placing graduates in public service jobs. These jobs include positions in government service and public interest. Overall, our Chase graduates from 2023 achieved a 90% employment rate in jobs using their law degree, exceeding the national average of 86% for all 200-plus law schools.

The College of Education celebrates Shannon Eastep, a faculty member who has stepped up to lead in the college, university, and professional education communities in professional development for faculty and students on AI tools, research, and classroom best practices. She has become a leading expert and collaborator university-wide, providing training across campus, hosting Navigo scholars in collaboration with COI and serving as a guest on the NKU Learning Podcast. Since September, Ms. Eastep has presented at various professional conferences, on topics like AI Powered Classrooms, Ethical Practices in AI, Games with AI, and more. In just the last six months, she has also served through community outreach, presenting at K-12 summits, providing training for teachers, school administrators, colleges of education across the state, and at Asbury University; facilitating workshops for high school students, and more. Ms. Eastep is committed to deepening her own understanding of AI and its evolution in education.

And from the College of Informatics, as some of you may know, October was National Cybersecurity Awareness Month. And Dr. Ankur Chattopadhyay, Associate Professor of Cybersecurity in the College of Informatics and Director of the Center for Information Security, was especially important in elevating NKU's profile. He organized the Kentucky Cybersecurity and Forensics Conference last month with over 200 cybersecurity researchers, teachers and students from across the state. In addition, he helped run the 17<sup>th</sup> Annual Cybersecurity Symposium, offered by the College of Informatics and the Chase College of Law the day before, which brought in 400 registrants from regional companies and law firms. Also, this fall, Dr. Chattopadhyay was awarded an NSF-I Corps grant to use machine learning AI to develop an Online Healthcare Information "trust badge", with co-PI Dr. Seth Adjei. And, most significantly for NKU, he led the effort that has now resulted NKU's redesignation as a National Security Agency Center of Academic Excellence in Cyber Defense Education for a third 5-year term. Right now, NKU has over 550 students enrolled in cybersecurity degree programs.

And the College of Arts & Sciences is pleased to celebrate that our Visual Communication Design faculty and students recently won the student experiential design category at the Cincinnati Design Awards. Their award-winning project was the result of a meaningful collaboration with the Emergency Shelter of Northern Kentucky, where the team developed wayfinding, signage, and environmental graphics for the shelter's state-of-the-art facility in Covington. A team of five recent Visual Communication Design graduates won the award. The project was completed as part of a course led by Professor Hans Schellhas, offering students not only real-world experience with a client but also the opportunity to witness the significant social impact their design could make on the community. The class also partnered with the Mayerson Student Philanthropy Project, which contributed funds to bring the designs to life.

Finally, since August, Student Affairs has made significant strides in supporting all NKU students, whether they attend classes daily or visit campus for the first time when they graduate. We have expanded student wellness and mental health support for all students in all modalities with 24-hour access to mental health counseling. This fall, we introduced peer-to-peer mental health and wellness support through Togetherall, an online resource for all NKU students aged 16+. Here, students can share struggles anonymously and receive support from peers and licensed professionals.

Our Student Conduct and Wellness staff have had over 2,200 student contacts since August, thanks to our Help a Norse advocate and champion programs. These programs train our faculty, staff, and students to assist and direct students to appropriate resources. Additionally, in a collaborative effort with NKU's Coordinated Care team, students can now access a centralized Student Resources page with one click of a button from anywhere on NKU's website or Canvas LMS. These efforts all assure that our students can find help and support whenever they need it from our NKU community. I appreciate everyone's teamwork to support our students with these important and impactful efforts.

Six days ago, we learned most of the outcomes of Election Day. Unquestionably, folks have experienced a wide array of emotions and reactions. Some of you have reached out for direction in response to various possible actions or changes that may accompany the incoming administration. As a university,



we will continue to focus on the university's bright future and I recommend that we continue to engage in the work we are here to do. In other words, each of us has an important role to play in supporting and educating our students and that work continues. Our students need us to remain focused on their education and engagement, as a force for good and in a way that unites us and bridges divisions. Such work can engender diversity of thought, protect academic freedom and integrity, and allow us to create a welcoming environment for all students, faculty, and staff with all beliefs and backgrounds. I will continue to work hard to lead NKU in a way that allows a broad spectrum of ideas to flourish and to engage with one another respectfully, civilly, and kindly. We can and should have both.

As we enter this season of Thanksgiving, I express my thanks to each of you for working so hard to usher in the long-awaited changes and innovations our campus has needed for many years. I don't say thanks often enough to our committed and hardworking cabinet—Diana, Chris, Eric, Grant, Christina, Tammy, Lori, and Valerie. And to everyone on campus who is working hard to improve with us-- I appreciate how much you are doing to move us toward a full implementation of our Slate CRM in admissions, a new website, and a new ERP, among other efforts. These investments of time and talent will bear fruit, making everyone's lift lighter and job better, not to mention better serve our students and other constituents well. We have important deadlines, milestones, and efforts ahead and I look forward to working with you to realize our collective goals. We are making progress, NKU!

### **University Reports:**

1. Chris Calvert, Vice President of Administration & Finance and Chief Financial Officer, and Ryan Padgett, Associate Provost for Enrollment Planning and Student Success, provided the annual financial and enrollment update.
2. Chris Calvert, Vice President of Administration & Finance and Chief Financial Officer, provided an update on university fees.

### **Presidential Reports:**

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

- a. Herrmann Science Center Expansion
- b. Science Capital Renewal/Upgrades (AP)
- c. Fine Arts Floor Heaving/Corbett & HVAC (AP)
- d. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)
- e. New Moot Courtroom - Chase College of Law
- f. Fine Arts Freight Elevator Modernization (AP)
- g. Administrative Center Plumbing Infrastructure (AP)
- h. Renew/Renovate Steely Library Phase I (AP)
- i. Kentucky Hall Transformer and Water Heater (AP)
- j. Replace Steel Gas Lines (AP)
- k. Underground Water Valves (AP)
- l. Campbell Hall Return Air System Upgrade (AP)
- m. Nunn Hall Roof Restoration (AP)
- n. Concrete Sidewalk/Plaza Repairs (AP)
- o. University Center Replace Switchgear (AP)
- p. University Center Miscellaneous Renovations (AP)
- q. Nunn Hall Façade Repairs (AP)

- r. Regents Hall Generator and Switchgear Replacement (AP)
- s. Replace Road and Sidewalk Lighting (AP)
- t. Truist Arena Controls Upgrade (AP)
- u. Albright Health Center Hot Water System Replacement (AP)
- v. Maintenance Building Gas Fuel Station Replacement (AP)
- w. University Drive Garage Restoration (AP)
- x. Kenton Garage Restoration (AP)
- y. Welcome Center Garage Steel Stair Replacement
- z. Welcome Center Garage Restoration (AP)
- aa. Civic Center Renovation (AP)
- bb. Intramural Fields Turf Replacement (AP)
- cc. Grant County Center/Nursing Lab Renovation
- dd. Callahan Chiller
- ee. Student Union Roof Restoration (AP)

**B-2) Research/Grants/Contracts Report (July 1, 2024 through August 31, 2024 for Fiscal Year 2024-25):** (Provost and Executive Vice President for Academic Affairs Diana McGill).

During the July 1, 2024 through August 31, 2024 time period, 25 grants were awarded. The total amount of money awarded was \$6,386,447. For the fiscal year 2024-25, the cumulative total number of grants awarded is 25 totaling 6,386,447.

**B-3) Fundraising Report FY24 (July 1, 2024, through September 30, 2024)** (Vice President for University Advancement Eric Gentry).

Fundraising Report summarized fundraising resources committed from July 1, 2024, through September 30, 2024, totaling \$1,305,881 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) Organizational Changes Report** (Vice President for Administration & Finance/CFO Chris Calvert).

The Organizational Changes Report described the following changes in Academic Affairs and University Advancement:

**Academic Affairs**

1. As announced by the President on 07/01/2024 via email, the Office of the University Registrar was moved from the Division of Strategic Planning and Enrollment to the Division of Academic and Student Affairs reporting to Vice Provost Dr. Abdou Ndoeye in Undergraduate Academic Affairs
2. Kentucky Campus Compact was renamed EngageKY. Previously an affiliate of the national Campus Compact (CC) organization. CC changed its business model and is no longer supporting state compacts. Thus, all state compacts are continuing to do the same work and changing their names. Kentucky Campus Compact did a strategic planning process and chose the name Engage.

3. A new divisional unit reporting to the Vice Provost for Graduate Education, Research, and Outreach (GERO) was created and named “Experiential Learning”. The creation of this new unit will merge departments and centers under new leadership to generate synergies between them.

### **University Advancement**

The University Advancement Division is restructuring to better position us for the next fund-raising campaign. A feasibility study will be completed in the near future to determine timing, resources and strategy. In addition, some positions are being updated to better align our work to support the President's new initiatives

1. Employees within Prospect Research will be moving from Advancement Operations to University Development.
2. Annual Giving will be moving from Alumni Engagement & Annual Giving to University Development
3. Alumni Engagement & Annual Giving will now be called Alumni Engagement & Special Events.

### **B-6) 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.

**Consent Agenda Items:** Regent Ken Perry seconded Regent Cori Henderson’s motion to approve the Presidential Recommendations as listed; C-1, C-2, C-3, C-4, C-5, C-6, C-8. (*Motion carried*)<sup>1</sup>

### **C-1) Academic Affairs Personnel Actions:**

#### **1. Faculty Reappointment**

**Laura Edwards**, assistant professor in the Department of Educational Leadership and Advanced Studies, College of Education, effective August 12, 2024; **Rachael Schmitz**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 12, 2024.

#### **2. Transitions:**

**Terrance Anderson**, from clinical assistant professor and director, occupational therapy program to associate professor of practice and director, occupational therapy program in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective July 1, 2024; **Marybeth Baribeau**, from lecturer to associate teaching professor in the School of Nursing, College of Health and Human Services, effective July 01, 2024; **Megan DeAtley**, from lecturer to associate teaching professor in the School of Nursing, College of Health and Human Services, effective August 12, 2024; **Gina Fieler**, from clinical assistant professor to clinical associate professor in the College of

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<sup>1</sup> Clarification of Consent Agenda Vote: The consent agenda that was initially presented and approved mistakenly included an item designated as non-consent, specifically item C-9. Recognizing this error, the board acknowledged C-9 as a non-consent agenda item and addressed it separately for approval. Following the discussion of new business, the correct consent agenda was presented and approved to ensure the minutes accurately reflected the proceedings and decisions made during the meeting.

Health and Human Services Simulation Center, College of Health and Human Services, effective July 1, 2024; **Courtney Hamilton**, from clinical assistant professor to clinical associate professor in the School of Nursing, College of Health and Human Services, effective July 1, 2024; **Carolyn Hollan**, from clinical professor and clinical coordinator, radiation therapy program to associate teaching professor and clinical coordinator, radiation therapy program in the School of Allied Health, College of Health and Human Services, effective August 12, 2024; **Jennifer McLeod**, from clinical assistant professor to clinical associate professor in the School of Nursing, College of Health and Human Services, effective July 1, 2024; **Jennifer Moreland**, from lecturer to associate teaching professor in the School of Nursing, College of Health and Human Services, effective August 12, 2024; **Cathleen Wolff**, from lecturer to associate teaching professor in the Advising Center, College of Health and Human Services, effective July 1, 2024.

3. **Part-time Tenure**

**Perilou Goddard**, from professor to permanent part-time tenured professor in the Department of Psychological Science, College of Arts and Sciences, effective August 11, 2025; **Roger Zarnowski**, from professor to temporary part-time tenured professor in Mathematics and Statistics, College of Arts and Sciences, effective August 12, 2024.

4. **Departures**

**Amanda Kilmer**, associate teaching professor in Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective September 20, 2024.

5. **Retirement:**

**Wayne Bresser**, professor in Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective December 31, 2024; **Gregory Dahlem**, teaching professor in Biological Sciences, College of Arts and Sciences, effective December 31, 2024.

6. **Temporary Faculty Appointments**

**Monica Dawkins**, Teacher Preparation and Educational Studies, College of Education, Academic Year; **Michael Beard**, English, College of Arts and Sciences, Fall Semester; **Edit Kiraly**, Physics, Geology, Engineering Technology, College of Arts and Sciences, Academic Year; **Genevieve Perrino**, School of the Arts, College of Arts and Sciences, Academic Year; **Barb Philips**, Mathematics and Statistics, College of Arts and Sciences, Fall Semester; **Samuel Stuard**, Physics, Geology, Engineering Technology, College of Health and Human Services, Academic Year; **Page Yeager Faust**, School of Kinesiology, Counseling and Rehabilitative Sciences, College of Health and Human Services, Academic Year; **Shauna Kinnard**, School of Nursing, College of Health and Human Services, Academic Year; **Michelle Miller**, School of Kinesiology, Counseling and Rehabilitative Sciences, College of Health and Human Services, Academic Year; **Megan Taylor**, School of Nursing, College of Health and Human Services, Academic Year.

C-2) **Non-Academic Personnel Actions:**

The following categories of non-academic personnel actions which occurred between August 2, 2024 and October 3, 2024 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:

**Jennifer Kreder**, professor in the Chase College of Law, effective June 1, 2024; **Henry L. Stephens**, professor in the Chase College of Law, effective June 1, 2024.

**C-4) Major Gifts Acceptance:**

The Board of Regents accepted contributions totaling **\$454,078.16** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period August 1, 2024, through September 30, 2024.

**C-5) Naming Recommendations:**

The Board of Regents approved the following naming actions:

- (1) The naming of an annual scholarship to support the top-performing students in the Global Supply Chain Management program. “RWI Scholars in Global Supply Chain Management”
- (2) The naming of a Kentucky state flag, a furnishing within a new courtroom to be constructed on the first floor of Nunn Hall for the Salmon P. Chase College of Law. “Justice Michelle M. and Dr. James D. Keller Kentucky State Flag”
- (3) The naming of an endowed scholarship for students majoring in biological sciences with a GPA of 3.0 or above. “Dr. Richard D. Durtsche Endowed Scholarship in Ecology, Evolution and Organismal Biology”

**C-6) Chase Faculty Handbook Revision – Section II.A and II.B:**

The Board of Regents approved the amendment to the Chase College of Law Faculty Policies and Procedures Handbook, regarding the schedule for promotion and tenure.

**C-8) Capital Approval:**

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

1. Intramural Field Turf Replacement
2. Welcome Center Garage Restoration
3. University Drive Garage Restoration
4. ESCO Project
5. Administrative Center Plumbing Replacement
6. Renew/Renovate Landrum Academic Center

**Non-Consent-Agenda Items:**

**C-7) Duke Gas Line Easement:**

Regent Ken Perry requested this item be removed from the consent agenda for further consideration. Sr. Director, Planning, Design, and Construction Mary Paula Schuh was asked to provide additional information.

After discussion, Regent Williams seconded Regent Ward’s motion that Item C-7 be postponed indefinitely. *(Motion carried)*

**C-9) College of Education Spring 2025 Graduate Tuition Rates:**

Provost McGill presented information on the proposed new programs and was available for questions.

Regent Perry seconded Regent Henderson’s motion to approve the College of Education Spring 2025 Graduate Tuition Rates. *(Motion carried)*

## **New Business: Presidential Evaluation**

Chair Smith read the following statement regarding the President's annual incentive compensation:

*“In July of this year, as we have done for many years, the Board met to discuss the President's performance. This process is part of our ongoing commitment to fostering NKU's success and supporting the leadership that guides us. As we worked through the process of goal setting and evaluation, the Board recognized that aligning the review with enrollment data that is not finalized until late fall was necessary to ensure a more thorough and meaningful assessment.*

*This timing adjustment reflects our focus on using the most complete information available, particularly as enrollment and fiscal health remain essential areas of focus for the university.*

*Today, we are pleased to share that President Short-Thompson has demonstrated exceptional dedication and impactful leadership throughout the past 15 months. Her focus on stabilizing and strengthening NKU's enrollment management processes—revamping admissions, accelerating application processing, and introducing innovative programs like the direct admit program—has already brought measurable improvements and is setting a stronger foundation for future enrollment growth. This year, she aimed to increase undergraduate enrollment by 500 students, a challenging target in today's higher education environment. While this goal was narrowly missed, we saw an increase of 414 students over the previous year, a significant gain that reflects her commitment and strategic approach. Additionally, her focus on transfer and military student populations led to substantial growth in these areas, with transfer enrollment increasing by 16.6% and military student numbers nearly doubling.*

*President Short-Thompson's achievements in building a robust enrollment pipeline, enhancing student services, and securing additional revenue opportunities are certain. Her commitment to the fiscal health of NKU is clear as she works to ensure our resources are wisely managed and strategically deployed.*

*Through her tireless work ethic and true Norse spirit, President Short-Thompson has made significant strides in advancing NKU's mission and strengthening its future. We are deeply grateful for her leadership, vision, and the positive momentum she has set in motion.*

*In 2025 we will move the timeframe of the evaluation permanently to the fall in order to continue using the latest enrollment and budget information available.*

*Cady, thank you. Things are certainly not perfect, and we have a lot of work ahead, but we are stronger because of your leadership.*

*We have one related issue to address. Given the President's impactful leadership this year, the Executive Committee is pleased to recommend that the Board approve payment of 100% of the available performance incentive under the contract, which is \$124,931. Unlike the agreements NKU has had with previous presidents, our contract with Cady includes a significant amount of compensation in the incentive portion; the Board did this to more strongly incentivize performance according to key metrics, and we think that has been accomplished this year.*

Following his statement, Chair Smith called for a motion to approve payment of 100% of the available performance incentive under the contract.

Regent Henderson requested a moment to share some thoughts. She expressed that it is important to reward our president for meeting their goals and believes that the Board sets these expectations and hopes that this sets a precedent throughout the institution.

Regent Perry seconded Regent Henderson’s motion that the Board approve payment of 100% of the available performance incentive under the contract.

Chair Smith called for a roll call vote. (*Motion carried by unanimous vote*).

Payment of 100% of Available Performance Incentive		
	YES	NO
Lucy Burns	X	
Shea Conley	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	X	
Regent Williams	X	
Regent Zapp	X	
	<b>10</b>	

**Executive Session:**

At 10:15 a.m., Regent Spataro seconded Chair Smith’s motion to enter into executive session pursuant to KRS 61.810(1) (C) in order to discuss proposed or pending litigation. (*Motion carried*)

At 10:55 a.m., Vice Chair Williams announced that the Executive Session concluded, and the Regular Meeting was reconvened.

No other matters were discussed. No final action was taken.

At 11:09 a.m., Regent Cori Henderson seconded Regent André Ward’s 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 November 12, 2024. and that such matters are still in force and effect.

**Board of Regents Special Meeting  
Northern Kentucky University  
Video Teleconference  
January 15, 2025**

**In Open Session**

**Call to Order:** Regent Nathan Smith, Chair, called the video teleconference special meeting of the Board of Regents to order at 10:00 a.m. on Wednesday, January 15, 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, Ken Perry, Nathan Smith, Sandra Spataro, André Ward, Brad Zapp. (Absent: Kara Williams)

Ms. Knochelmann confirmed that a quorum was present.

Chair Smith turned the meeting over to President Short-Thompson to introduce the business items:

1. Enterprise Resource Planning System – Workday ERP

VP/CFO Calvert provided an overview of the ERP project and the Workday ERP platform selection and was available for questions.

Regent Brad Zapp seconded Regent André Ward’s motion to approve the resolution to authorize the administration to initiate and complete a capital project to replace its ERP with solutions offered by Workday, Inc., and authorize the President to sign all contracts that are appropriate to implement the project, including contracts with Workday, the University’s third-party implementation vendor, and other necessary contractors and vendors.

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

<b>Enterprise Resource Planning System Workday ERP</b>		
	<b>YES</b>	<b>NO</b>
Lucy Burns	X	
Shea Conley	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	X	
Regent Williams	Absent	
Regent Zapp	X	
	<b>9</b>	



2. Tennis Naming, Renovation and Reconstruction Project

VP/AD Christina Roybal presented information on the Tennis Naming, Renovation and Reconstruction Project and was available for questions.

Regent Sandra Spataro seconded Regent Ken Perry’s motion, which proposed the approval of a resolution that endorsed the following naming recognitions associated with the new tennis facility.

- Reynolds Family Pickleball Facility
- Maria Reynolds Tennis Court
- NKU Tennis Complex

The resolution also sought authorization to initiate a capital project to design and construct a new outdoor tennis facility that would include tennis and pickleball courts on the site of the existing courts, and authorization for the President or designee to sign all appropriate contracts in furtherance of the project.

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

Tennis Naming, Renovation and Reconstruction Project		
	YES	NO
Lucy Burns	X	
Shea Conley	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	X	
Regent Williams	Absent	
Regent Zapp	X	
	9	

3. Participation in New NCAA Division I Structure

VP/AD Roybal was available for questions.

Regent Cori Henderson seconded Regent Ashley Himes’ motion to approve a resolution that requests the Board of Regents to endorse Northern Kentucky University’s participation in the new Division I structure starting in the 2025-26 academic year. The resolution also directs the President and the Vice President/Director of Athletics to keep the Board informed about the ongoing progress and competitive trends within Division I athletics.

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

Participation in New NCAA Division I Structure		
	YES	NO
Lucy Burns	X	
Shea Conley	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	X	
Regent Williams	Absent	
Regent Zapp	X	
	9	

4. Amendment to Chartwells Food Service Agreement

VP/CFO Calvert was available for questions.

Regent André Ward seconded Regent Ken Perry's motion for the Board to approve a resolution that authorizes the Vice President for Administration and Finance/Chief Financial Officer to execute an amendment to the Chartwells agreement. This amendment modifies the financial structure to a fee-for-service contract effective until June 2026, along with other negotiated terms approved by the Vice President for Administration and Finance/Chief Financial Officer.

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

Amendment to Chartwells Food Service Agreement		
	YES	NO
Lucy Burns	X	
Shea Conley	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	X	
Regent Williams	Absent	
Regent Zapp	X	
	9	

**Adjournment:** At 10:46 a.m., Regent André Ward seconded Chair Smith's motion to adjourn. **Motion carried.**

*Signature on File*

**Tammy Knochelmann**  
**Executive Assistant to the President and**  
**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 special meeting held on January 15, 2025, and that such matters are still in force and effect.

## **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 connects to the existing building at each floor and features a glass and metal panel façade.

All bids with the exception of audiovisual and technology have been received. Due to a highly competitive bid environment, the project bid above budget. The mechanical, electrical and plumbing bids were a particular issue. An extensive value engineering effort across all aspects of the project has been completed. The contractor mobilized on site in November and grading and underground utility work are underway.



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

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers/Paladin

Construction Manager: Skanska

Scope: \$79,900,000

Fund Source: State Bonds

Anticipated Completion: Summer 2027

## 2. **Science Capital Renewal/Upgrades (AP)**

To help with the significant cost of capital renewal in the Herrmann Science Center, which is part of the overall Science project, \$6M in 2022-2024 Asset Preservation funds will be used to replace air handlers and the atrium smoke exhaust fans, restore lab exhaust fans, and replace other key infrastructure in Science in need of life cycle replacement. The work was bid in October and bids are currently under evaluation.

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers/Paladin

Contractor: Skanska

Scope: \$6,000,000

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

Anticipated Completion: Summer 2027

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

This Asset Preservation project includes 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 was damaged by the heaved floor and is being replaced.

Fine Arts third and fourth floors re-opened at the start of the fall semester 2024 with a new HVAC system. The first-floor section of the original part of the Fine Arts Center, including Corbett Theatre and other theatre spaces, had been closed since fall 2023. The refurbished theatre and reconstructed Corbett stage and scene shop opened in late November and the remainder of instructional spaces on the first floor, with the exception of the instructional print lab and Stauss Theatre, re-opened at the beginning of the spring semester.

The final phase of HVAC replacement work in Fine Arts will occur in summer 2025 on the 2<sup>nd</sup> floor, on the “new” Fine Arts side of the 3<sup>rd</sup> floor and in Greaves Concert Hall.

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

Anticipated Completion: Fall 2025



View of New Dance Studio



New Lobby with View of New Acting Studio



First Floor FA Elevator Lobby Looking Toward Stauss Theatre

#### 4. **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.

Renovation work on the first floor of Nunn Hall is progressing. Replacement of underground utilities and structural work is complete on the first floor, and wall framing, plumbing and HVAC work is underway there. The 2<sup>nd</sup> floor, which primarily houses the Chase Library, closed on May 20, 2024 and will reopen later this spring. The goal is to complete all work by May 31, 2025.



Architect: Luminaut

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

Contractor: Triton Services, GBS (Low Voltage)

Scope: \$10,100,000

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

Anticipated Completion: Spring 2025



Nunn Hall First Floor in Progress

#### 5. New Moot Courtroom - Chase College of Law

Chase has completed a fundraising effort to relocate the moot courtroom from the 4th floor of Nunn Hall to the 1st floor. The courtroom will be named the Chase College Foundation Courtroom. Work is being completed by the floor heaving contractor, Triton, and will be 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.

Donor funds are sufficient to allow the work to proceed as planned.

Architect: Luminaut

Engineer: CMTA, THP

Contractor: Triton (General Contractor),

Scope: \$1,315,000

Fund Source: Dean, Chase College of Law (Design), Chase Foundation Funds (Construction)

Anticipated Completion: Spring 2025



Renderings provided by Luminaut

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. Currently, this elevator is non-functional. Modernization is essential. Murphy Elevator started work and has made progress. Preliminary work is underway but completion is dependent on receipt of replacement door parts, as delivery was 68 weeks from date of order. 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. **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 construction documents phase. Construction is anticipated to begin in summer 2025 with completion about a year later.

Architect: Luminaut

Engineer: CMTA, THP

Contractor: TBD

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: Summer 2026

8. **Renew/Renovate Steely Library Phase I (AP)**

This AP project provides for an initial phase, funded from 2022-2024 AP funds, addressing replacement of the generator and electrical switchgear. Initially, the plan had been to replace two air handlers in Phase I but that equipment will now be procured as part of a total building HVAC replacement in Phase II, to be funded from 2024-2026 AP funds.

The generator has been installed and is complete. The new switchgear has been ordered but we do not yet have a delivery date.

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

9. **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 was installed by Schmidt Plumbing in August 2023. The transformer was ordered but the original vendor cancelled the order. A new supplier has been identified but the new transformer is not yet on order.

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

10. **Replace Steel Gas Lines (AP)**

Over the last 20 years as new buildings were constructed on campus, some of the older steel natural gas piping was replaced with new, more durable plastic piping. The remaining steel gas lines are subject to corrosion and leaks. This project provides funding to address the areas of highest concerns. Replacement of these older lines will ensure a safe and reliable gas supply to the university.

The remaining 1500 feet of steel gas piping was replaced in December. Work to restore the excavated areas will begin in the spring.

Contractor: Russmar Utility Management Company (1<sup>st</sup> & 2<sup>nd</sup> Phases). Martin Construction (3<sup>rd</sup> Phase).

Scope: \$500,000

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

Anticipated Completion: Spring 2025



Steel and Plastic Pipe Juncture near Norse Commons



## 11. 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. A second phase to replace additional valves began in fall 2024, to be complete in summer 2025.

Contractor: Schmidt Plumbing

Scope: \$225,000

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

Anticipated Completion: Summer 2025



Replacement Water Valve

## 12. Campbell Hall Return Air System Upgrade (AP)

The return air system in Campbell Hall is 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 underway. Work began in the spring and winter 2024/2025 completion is anticipated.

Engineer: CMTA

Contractor: Triton

Scope: \$450,000

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

Anticipated Completion: Winter 2024/2025

13. **Nunn Hall Roof Restoration (AP)**

The Nunn Hall roof is at the end of its life and overdue for restoration. Roof restoration, rather than complete replacement, 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. Roof restoration work is about 50% complete. Work will resume in the spring as weather permits. A spring 2025 completion is anticipated.

Contractor: WTI-Tremco

Scope: \$570,000

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

Anticipated Completion: Spring 2025

14. **Concrete Sidewalk/Plaza Repairs (AP)**

This project encompasses various concrete repairs and replacements to exterior concrete plazas, stairs, retaining walls, etc. This multi-phased project began in fall 2023. Phases one and two are complete. Projects in the third phase include:

- Landrum east stair repairs - complete
- Truist Arena circle paver repairs - complete
- Stairs to Loch Norse repairs
- Student Union/Nunn Hall stair repairs
- Various curb and sidewalk repairs around campus

Contractor: Tumlin, SSRG, ZSR, TBD

Scope: \$500,000

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

Anticipated Completion: Summer 2025

15. **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

16. **University Center Miscellaneous Renovations (AP)**

Miscellaneous renovations to be 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. HGC, the low bidder, mobilized on site in October and construction began in Budig Theater. All work is scheduled to be completed prior to the start of the Fall 2025 semester.

Architect: OMNI Architects

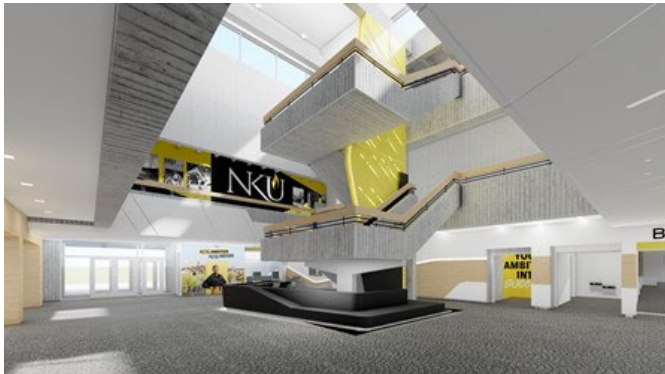
Engineer: Heapy Engineers

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  
(Rendering provided by Omni Architects)



Lobby after Demolition of Bank Space

17. **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

18. **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 began in October and work continues as weather permits.

Because this phase of 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. Procurement of bollards is in the bidding phase.

Engineer: KLH

Contractor: AnyWeather LLC (Light Poles), TBD (Bollards)

Scope: \$610,000

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

Anticipated Completion: TBD

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

Due to incompatibility with newer versions of Windows, the Truist Arena HVAC control system's software program must be replaced. The communication devices are also obsolete and will be replaced. Work will be completed by Schneider Electric using the Omnia Contract. Engineering is complete and programming work began in November with anticipated completion in the summer 2025.

Contractor: Schneider Electric

Scope: \$129,000

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

Anticipated Completion: Summer 2025

20. **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 replacement of the boiler for the hot tub, which was also connected to the geothermal system. This new boiler will function as a backup to the pool heating boiler, which does not currently have a redundant system in place. Design for this phase of the project is complete and bidding is underway.

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%)

Anticipated Completion: Fall 2024 (new domestic boiler); TBD (new hot tub boiler)

21. **Maintenance Building Gas Fuel Station Replacement (AP)**

The existing gas fuel station at the Maintenance Building for fueling university vehicles is original to this 1976 building. The equipment was in poor condition and no longer functional. A total fuel island system replacement was completed in January.

Contractor: Storey & Sons

Scope: \$75,000

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

Completion: January 2025

22. **University Drive Garage Restoration (AP)**

University Drive Garage is in need of restoration. The project includes immediate repairs to three damaged post-tensioned cables; completion of a full structural engineering assessment of building condition; and completion of various priority repairs, including structural cracks, exposed rebar, patching, waterproofing, etc. as recommended in the assessment report. The report and project budget are under review. Once the scope of work is confirmed, design will begin.

Engineer: THP

Contractor: TBD

Scope: \$1,025,000

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

Anticipated Completion: TBD

23. **Kenton Garage Restoration (AP)**

Kenton Garage is in need of restoration. Although a structural condition assessment was completed in 2017, only the most critical repairs were completed in 2019. The assessment report will be updated, the budget will be reviewed and then design will begin.

Engineer: THP

Contractor: TBD

Scope: \$740,000

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

Anticipated Completion: TBD

#### 24. Welcome Center Garage Steel Stair Replacement

Steel stairs at the south end of the Welcome Center Garage (near the Power Plant) are in poor condition and need to be replaced. Because of life safety concerns, the stairs were closed at the end of April 2024. Due to reduction in egress capacity as determined by the State Fire Marshall, part of the garage's parking capacity on the 2<sup>nd</sup> floor was taken offline until new stairs are in place.

Completion was delayed due to a manufacturing issue. Installation of the new stairs is expected to be complete this spring. The project also includes installation of a glass curtain wall system on two sides of the stairs to protect them from weather-related deterioration.



New Stair Installation in Progress

Contractor: SSRG

Engineer: THP

Scope: \$300,000

Fund Source: Parking Services (Design), 2024-2026 AP Funds (Construction)

Anticipated Completion: Spring 2025

#### 25. Welcome Center Garage Restoration (AP)

This project includes structural restoration, based on the 2021 structural condition assessment, of the cast-in-place, post-tensioned Welcome Center Parking Garage. Work includes 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. This project is in the construction documents phase.

Engineer: THP

Contractor: TBD

Scope: \$925,000

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

Anticipated Completion: Fall 2025

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

The university signed a Pre-Construction Agreement with the Justice Cabinet in September. Schematic design work is complete for renovation of the former Highland Heights Civic Center for the NKY Medical Examiner’s office and NKY Crime Lab. Design development is underway with the 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. Design is anticipated to be complete in August with construction to begin in fall 2025.

Architect: Luminaut

Engineer: CMTA/JQOL USA

Contractor: TBD

Scope: \$21,000,000

Fund Source: \$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

27. **Grant County Center / Nursing Lab Renovation**

Several rooms in the Grant County Center were renovated to create two nursing skills labs and other support spaces for a new rural Bachelor of Nursing program. Per NKU’s agreement with the Kentucky Board of Nursing, each cohort can accommodate up to 30 students. Support staff has been hired and student recruitment is underway. This project is complete.

Contractor: Century Construction

Scope: \$238,362.13

Fund Source: CPE Healthcare Workforce Collaborative (Grant Funds)

Completion: January 2025

28. **Callahan Chiller**

The existing air-cooled chiller at Callahan is in need of replacement. This chiller has been a persistent problem and further repair was not prudent. A new chiller has been ordered and installation is scheduled to be complete for the fall semester 2025.

Contractor: ElitAire/Omnia

Scope: \$415,000

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

Anticipated Completion: Fall 2025

29. **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 and planning is underway. The project is scheduled to begin in the spring and will be completed in fall 2025.

Contractor: WTI-Tremco

Scope: \$2,400,000 in AP Funds

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

Anticipated Completion: Fall 2025

30. **Ceramics Building Façade Restoration (AP)**

Ceramics has a concrete block and EIFS ("Dryvit") façade. The block is taking on water and some blocks are cracked, the EIFS has deteriorated on the weather sides of the building and needs coating/restoration. The steel supporting the large kiln pad roof needs to be treated and painted. Numerous windows need gasket and thermal break restoration. Work will begin in the spring as weather permits and will be complete in fall 2025.

Contractor: American Facade

Scope: \$350,000

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

Anticipated Completion: Fall 2025

31. **Campus Fire Alarm Upgrade (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. A scoping study is underway. Upon completion of the study, the project will be bid.

Contractor: TBD

Scope: \$1,900,000

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

Anticipated Completion: Fall 2026

32. **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 design phase.



Engineering: CMTA Energy Solutions  
Contractor: CMTA Energy Solutions  
Scope: \$10,100,000  
Fund Source: 2024-2026 AP Funds (100%)  
Anticipated Completion: TBD

33. **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. This project is in the design phase. Construction is anticipated to begin in the fall.

Engineering: CMTA Energy Solutions  
Contractor: CMTA Energy Solutions  
Scope: \$1,975,000  
Fund Source: 2024-2026 AP Funds (100%)  
Anticipated Completion: TBD

34. **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. Student Union utilizes T8 fixtures and has Lutron lighting controls supporting first floor meeting room spaces. The ballasts connected to the Lutron system are outdated and replacement parts are both expensive and hard to acquire. Also, numerous non-Lutron controlled lights located in atrium areas are non-functional, are difficult to reach (and thus, unserviceable), and will be replaced with LED. This project is in the design phase and work will be completed in summer 2025.

Engineering: CMTA Energy Solutions  
Contractor: CMTA Energy Solutions  
Scope: \$295,000  
Fund Source: 2024-2026 AP Funds (100%)  
Anticipated Completion: Summer 2025

35. **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 utilizes T5 fixtures and 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. With this project, lighting will be upgraded to LED and non-supported control components will be removed. This project is in the design phase and work will be completed in summer 2025.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$800,000

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

Anticipated Completion: Summer 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 September 1, 2024 through November 30, 2024 for Fiscal Year 2024-25:

- During the September 1, 2024 through November 30 time period, **22** grants were awarded. The total amount of money awarded was **\$5,480,369**.
- For the fiscal year 2024-25, the cumulative total number of grants awarded is **47** totaling **\$11,866,816**.

Office of Research, Grants and Contracts (RGC)  
Grants Awarded Funding: September 01, 2024 - November 30, 2024

**PRELIMINARY REPORT**

**FY 2025**

<b>Category</b>	<b>Type</b>	<b>College/Administrative Office</b>	<b>Project Title</b>	<b>Sponsor</b>	<b>Sponsor Total</b>
		<b>Department</b>			
<i>Adult &amp; Transfer Center</i>					
Continuation	Student Support	Parents Attending College	Childcare Access Means Parents in School Program (CCAMPIS) Year 4/4	Department of Education- Office of Postsecondary Education	<b>\$187,529</b>
<i>Chase College of Law</i>					
Renewal	Public Service	Chase - Career Development	Legal Services to the Poor and Administration of Justice	KY IOLTA Fund	<b>\$30,600</b>
<i>College of Arts &amp; Sciences</i>					
New	Institutional Support	English	Albertine Cinematheque Festival of French Films 2025	Albertine CinÃ©mathÃ©que Festival of French Films	<b>\$2,400</b>
New	Public Service	Kentucky Center for Mathematics	KY Center for Mathematics FY25-26: Numeracy Counts Academy Grant	Kentucky Department of Education	<b>\$2,000,000</b>
New	Basic Research	Physics,Geology & Engineering Technology (PGET)	Mechatronics Research Lab	Duke Energy	<b>\$7,000</b>
New	Basic Research	Physics,Geology & Engineering Technology (PGET)	Robust Design of Dynamic Control System in Compliant Terrestrial Origami-Robots	University of Kentucky Research Foundation	<b>\$5,326</b>
New	Basic Research	Physics,Geology & Engineering Technology (PGET)	The Underlying X-ray Spectrum of the X-ray Transient NLS1 WPVS 007	NASA	<b>\$30,520</b>
New	Basic Research	Sociology, Anthropology, Philosophy (SAP)	MCA: A longitudinal assessment of early life adversity's impact on the development of social behavior in a non-human primate species	National Science Foundation (NSF)	<b>\$257,596</b>
Revision	Public Service	Kentucky Center for Mathematics	FY25 Kentucky Center for Mathematics - Math Coaching	Kentucky Department of Education	<b>\$27,810</b>
<i>College of Business</i>					
New	Student Support	Center for Economic Education	Institute for Humane Studies Educational Entrepreneurship Grant 2024 - 2025	George Mason University	<b>\$36,560</b>
New	Instruction	Management	African Business Collaborative (ABC)	US Department of State	<b>\$34,999</b>
<i>College of Education</i>					
New	Basic Research	Center for Educator Excellence	Preschool Partnership Development Grant	Kentucky Department of Education	<b>\$22,500</b>
<i>College of Health &amp; Human Services</i>					
New	Public Service	School of Nursing	Vaccination Outreach	Northern Kentucky Health Department	<b>\$1,000</b>
<i>College of Informatics</i>					
New	Applied Research	School of Computing & Analytics	An end-to-end machine learning pipeline for webcam based assessments	Kentucky Network for Innovation & Commercialization -	<b>\$10,033</b>
New	Applied Research	School of Computing & Analytics	Online Healthcare Information (OHI) Trust Badge	National Science Foundation (NSF)	<b>\$50,000</b>
<i>Graduate Education, Research &amp; Outreach</i>					
New	Public Service	EngageKY	EngageKY+	Americorps	<b>\$999,537</b>
<i>Health Innovation Center</i>					

<b>Category</b>	<b>Type</b>	<b>College/Administrative Office</b> <b>Department</b>	<b>Project Title</b>	<b>Sponsor</b>	<b>Sponsor Total</b>
New	Public Service	Health Innovation Center	St. Elizabeth, Lift Up	St. Elizabeth Medical Center	\$1,856
Renewal	Public Service	Health Innovation Center	Northern Kentucky Opioid Impact Family Support Paraprofessional Program (NKY-OIFSP)	Health Resources and Services Administration	\$599,640
<i>Strategic Enrollment Planning</i>					
Continuation	Student Support	Student Support Services	TRIO Student Support Services	US Department of Education	\$421,515
Renewal	Student Support	Upward Bound	Upward Bound	US Department of Education	\$399,072
<i>Student Affairs</i>					
Continuation	Student Support	Norse Violence Prevention Center	Norse Violence Prevention Project 2024	US Department of Justice	\$350,000
<i>Undergraduate Academic Affairs</i>					
New	Instruction	Undergraduate Academic Affairs	NKU Faculty Leadership Academy Mentors	Kentucky Council on Postsecondary Education	\$4,876

<b>Total Number of Awards This Period: 09/01/2024 - 11/30/2024</b>	<b>22</b>	<b>Total Funds Awarded</b>	<b>\$5,480,369</b>
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<i>Cumulative FY 2025</i> <b>Total Number of Awards: 07/01/2024 - 11/30/2024</b>	<b>47</b>	<i>Cumulative FY 2025</i> <b>Total Funds Awarded</b>	<b>\$11,866,816</b>
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**REPORT: FUNDRAISING RESOURCES**

The following Fundraising Report summarizes fundraising resources committed from July 1, 2024, through December 31, 2024, totaling \$3,254,382 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.

<b>FY25 Fundraising Resources Through 12/31/24</b>	
<b>Designation</b>	<b>FY 2025 at 12/31/2024</b>
Academic Affairs/Univ. Designated	\$629,123
Athletics	\$680,664
Chase College of Law	\$509,558
College of Arts and Sciences	\$357,959
College of Education	\$57,797
College of Health and Human Services	\$63,041
College of Informatics	\$464,057
Haile College of Business	\$418,828
Honors College	\$850
Institute for Health Innov./Health Innov. Ctr.	\$30
Steely Library	\$10,738
Student Affairs	\$61,739
<b>Total</b>	<b>\$3,254,382</b>

## **POLICIES REPORT**

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

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

### **ETHICS HOTLINE**

This policy provides the campus community with information regarding the University’s ethics reporting hotline (EthicsPoint), including a description of the types of reports that may be submitted and instructions for how to access and navigate the platform. To provide additional transparency to campus, the policy also explains the process for how reports are investigated and resolved.

### **LEGAL SETTLEMENTS**

This policy establishes the Board of Regents’ and the President’s authority to approve legal settlements on behalf of the University and the process by which those proposals are reviewed and recommended within the administration.

## **ORGANIZATION CHANGES REPORT**

### **ACADEMIC AFFAIRS**

The College of Arts and Sciences changed the name for the “Integrative Studies” organizational unit to “Interdisciplinary Studies”. Name change approved through UCC and implemented in 2024-2025 Catalog. This change reflects a change in the program curriculum and updated name of majors (BA and AA).

### **UNIVERSITY ADVANCEMENT**

University Advancement is creating the Norse Network Hub as a one-stop point of entry. The goal of the Norse Network Hub is to leverage the resources and talents of our students, faculty, and staff to make a positive, significant, and lasting impact on our region. To facilitate this action the Career Services department will move from Strategic Enrollment Planning in the Academic Affairs Division to the new Norse Network Hub organizational unit reporting to the new Executive Director.

### **STRATEGIC ENROLLMENT MANAGEMENT**

President Short-Thompson created the Strategic Enrollment Planning and Student Success division, led by Ryan Padgett, who was promoted to Chief Strategic Enrollment Management Officer (CSEMO). University Undergraduate Admissions was added to Dr. Padgett’s portfolio of direct reports.

### **FINANCIAL AID**

Leah Stewart’s title was changed from Assistant Vice President of Enrollment Management to Assistant Vice President of Financial Aid and Operations. She will continue to lead the One Stop Center and Student Financial Aid.



# **NORTHERN KENTUCKY UNIVERSITY**

## **QUARTERLY FINANCIAL REPORT**

**FOR THE PERIOD JULY 1, 2024 THROUGH DECEMBER 31, 2024**

**Northern Kentucky University**  
Quarterly Financial Report

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**Northern Kentucky University**  
**A Component Unit of the Commonwealth of Kentucky**  
**Statement of Net Position**  
**As of December 31, 2024 and 2023**  
*(in thousands)*

	<b>2025</b>	<b>2024</b>
<b>ASSETS</b>		
Current Assets		
Cash and cash equivalents	\$ 73,101	\$ 74,985
Notes, loans and accounts receivable, net	8,497	10,079
Lease receivable	512	499
Other current assets	4,143	4,304
Total current assets	86,253	89,867
Noncurrent Assets		
Cash and cash equivalents	5,251	6,557
Investments	18,223	14,911
Notes, loans and accounts receivable, net	969	974
Lease receivable	8,726	9,614
Right to use subscription based IT agreement asset, net	4,208	5,777
Right to use lease asset, net	1,441	1,425
Pension prepaid future service	14,015	16,461
OPEB asset	823	-
Capital assets, net	355,630	352,172
Other noncurrent assets	499	401
Total noncurrent assets	409,785	408,292
Total assets	\$ 496,038	498,159
<b>DEFERRED OUTFLOWS OF RESOURCES</b>		
Bond refunding loss	\$ 937	1,289
Pension and OPEB	393	740
Total deferred outflows of resources	\$ 1,330	\$ 2,029
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>\$ 497,368</b>	<b>\$ 500,189</b>

**Northern Kentucky University**  
**A Component Unit of the Commonwealth of Kentucky**  
**Statement of Net Position**  
**As of December 31, 2024 and 2023**  
*(in thousands)*

	<b>2025</b>	<b>2024</b>
<b>LIABILITIES</b>		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 13,772	13,420
Unearned revenue	1,297	1,622
Subscription liabilities-current portion	101	66
Lease liabilities-current portion	108	97
Long-term debt-current portion	1,155	1,038
Other long-term liabilities-current portion	419	608
Total current liabilities	16,852	16,851
Noncurrent Liabilities		
Deposits	42	43
Subscription based IT agreement liabilities	3,356	4,925
Lease liabilities	1,172	1,211
Long-term debt	276,587	295,195
Other long-term liabilities	649	712
Net pension and OPEB liabilities	1,674	2,043
Total noncurrent liabilities	283,480	304,129
Total liabilities	\$ 300,332	320,980
<b>DEFERRED INFLOWS OF RESOURCES</b>		
Service agreements	\$ 1,762	1,995
Lease inflows	8,862	9,858
Bond refunding gain	1,810	-
Pension and OPEB	896	335
Total deferred inflows of resources	\$ 13,330	12,188
<b>NET POSITION</b>		
Net investment in capital assets	\$ 263,536	248,703
Restricted		
Nonexpendable	9,031	7,616
Expendable	15,294	13,813
Unrestricted	(104,155)	(103,112)
Total net position	\$ 183,706	\$ 167,020
<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>\$ 497,368</b>	<b>\$ 500,189</b>

**Northern Kentucky University**  
**A Component Unit of the Commonwealth of Kentucky**  
**Statement of Revenues, Expenses and Changes in Net Position**  
**For the Quarters Ended December 31, 2024 and 2023**  
*(in thousands)*

	<b>2025</b>	<b>2024</b>
<b>OPERATING REVENUES</b>		
Student tuition and fees (net of scholarship allowances of \$32,906 in 2025 and \$22,759 in 2024)	\$ 54,648	\$ 59,397
Federal grants and contracts	2,398	2,307
State and local grants and contracts	1,940	1,555
Nongovernmental grants and contracts	1,727	1,773
Sales and services of educational departments	3,157	2,218
Auxiliary enterprises		
Housing and food service (net of scholarship allowances of \$1,571 in 2025 and \$513 in 2024)	3,864	4,479
Other auxiliaries	2,190	2,193
Other operating revenues	4,814	5,361
Total operating revenues	74,738	79,283
<b>OPERATING EXPENSES</b>		
Educational and general		
Instruction	48,479	46,193
Research	1,341	1,373
Public service	6,745	6,196
Libraries	3,590	3,546
Academic support	10,523	10,365
Student services	12,569	13,242
Institutional support	14,220	15,756
Operation and maintenance of plant	9,552	7,550
Depreciation and amortization	8,705	8,726
Student aid	6,352	12,086
Auxiliary enterprises		
Housing and food service	1,648	2,364
Other auxiliaries	581	584
Auxiliary depreciation and amortization	2,091	2,099
Other expenses	15	231
Total operating expenses	126,411	130,311
Net loss from operations	(51,673)	(51,028)
<b>NONOPERATING REVENUES (EXPENSES)</b>		
State appropriations	38,205	35,712
Federal grants and contracts	9,144	6,692
State and local grants and contracts	9,319	6,806
Private gifts and grants	59	116
Investment income	3,569	3,139
Interest on debt	(4,052)	(4,535)
Other nonoperating expenses	24	(1,096)
Net nonoperating revenues	56,268	46,834
Gain/(loss) before other revenues, expenses, gains or losses	4,595	(4,194)
Capital appropriations	8,465	4,854
Capital grants and gifts	251	843
State Endowment match	690	
Total other revenues	9,406	5,697
Change in net position	14,001	1,503
<b>NET POSITION-BEGINNING OF YEAR</b>	169,705	165,517
<b>NET POSITION-END OF YEAR</b>	\$ 183,706	\$ 167,020

Northern Kentucky University  
A Component Unit of the Commonwealth of Kentucky  
Fiduciary Funds  
Statement of Fiduciary Net Position  
For the Quarters Ended December 31, 2024 and 2023  
*(in thousands)*

	<b>2025</b>	<b>2024</b>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 16,657	\$ 15,237
Total assets	16,657	15,237
<b>LIABILITIES</b>		
Accounts payable and other liabilities	-	-
Total liabilities	-	-
<b>NET POSITION</b>		
Restricted for:		
Individuals, organizations and other governments	16,657	15,237
Total net position	\$ 16,657	\$ 15,237

Northern Kentucky University  
A Component Unit of the Commonwealth of Kentucky  
Fiduciary Funds  
Statements of Changes in Fiduciary Net Position  
For the Quarters Ended December 31, 2024 and 2023  
*(in thousands)*

	<b>2025</b>	<b>2024</b>
<b>ADDITIONS</b>		
In-lieu fees	\$ 1,471	\$ 126
Investment income	396	402
Total additions	1,867	528
<b>DEDUCTIONS</b>		
Contract expense	627	505
Land & Right of Way	-	141
Administrative fees	88	8
Total deductions	715	654
Net change in fiduciary net position	1,152	(126)
Net position - beginning	15,505	15,363
Net position - ending	\$ 16,657	\$ 15,237

**NORTHERN KENTUCKY UNIVERSITY**  
**Current Fund Unrestricted Revenues and Expenses/Transfers by Functional Area**  
**For the Period from July 1, 2024 to December 31, 2024**  
**With Comparative Prior Year Data**  
(in thousands)

	2025				2024			
	Original Budget	Revised Budget	Actual 12/31/24	% Revised	Original Budget	Revised Budget	Actual 12/31/23	% Revised
<b>Revenue</b>								
<b>Educational and General</b>								
Student Tuition and Fees	\$ 168,691	\$ 168,590	\$ 87,554	52%	\$ 164,865	\$ 164,157	\$ 82,156	50%
State Appropriations	69,464	69,464	38,205	55%	64,931	64,931	35,712	55%
Sales and Services	5,207	5,247	3,157	60%	4,565	4,712	2,218	47%
Other	15,183	15,244	7,085	46%	14,492	15,453	7,736	50%
<b>Total Ed and General</b>	<b>258,545</b>	<b>258,545</b>	<b>136,001</b>	<b>53%</b>	<b>248,853</b>	<b>249,253</b>	<b>127,822</b>	<b>51%</b>
<b>Auxiliary Enterprises</b>								
Revenue Sources	15,886	15,886	7,492	47%	15,630	15,630	7,052	45%
<b>Total Auxiliary Enterprises</b>	<b>15,886</b>	<b>15,886</b>	<b>7,492</b>	<b>47%</b>	<b>15,630</b>	<b>15,630</b>	<b>7,052</b>	<b>45%</b>
<b>Total Revenue</b>	<b>\$ 274,431</b>	<b>\$ 274,431</b>	<b>\$ 143,493</b>	<b>52%</b>	<b>\$ 264,483</b>	<b>\$ 264,883</b>	<b>\$ 134,874</b>	<b>51%</b>
<b>Expenses/Transfers</b>								
<b>Educational and General</b>								
Instruction	\$ 94,709	\$ 95,594	\$ 47,128	49%	\$ 94,537	\$ 97,301	\$ 45,109	46%
Research	571	592	247	42%	709	823	388	47%
Public Service	8,642	8,622	3,716	43%	8,591	9,024	3,546	39%
Libraries	5,450	5,255	3,480	66%	5,755	5,938	3,481	59%
Academic Support	27,189	24,869	10,248	41%	27,302	20,331	10,571	52%
Student Services	24,721	24,417	11,606	48%	23,926	23,534	11,280	48%
Institutional Support	23,264	25,146	12,768	51%	28,440	31,586	13,339	42%
Oper. and maint. of plant	21,222	20,869	8,804	42%	18,665	17,285	6,624	38%
Student Financial Aid	39,790	39,180	20,338	52%	42,160	41,023	20,794	51%
Other	1,001	1,320	17	1%	1,004	1,841	4	0%
<b>Transfers</b>								
Mandatory: Debt Service	16,048	16,048	12,631	79%	10,442	8,386	4,961	59%
Mandatory: Other	-	6	6	100%	-	7	7	100%
Nonmandatory	(79)	658	500	76%	2,753	5,056	3,668	73%
<b>Total Educ and General</b>	<b>262,528</b>	<b>262,576</b>	<b>131,489</b>	<b>50%</b>	<b>264,284</b>	<b>262,135</b>	<b>123,772</b>	<b>47%</b>
<b>Auxiliary Enterprises</b>								
Auxiliary expenses	8,902	8,844	3,756	42%	8,555	8,386	3,470	41%
<b>Transfers</b>								
Mandatory: Debt service	7,601	7,601	6,688	88%	7,201	7,210	6,184	86%
Nonmandatory	200	210	10	5%	550	559	19	3%
<b>Total Auxiliary Enterprises</b>	<b>16,703</b>	<b>16,655</b>	<b>10,454</b>	<b>63%</b>	<b>16,306</b>	<b>16,155</b>	<b>9,673</b>	<b>60%</b>
<b>Total Expenses/Transfers</b>	<b>\$ 279,231</b>	<b>\$ 279,231</b>	<b>\$ 141,943</b>	<b>51%</b>	<b>\$ 280,590</b>	<b>\$ 278,290</b>	<b>\$ 133,445</b>	<b>48%</b>
<b>Addition to (use of) net position</b>	<b>\$ (4,800)</b>	<b>\$ (4,800)</b>	<b>\$ 1,550</b>		<b>\$ (16,107)</b>	<b>\$ (13,407)</b>	<b>\$ 1,429</b>	

**NORTHERN KENTUCKY UNIVERSITY**  
**Current Fund Unrestricted Revenues and Expenses/Transfers by Natural Classification**  
**For the Period from July 1, 2024 to December 31, 2024**  
**With Comparative Prior Year Data**  
(in thousands)

	2025				2024			
	Original Budget	Revised Budget	Actual 12/31/24	% Revised	Original Budget	Revised Budget	Actual 12/31/23	% Revised
<b>Revenue</b>								
<b>Educational and General</b>								
Student Tuition and Fees	\$ 168,691	\$ 168,590	\$ 87,554	52%	\$ 164,865	\$ 164,165	\$ 82,156	50%
State Appropriations	69,464	69,464	38,205	55%	64,931	64,931	35,712	55%
Sales and Services	5,207	5,247	3,157	60%	4,565	4,594	2,218	48%
Other	15,183	15,244	7,085	46%	14,492	15,563	7,736	50%
<b>Total Ed and General</b>	<b>258,545</b>	<b>258,545</b>	<b>136,001</b>	<b>53%</b>	<b>248,853</b>	<b>249,253</b>	<b>127,822</b>	<b>51%</b>
<b>Auxiliary Enterprises</b>								
Revenue Sources	15,886	15,886	7,492	47%	15,630	15,630	7,052	45%
<b>Total Auxiliary Enterprises</b>	<b>15,886</b>	<b>15,886</b>	<b>7,492</b>	<b>47%</b>	<b>15,630</b>	<b>15,630</b>	<b>7,052</b>	<b>45%</b>
<b>Total Revenue</b>	<b>\$ 274,431</b>	<b>\$ 274,431</b>	<b>\$ 143,493</b>	<b>52%</b>	<b>\$ 264,483</b>	<b>\$ 264,883</b>	<b>\$ 134,874</b>	<b>51%</b>
	<b>Original Budget</b>	<b>Revised Budget</b>	<b>Actual 12/31/24</b>	<b>% Revised</b>	<b>Original Budget</b>	<b>Revised Budget</b>	<b>Actual 12/31/23</b>	<b>% Revised</b>
<b>Expenses/Transfers</b>								
Salary and Wages	\$ 104,533	\$ 104,959	\$ 51,628	49%	\$ 109,586	\$ 109,959	\$ 51,928	47%
Benefits	33,904	33,992	12,925	38%	37,344	36,817	13,444	37%
Contracted Services	29,653	29,890	13,424	45%	25,972	26,015	12,437	48%
Operating/nonoperating	36,186	34,919	18,309	52%	32,441	31,648	14,716	46%
Utilities	7,412	7,412	2,592	35%	7,412	7,412	2,496	34%
Capital	3,428	3,801	2,637	69%	4,174	3,643	2,538	70%
Student Financial Aid	40,345	39,735	20,593	52%	42,715	41,578	21,046	51%
Debt service	23,649	23,649	19,319	82%	17,643	15,596	11,145	71%
Other transfers	121	874	516	59%	3,303	5,622	3,695	66%
<b>Total Expenses/Transfers</b>	<b>\$ 279,231</b>	<b>\$ 279,231</b>	<b>\$ 141,943</b>	<b>51%</b>	<b>\$ 280,590</b>	<b>\$ 278,290</b>	<b>\$ 133,445</b>	<b>48%</b>
<b>Addition to (use of) net position</b>	<b>\$ (4,800)</b>	<b>\$ (4,800)</b>	<b>\$ 1,550</b>		<b>\$ (16,107)</b>	<b>\$ (13,407)</b>	<b>\$ 1,429</b>	



**NORTHERN KENTUCKY UNIVERSITY**  
**Current Restricted Fund**  
**Schedule of Actual Revenues and Expenditures**  
**For the Period from July 1, 2024 to December 31, 2024**  
**With Comparative Prior Year Data**

	Fiscal Year To Date 12/31/24	Fiscal Year To Date 12/31/23	Difference	Percentage Change	Fiscal Year 2024 Final
<b>Revenues by Source</b>					
Federal Grants & Contracts	\$ 2,090,283	\$ 2,103,052	\$ (12,769)	-1%	\$ 4,429,610
State and Local Grants & Contracts	2,014,138	1,580,843	433,295	27%	4,431,637
Nongovernmental Grants & Contracts	374,144	686,846	(312,702)	-46%	1,388,490
Federal Financial Aid Programs	9,475,325	7,075,931	2,399,394	34%	14,986,855
State Financial Aid Programs	9,289,790	6,780,289	2,509,501	37%	13,064,224
NKU Foundation Subgrants	1,402,613	1,380,667	21,946	2%	2,763,545
Agency Subgrants	27,046	31,784	(4,738)	-15%	83,041
<b>Total Revenues</b>	<b>\$24,673,339</b>	<b>\$19,639,412</b>	<b>\$ 5,033,927</b>	<b>26%</b>	<b>\$ 41,147,402</b>
<b>Expenditures by Function</b>					
Instruction	\$ 771,954	\$ 824,290	\$ (52,336)	-6%	\$ 1,598,933
Research	1,127,115	1,141,813	(14,698)	-1%	2,436,943
Public Service	3,017,336	2,549,054	468,282	18%	5,631,957
Libraries	27,145	32,654	(5,509)	-17%	45,194
Academic Support	379,246	233,969	145,277	62%	532,227
Student Services	646,223	553,718	92,505	17%	1,146,870
Institutional Support	559,197	572,296	(13,099)	-2%	1,142,314
Operation & Maintenance of Plant		2,645	(2,645)	-100%	2,246
Student Financial Aid	18,882,766	14,015,748	4,867,018	35%	28,685,107
<b>Total Expenditures</b>	<b>\$25,410,982</b>	<b>\$19,926,187</b>	<b>\$ 5,484,795</b>	<b>28%</b>	<b>\$ 41,221,791</b>

**NORTHERN KENTUCKY UNIVERSITY**  
Schedule of Bonds Payable  
Through the Period Ended December 31, 2024

	Date Issued	Maturity Date	Original Indebtedness	Outstanding Indebtedness	Principal Due This Fiscal Year	Interest Due This Fiscal Year
<b>GENERAL RECEIPTS BONDS*</b>						
Series A 2014	01/07/2014	09/01/2024	47,375,000		2,340,000	58,500
Series A 2016	05/17/2016	09/01/2027	25,765,000	9,575,000	2,975,000	353,700
Series B 2016	08/25/2016	09/01/2028	15,225,000	7,680,000	1,750,000	265,694
Series A 2019	11/12/2019	09/01/2044	37,870,000	33,725,000	1,115,000	1,142,725
Series A 2020	11/04/2020	09/01/2027	5,775,000	2,615,000	825,000	90,825
Series B 2020	11/04/2020	09/01/2027	3,440,000	1,555,000	490,000	43,500
Series A 2021	04/20/2021	09/01/2050	205,450,000	184,955,000	4,980,000	5,512,764
Series B 2021	10/21/2021	09/01/2030	5,025,000	3,515,000	525,000	113,613
Series A 2024	09/01/2024	09/01/2033	24,890,000	24,890,000	-	1,057,825
<b>TOTAL BONDS</b>			370,815,000	268,510,000	15,000,000	8,639,146
<b>OTHER FINANCING ARRANGEMENTS</b>						
Energy Mangement Lease	01/24/2019	11/24/2030	4,087,706	2,204,493	337,496	64,369
IT Equipment Financing	10/01/2023	01/01/2029	2,248,806	1,499,204	374,801	-
Athletic Equipment Financing	10/05/2023	11/01/2025	12,000	8,000	4,000	-
<b>TOTAL OTHER FINANCING ARRANGEMENTS</b>			6,348,512	3,711,697	716,297	64,369
<b>TOTAL BONDS AND OTHER FINANCING</b>			\$ 377,163,512	\$ 272,221,697	\$ 15,716,297	\$ 8,703,515

**NORTHERN KENTUCKY UNIVERSITY**  
Schedule of Investments  
As of December 31, 2024

	<u>YTD Average Balance</u>	<u>YTD Yield</u>	<u>Maturity Date</u>
<b>State investments*</b>			
State Investment Short Term Pool - General Receipts	\$ 40,044,690	4.88%	N/A
State Investment Intermediate Term Pool - General Receipts	16,809,460	4.71%	N/A
State Trust & Agency	516,357	0.00%	N/A
State Investment Bond Funds	-	0.00%	N/A
<b>Total state investments</b>	<u>57,370,507</u>		
<b>Local investments**</b>			
Bank Balances	40,129,196	5.03%	N/A
Bank Balances - Nonpooled	713,283	0.71%	N/A
<b>Total local investments</b>	<u>40,842,479</u>		
<b>Total state and local investments</b>	<u>\$ 98,212,986</u>		

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

**RECOMMENDATION:**

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

**FACULTY APPOINTMENTS:**

**Margaret Mack**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective January 06, 2025.

**TRANSITIONS:**

**Amy Gillingham-Culligan**, from acting associate director in School of the Arts, College of Arts and Sciences, to associate professor in School of the Arts, College of Arts and Sciences, effective January 1, 2025.

**Michelle Dickerson**, from part time clinical assistant professor in the School of Nursing, College of Health and Human Services to full time clinical assistant professor in the School of Nursing, College of Health and Human Services, effective January 06, 2025.

**Ron Shaw**, from acting director in School of the Arts, College of Arts and Sciences, to associate director in School of the Arts, College of Arts and Sciences, effective January 1, 2025.

**Mary Beth Zody**, from part time assistant teaching professor in the School of Nursing, College of Health and Human Services, to full time assistant teaching professor in the School of Nursing, College of Health and Human Services effective January 06, 2025.

**PART-TIME TENURE**

**Gisèle Loriot-Raymer**, associate professor in World Languages and Literatures, College of Arts and Sciences, effective January 1, 2025.

**DEPARTURES:**

**Laura Menard**, assistant teaching professor in the W. Frank Steely Library, effective December 12, 2024

**RETIREMENTS:**

**Terry Pence**, professor in Philosophy, College of Arts and Sciences, phased retirement beginning fall semester 2025 and terminated spring semester 2027.

**Sean Foley**, associate professor in Construction Management, Haile College of Business, effective July 31, 2025.

**RETIREMENTS:**

**Lynne Zajac**, professor in the School of Nursing, College of Health and Human Services, effective May 31, 2025.

**TEMPORARY FACULTY APPOINTMENTS:**

**College of Arts and Sciences**

English	James O'Bannon	Spring Semester
School of the Arts	Jeffrey Martell	Academic Year

**RECOMMENDATION:**

That the following recommendations for reappointment, promotion and tenure receive Board of Regents approval.

**BACKGROUND:**

The following recommendations have been made according to the policies of the Faculty Policies and Procedures Handbook which include the appropriate review by departmental/school committees, chairs/directors, deans, and the provost.

## **RECOMMENDED FOR REAPPOINTMENT**

The following faculty have been recommended for reappointment for the 2025-2026 academic year:

<b>Name</b>	<b>Department/School</b>
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### **COLLEGE OF ARTS AND SCIENCES**

Dr. Junko Agnew	World Languages and Literatures
Dr. Amanda Brockman	Sociology, Anthropology, and Philosophy
Dr. Nile Patterson	Sociology, Anthropology, and Philosophy
Dr. Nikk Pilato	School of the Arts

### **COLLEGE OF HEALTH AND HUMAN SERVICES**

Professor Alicia Ireton	School of Allied Health
Dr. Anne Marie Sahingoz	School of Nursing

### **COLLEGE OF INFORMATICS**

Dr. Yangyang Tao	School of Computing and Analytics
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### **HAILE COLLEGE OF BUSINESS**

Dr. Sharif Mazumder	Accounting, Economics, and Finance
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### **SALMON P. CHASE COLLEGE OF LAW**

Professor Michelle Coughlin	Law School Instruction
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## RECOMMENDED FOR PROMOTION

The following faculty have been recommended for promotion for the 2025-2026 academic year. With the exception of the Chase Law faculty, all promoted to Associate Professor will also be granted tenure.

<b>Name</b>	<b>Department/School</b>	<b>Current Rank</b>	<b>Proposed Rank</b>
<b><u>COLLEGE OF ARTS AND SCIENCES</u></b>			
Dr. William Herzog	School of the Arts	Assistant Professor	Associate Professor
Dr. Dirk Grupe	Physics, Geology, and Engineering Technology	Associate Professor	Professor
Professor Jo Sanburg	School of the Arts	Assistant Professor	Associate Professor
Dr. Minchul Shin	Physics, Geology, and Engineering Technology	Assistant Professor	Associate Professor
<b><u>COLLEGE OF HEALTH AND HUMAN SERVICES</u></b>			
Dr. Lisa Cuntz	School of Nursing	Assistant Professor	Associate Professor
Dr. Suk-hee Kim	School of Social Work	Associate Professor	Professor
<b><u>COLLEGE OF INFORMATICS</u></b>			
Dr. Seth Adjei	School of Computing and Analytics	Assistant Professor	Associate Professor
Dr. Haoqiang (Kevin) Jiang	School of Computing and Analytics	Assistant Professor	Associate Professor
Dr. Junxiu Zhou	School of Computing and Analytics	Assistant Professor	Associate Professor
<b><u>HAILE COLLEGE OF BUSINESS</u></b>			
Dr. Bulent Erenay	Management	Assistant Professor	Associate Professor
Dr. Jing Liu	Management	Assistant Professor	Associate Professor
Dr. Yohann Mauger	Management	Assistant Professor	Associate Professor
Dr. Dekuwmini Mornah	Management	Assistant Professor	Associate Professor
Dr. José Luis Saavedra Torres	Marketing, Sports Business and Construction Management	Assistant Professor	Associate Professor
<b><u>SALMON P. CHASE COLLEGE OF LAW</u></b>			
Professor Marcia Ziegler	Law School Instruction	Assistant Professor	Associate Professor



**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 October 4, 2024 and January 16, 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  
10/04/24 – 01/16/25**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Bird, Kristen	Student Support Services	Coordinator, TRIO	11/25/2024
Bragg, Rachael	Athletic Academic Services	Academic Advisor, Athletics	11/01/2024
Detwiler, Tatum	Men's Swimming	Assistant Coach, Swimming	11/18/2024
Dwenger, Henry	University Police	Police Dispatcher I	10/18/2024
Finkenstead, Trey	Adult & Transfer Center	Processing Specialist	12/12/2024
Gillespie, Haley	University Housing	Coordinator, Residential Services	11/25/2024
Hines, Drew	Building Services, 2 <sup>nd</sup> Shift	Custodian	10/28/2024
Hoffman, Alicia	Human Resources	HR Assistant	12/09/2024
Johnson, Daniel	University Marketing & Communications	Director, Web & Digital Strategy	11/04/2024
Johnson, Timothy	University Police	Police Dispatcher II	11/15/2024
Jones, Emma	Athletics Communication	Sr. Coordinator, Creative Media	11/12/2024
Kennett, David	Undergraduate Admissions	Assoc. Director, Strategic Partnerships	10/28/2024
Lacer, Madeline	Softball	Assistant Coach, Women's Softball	10/21/2024
Lake, Megan	Student Account Services	Student Account Service Representative	11/18/2024
Leurck, David	University Development	Dir. of Development, Corporate Relations	01/06/2025
Majewski, Suzanne	University Police	Police Dispatcher I	01/06/2025
Manning, Steven	Research, Grants & Contracts	Grant Administrator I	11/04/2024
McFerron, Sara	Steely Library	Library Specialist III	12/02/2024
Mitchell, Eric	IT – Infrastructure & Operations Group	Systems Analyst I	01/06/2025
Monroe, Margaret	Research, Grants & Contracts	Officer, Grants & Contracts	10/14/2024
Munchel, James	Locksmith	Locksmith	01/13/2025
Rogers, Kristen	Compliance & Student Svc.	Asst. Athletic Director, Compliance	11/01/2024
Schwartz, Anna	Theatre & Dance	Coordinator, Theatre Arts/Scene Shop	01/08/2025
Theademan, Jacob	Univ. Connect & Persist	Coordinator, UCAP	01/15/2025
Vangala, Vijaya	Advancement Services	Analyst, Advancement Data & Reporting	10/21/2024
White, Tucker	Athletics Facilities	Asst. Director, Fac. Ops. & Event Mgmt.	10/09/2024
Wilson, Michael	One Stop Center	Processing Specialist	01/06/2025
Yelenick, Joseph	Athletics Communication	Assistant Director, Communication	11/01/2024

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS  
10/04/24 – 01/16/2025**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>STATUS</b>	<b>EFF. DATE</b>
Andrews, Joseph	Procurement Services	Specialist	Student to Staff	01/06/2025
Burns, Erin	Steely Library	Specialist	Temp. to Regular	11/18/2024
Carr, Michael	Campus Recreation Center	Associate Director, CRC Facilities	Promotion	11/12/2024
Dawn, Kelly	Automotive Shop	Supervisor III, Transportation	Promotion	01/01/2025

Flora, Steven	Carpentry/Construction	Assistant Supervisor, Carpentry	Promotion	01/06/2025
Gabbard, Natalie	Human Resources	Director of Employee Relations & EEO	Promotion	12/01/2024
Grieco, Louis	HVAC/General Maint.	HVAC/General Maint. Mechanic	FT to PT	11/12/2024
Gruber, Jerrod	Adult & Transfer Center	Coordinator, Transfer Processing	Reclassification	09/29/2024*
Kramer, Nicole	HR – Payroll & Tax	Manager, Payroll	Reclassification	11/01/2024
Olding, Kara	Special Events	Associate Director, University Events	Reclassification	10/01/2024*
Prickett, Erron	KY Center for Mathematics	Director	Promotion	11/17/2024
Pulsfort, Lauren	Institute for Health Innovations	Business Officer	Promotion	11/07/2024
Sutton, Kelly	University Registrar	Specialist, Service	Student to Staff	11/04/2024
Thompson, Kara	Informative Stud. Success & Adv.	Director, Undergraduate Advising	Reclassification	11/01/2024
Turner, Laura	University Development	Dir. of Prospect Research & Mgmt.	Reclassification	01/06/2025
Williams-Stankewicz, A.	College of Health & Human Svcs.	Coordinator, Preceptor Payments	Reclassification	10/13/2024
Woodhull-Smith, Britney	Athletics Academic Services	Assistant Athletics Director, Academics	Reclassification	10/14/2024

**TRANSFERS**  
**10/04/24 – 01/16/2025**

<b>NAME</b>	<b>PREVIOUS DEPARTMENT</b>	<b>NEW DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Kemplin, John	Roads & Grounds	Electric Shop	Electrician	11/25/2024
Pfeiffer, Paul	Student Financial Assistance	Human Resources	Coordinator	12/09/2024
Smith, Kelsie	All Card Administration	Informatics Stud. Success & Adv.	Advisor	10/14/2024
Walz, Alexander	Admissions	Student Support Services	Coordinator	11/18/2024

**DEPARTURES**  
**10/04/24 – 01/16/2025**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Adams, Avery	Graduate Education	Admissions Counselor	12/19/2024
Barrett-Wolcott, Tammy	Institute for Health Innovations	Director, Drug Prevention Coalition CC	10/16/2024
Brown, Andrea	Building Services – 1 <sup>st</sup> Shift	Custodian	10/15/2024
Bryant, Presley	School of Nursing	RN, Immunization Outreach	01/04/2025
Cooper, Seth	Athletics Communication	Coordinator, Creative Media	11/01/2024
Crescitelli, Dianna	Kentucky Center for Mathematics	Director	01/11/2025
Draper, Marissa	Institute for Health Innovations	Program Manager	11/12/2024
Funk, Kristen	Community Standards & Care	Coordinator of Case Management	11/09/2024
Gabbard, Catherine	EngageKY	Program Manager, Member Support	11/30/2024
Hattersley-Holman, Abigail	History	Academic Coordinator	01/11/2025
Hetteberg, Eric	Carpentry/Construction	Painter	10/28/2024
Johnson, Claudia	Teacher Preparation & Educ. Studies	Academic Specialist	11/18/2024
Johnson, Timothy	University Police	Dispatcher II	01/10/2025
Lewis, Violet	Athletics Communication	Coordinator, Creative Media	10/05/2024

Loskoch Thompson, Collette	Engage KY	Manager, Operations KyCC	01/07/2025
Nusekabel, Thomas	Housing Facilities Management	Superintendent II	11/01/2024
Osborne, Shanna	Institute for Health Innovations	Care Coordinator	10/16/2024
Poe, Natasha	Institute for Health Innovations	Care Coordinator	10/16/2024
Pyke, Jonathan	Compliance & Student Svc.	Asst. Athletic Director, Compliance	10/26/2024
Schaefer, Matthew	Athletics Communication	Associate AD for Ext. Operations	10/08/2024
Scott, Steven	Plumbing	Plumbing/Sheet Metal Mechanic	10/15/2024
Shields, Rochelle	Campus Recreation Center	Associate Director, CRC Facilities	01/01/2025
Timmons, Drew	Steely Library	Specialist	11/02/2024
Vagedes, Elizabeth	Athletic Academic Services	Advisor	12/19/2024
Volz, Camaryn	Women's Basketball	Head Coach, Women's Basketball	12/01/2024
Wilson, Austin	Athletic Development	Assistant Athletic Director, Development	12/14/2024

**RETIREMENTS**  
**10/04/24 – 01/16/2025**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Ash, Cynthia	Student Support Services	Specialist	01/01/2025
Castle, Betty	Procurement Services	Specialist	11/01/2024
Green, F. Joseph	Advancement Services	Manager, Information Systems	01/01/2025
Marsala, Jackie	Nursing Undergraduate Studies	Academic Specialist	11/01/2024
McCulley, James	Electric Shop	Supervisor, Electrical Services	01/01/2025
Pickens, Timothy	Electric Shop	Electrician	12/01/2024
Tabor, Charles	HVAC/General Maintenance	Assistant HVAC Supervisor II	01/01/2025
Yelton, Kimberly	Roads & Grounds	Grounds Supervisor II	01/01/2025

**ADMINISTRATIVE/EXECUTIVE**  
**10/04/24 – 01/16/2025**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>REASON</b>	<b>EFF. DATE</b>
Byrd, Sarah	University Development	Senior Director of Development	Promotion	12/09/2024
Cole, Walter	University Registrar	Registrar	Departure	01/01/2025
McNutt, Bradley	University Mktg. & Comm.	Sr. Director, Marketing & Brand Strategy	Departure	11/01/2024
Padgett, Ryan	Strategic Enrollment	Chief Strategy Enrollment Mgmt. Officer	Promotion	01/09/2025
Stewart, Leah	Student Financial Assistance	Asst. V.P, Financial Aid & Operations	Title Change	01/09/2025

**\*not on previous report**

**RECOMMENDATION:**

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

**EMERITUS:**

**Gregory Dahlem**, teaching professor in Biological Sciences, College of Arts and Sciences, effective January 1, 2025.

**Emily Detmer-Goebel**, professor in English, College of Arts and Sciences, effective June 1, 2025.

**Christopher Smith**, lecturer in the School of the Arts, College of Arts and Sciences, effective June 1, 2025.

**Nicholas Bonner**, senior lecturer in the School of the Arts, College of Arts and Sciences, effective June 1, 2025.

**RECOMMENDATION:**

That Mr. Oakley Farris receive an Honorary Doctor of Business Degree. The recommendation comes from Hassan Hassabelnaby, Dean, Haile College of Business, and Kevin Kirby, Dean, College of Informatics.

**BACKGROUND:**

In recognition of his exceptional dedication to the prosperity of Northern Kentucky University and the broader Northern Kentucky community, Mr. Farris has been recommended as an honorary degree recipient at the May 2025 Commencement.

Mr. Farris' enthusiastic support of the College of Business and College of Informatics and their students has been extensive. As a pillar of our community, Mr. Farris has received many well-deserved honors and accolades. But one important honor remains: an honorary degree from the university that serves the region he loves, and which has been elevated by his extraordinary thoughtfulness and generosity.

Mr. Farris' support of NKU has a very long history, and he has left an indelible mark through his generous philanthropy and unwavering commitment to our students, faculty and campus initiatives. Among his most notable contributions are the spaces across campus that bear the Farris name, such as the Eva G. & Oakley Farris Leadership Academy in the Haile College of Business, the Eva G. & Oakley Farris Commons in the College of Informatics, the Eva G. & Oakley Farris Amphitheater, and the Eva G. Farris Reading Room in Steely Library, to name a few. These spaces have not only enhanced the physical landscape of NKU but have also provided vital resources for student success as well as campus and community engagement. Mr. Farris and his late wife, Eva, extended their support to NKU scholarships, establishing the Eva G. Farris Informatics Scholarship and the Eva G. Farris Business Endowed Scholarships, which have empowered many first-generation and low-income students to pursue their academic dreams for over two decades.

Mr. Farris' philanthropy of course goes far beyond NKU; it is deeply rooted in a commitment to community and education. His contributions to Covington, Kentucky—from revitalizing its neighborhoods to funding public art and cultural initiatives—have elevated the region's vibrancy and accessibility. Notable projects include the five large bronze statues he commissioned and had placed throughout Covington, as well as the Legacy Floodwall murals honoring Covington's historical and religious heritage. These civic efforts, combined with his support of institutions like St. Elizabeth Medical Center, Baker Hunt Art and Cultural Center, The Carnegie Visual and Performing Arts, and Gateway Community and Technical College, underscore his role as a transformative figure, bringing vitality and opportunity to northern Kentucky.

Mr. Farris' life story further exemplifies his resilience, determination, and selfless devotion to others. Born in Corbin, Kentucky in 1924, Mr. Farris served bravely in World War II as a machine gunner in the Battle of the Bulge. After the war, he launched his career in real estate, founding the Woodford Company in 1953 and revitalizing numerous properties throughout Covington. His journey with Eva—his partner and inspiration—at his side reflects a shared passion for bettering their community and fostering opportunities for future generations.

In recognition of his extraordinary contributions and service, Mr. Farris has received numerous awards, including the prestigious Lincoln Award from NKU in 2013, his induction into the Kentucky Veterans Hall of Fame in 2017, the Voices of Giving Award by the Greater Cincinnati Planned Giving Council in 2011, and many more. However, it is not only his accolades that distinguish him but also his unyielding dedication to NKU and the profound impact he has had on the lives of our students and the region.

It is our firm belief that awarding an honorary degree to Oakley Farris will serve as a fitting tribute to his decades of service and his enduring legacy at Northern Kentucky University. His story and achievements embody the spirit of NKU, and this recognition would be a testament to his lifelong commitment to education, philanthropy and community.

**RECOMMENDATION:**

That Mr. Ken Harper receive an Honorary Doctor of Education Degree. The recommendation comes from Gannon Tagher, Dean, College of Health and Human Services at the May 2025 Commencement.

**BACKGROUND:**

Mr. Harper's lifelong dedication to public service, his transformative impact on NKU and his tireless commitment to the betterment of our region make him an exemplary candidate for this prestigious recognition.

As a visionary state legislator, Mr. Harper played a pivotal role in the establishment of Northern Kentucky University, ensuring that our region would benefit from a world-class institution of higher learning. His foresight and leadership laid the foundation for a university that has since become a place of opportunity for countless students.

Mr. Harper's passion for NKU has continued over the decades, evidenced by his outstanding leadership roles, such as chairman of the NKU Foundation Board from 1997 to 2002 and his enduring support as a member emeritus. His philanthropic legacy at NKU is equally remarkable. Through contributions to the Steely Library, the Fund for Excellence and the establishment of the Eileen Harper Memorial Scholarship in honor of his late wife, Mr. Harper has helped provide vital resources and support for NKU students, particularly those pursuing careers in nursing at St. Elizabeth Healthcare.

Beyond his significant impact on NKU, Mr. Harper has demonstrated exemplary service to his country as a member of the United States Air Force during the Korean War. His dedication to public service continued as the first Republican elected to represent Kenton County in the Kentucky House of Representatives, where he championed policies that fostered regional growth and progress. His tenure as Kentucky's Secretary of State further underscored his dedication to the people of Kentucky, where he worked under the leadership of Governors Louie B. Nunn and

Wendell Ford. Mr. Harper's civic contributions are expansive, reflecting a lifetime of service. From his leadership within the Covington Rotary Club, where he holds the distinction of being the longest-serving member, to his involvement with numerous charitable organizations, Mr. Harper has consistently demonstrated a deep commitment to improving the lives of others.

Mr. Harper's contributions have been recognized through numerous accolades, including the Kenton County Pioneer Award, the National Republican Legislators Association's Legislator of the Year Award, the Northern Kentucky Chamber of Commerce's Walter Pieschel Award and the John F. Kennedy Award for Outstanding Contributions to State Government, among many others.

Conferring an honorary degree upon Mr. Harper would celebrate not only his extraordinary achievements but also his enduring impact on Northern Kentucky University and the wider community. His legacy of service, philanthropy and visionary leadership exemplifies the values and mission of NKU, and it is fitting that we honor the contributions of someone like Mr. Harper, who had a hand in the establishment of the NKU we know and celebrate today.



**RECOMMENDATION:**

That the following amendment to the Faculty Policies and Procedures Handbook, regarding faculty grievances, receive Board of Regents approval.

**BACKGROUND:**

The Faculty Senate voted to approve these recommended changes to the handbook at the September 30, 2024 meeting. This revision makes changes to the definition of a grievance and to matters that are subject to peer review.

**PROPOSAL:**

**Current Faculty Handbook Language:**

**14.1. Definition**

**For the purposes of this Handbook, there are two categories of grievances:**

- **Major issues concerning a faculty member’s professional appointment that are heard by the peer review committees (Section 14.2 “Peer Review Process”), and**
- **All others (see Section 14.3 “Complaint Process”).**

**14.2.1. Matters Subject to Peer Review**

**Only the following matters, all of which affect a faculty member’s professional employment at the University, may be appealed to or heard by the Peer Review Process:**

- **Denial of reappointment, promotion or tenure;**
- **Cases involving alleged illegal discrimination, except for cases of alleged sexual discrimination which are covered in Section 16.8 “Sexual Harassment/Gender Discrimination” of this Handbook;**
- **Cases involving alleged violation of professional ethics and responsibilities, as set forth in Section 16.3 “Professional Ethics and Responsibilities” in this Handbook;**
- **Termination for medical reasons, as set forth in Section 10.5 “Termination for Medical Reasons” in this Handbook;**
- **Program reduction and faculty reassignment, as set forth in Section 10.6 “Program Reduction and Faculty Reassignment” in this Handbook;**
- **Termination for cause, as set forth in Section 10.8 “Termination for Cause” in this Handbook; and**
- **Cases involving disagreement with a post-tenure review development plan, as set forth in Section 9.6.4 “Post-Tenure Development Plan” in this Handbook.**

**The Peer Review Process will deal with appeals and grievances of matters listed above only for persons who receive a faculty contract; no person who receives an administrative contract (e.g. director, dean, associate provost, vice president) may utilize the Peer Review Process.**

**Section 14.3 “Complaint Process” applies to all other complaints, grievances and appeals by faculty members.**

**Proposed Amendment:**

**14.1. DEFINITION**

A grievance is an allegation that existing University policies, rules, regulations, practices, and/or procedures have been violated, misinterpreted, and/or improperly applied. For the purposes of this Handbook, there are two categories of grievances:

- **Issues** concerning a faculty member’s professional appointment that are heard by the peer review committees (Section 14.2 below), and
- All others (see Section 14.3 below, Complaint Process)

**14.2.1. MATTERS SUBJECT TO PEER REVIEW**

Only the following matters, all of which affect a faculty member’s professional employment at the University, may be grieved through the Peer Review Process:

- **Negative recommendation from the provost on an application for** reappointment, promotion or tenure;
- **Candidates receiving a negative recommendation from any previous level are to follow the guidelines set forth in Section 3.2.14 for formal reconsideration**
- Cases involving alleged **wrongful** discrimination, except for cases of alleged sexual discrimination which are covered in Section 16.8, Sexual Harassment/Gender Discrimination, of this Handbook;
- Cases involving alleged violation of professional ethics and responsibilities, as set forth in **Section 16.2**, Professional Ethics and Responsibilities, in this Handbook;
- Termination for medical reasons, as set forth in Section 10.5, Termination for Medical Reasons, in this Handbook;
- Program reduction and faculty reassignment, as set forth in **Section 10.6** in this Handbook;
- Termination for cause, as set forth in Section 10.8, Termination For Cause, in this Handbook; and
- Cases involving disagreement with a post-tenure review development plan, as set forth in Section 9.6.4 in this Handbook.

The Peer Review Process will deal with **grievances** of matters listed above only for persons who receive a faculty contract; no person who receives an administrative contract (e.g., **dean**, associate provost, vice president) may utilize the Peer Review Process.

Section 14.3, Complaint Process, applies to all other complaints, grievances, and appeals by faculty members.

**RECOMMENDATION:**

That the following amendment to the Faculty Policies and Procedures Handbook, regarding Reappointment, Promotion, and Tenure (RPT), receive Board of Regents approval.

**BACKGROUND:**

The Faculty Senate voted to approve these recommended changes to the handbook at the November 25, 2024 meeting. This revision makes updates to RPT procedures, allowing for each program in the School of Computing and Analytics to have its own RPT committee.

**PROPOSAL:**

**Current Faculty Handbook Language:**

**3.2.3. Department/School Committee**

Each department or school, or in the case of School of the Arts (SOTA), program, shall have a reappointment, promotion, and tenure (hereinafter, RPT) committee consisting of at least five tenured faculty members elected at a regular or special department or school faculty meeting. If necessary, a separate committee may be formed to consider promotion to Professor. Each department or school, or, in the case of SOTA, program, committee must have the same membership in a given year, with the exception of additional external members (see Section 3.2.4). Additionally, for promotion committees, these five faculty members must be at least one rank above the level of the applicants.

**Proposed Amendment:**

**3.2.3. Departmental/School Committee**

Each department, school, or in the case of School of the Arts (SOTA) and School of Computing and Analytics (SCA), program shall have a reappointment, promotion, and tenure (RPT) committee consisting of at least five tenured faculty members elected at a regular or special department or school faculty meeting. If necessary, a separate committee may be formed to consider promotion to Professor. Each RPT committee must have the same membership in a given year, with the exception of additional external members (see Section 3.2.4). Additionally, for promotion committees, these five faculty members must be at least one rank above the level of the applicants.

**RECOMMENDATION:**

That the following revision to the bylaws of the NKU Professional Concerns Committee (PCC) of the Faculty Senate receive Board of Regents approval.

**BACKGROUND:**

The Faculty Senate voted to approve these recommended changes to the Professional Concerns Committee bylaws at the September 30, 2024 meeting. This revision responds to changes in language around committee membership, as well as concerns raised by the recording of PCC meetings and AI generated transcripts of meetings being subsequently posted online.

**NORTHERN KENTUCKY UNIVERSITY BYLAWS  
PROFESSIONAL CONCERNS COMMITTEE  
OF THE FACULTY SENATE**

*Adopted: October 21, 2013*

*Revised: September 5, 2024*

**I. OBJECTIVES AND FUNCTIONS**

Review, evaluate, and make recommendations concerning the various University policies relating to the general academic and professional concerns of the faculty, in particular those matters dealing with tenure, promotion, rank and performance evaluation.

- A. As needed, review the Faculty Handbook.
- B. Take under consideration those student policies that are of professional concern to the faculty.

**II. MEMBERSHIP**

- A. **Committee membership shall conform to the Constitution of the Faculty Senate.**

**III. OFFICERS**

- A. The officers of the Committee are a Chairperson and a Secretary.
- B. The Chairperson shall be elected by the Faculty Senate and the Secretary shall be elected by the Committee.
- C. The Chairperson shall preside at all meetings of the Committee, shall act as a liaison to the administration to facilitate the collection of data, and shall be an ex officio member of all standing and ad hoc subcommittees.
- D. The Secretary shall record minutes of all meetings and notify each committee member of meetings. The Secretary shall preside at committee meetings in the absence of the Chairperson.
- E. Officers of the Committee shall serve for a term of one academic year.
- F. Neither committee members nor guests are permitted to record or automatically transcribe meetings without permission of the committee chair.

#### IV. MEETINGS

- A. The Chairperson shall call regular meetings of the Committee; normally regular meetings will occur on the first and third Thursdays of each month during semesters.
- B. The Chairperson may call special meetings.
- C. Written proxy votes (either conveyed to the Chairperson prior to the vote or conveyed through a stand-in department representative) shall be allowed only when approved by the committee majority in a meeting prior to the vote.
- D. A Committee majority shall constitute a quorum, and unless otherwise specified, the vote shall be decided by the majority of the quorum in attendance.
- E. The Committee chair has voting power in all matters that other Committee members do.
- F. Neither committee members nor guests are permitted to record or automatically transcribe meetings without permission of the committee chair.

#### V. SUBCOMMITTEES

- A. The Chairperson shall appoint members, with their consent, to the following subcommittees of the Professional Concerns Committee as need arises:
  - 1. Reappointment, Promotion and Tenure Subcommittee. This subcommittee shall consider any issues of concern to faculty that involve retention, promotion, and tenure policies and procedures, as well as performance evaluations and procedures.
  - 2. Faculty Rights and Responsibilities Subcommittee. This subcommittee shall consider policies relating to faculty rights and responsibilities, and shall periodically review the faculty handbook.
  - 3. Student Policies Subcommittee. This subcommittee shall consider university policies involving students which might affect academic or professional responsibilities and concerns of the faculty.
- B. Ad hoc subcommittees shall be appointed by the Chairperson as deemed appropriate.

- C. After acceptance of any subcommittee report by the Committee, a copy of said report shall be made a part of the recorded minutes of the Committee.
- D. Subcommittees may include faculty, administrators, and students who are not members of the PCC; such special members will have non-voting status.
- E. A majority of the voting members of a subcommittee will constitute a quorum, and unless otherwise specified, the vote shall be decided by the majority of the quorum in attendance.

**VI. RULES OF ORDER**

- A. In the absence of any special rules of order which the Committee may adopt, the latest edition of *Robert's Rules of Order, Newly Revised* shall govern the conduct of meetings.

**VII. PROCEDURE FOR AMENDING BYLAWS**

- A. Bylaws of the Professional Concerns Committee may be amended at any regular committee meeting by a two-thirds majority vote of the full Committee, provided the amendment was submitted in writing at the previous regular committee meeting.

**RECOMMENDATION:**

That the Board of Regents approve revisions to the Research Misconduct and Protection of Human Research Subjects policies and corresponding revisions to the Faculty Policies and Procedures Handbook.

**BACKGROUND:**

In 2024, as part of a routine review, the U.S. Department of Health and Human Services Office of Research Integrity (ORI) advised the University's Office of Research, Grants and Contracts about necessary revisions to our Research Misconduct policy. Specifically, ORI requested that the University make the following revisions to the policy, which governs investigation and adjudication of misconduct in the performance of University research:

- Add new language empowering the University to address health, safety, and other exigent risks arising from alleged research misconduct on an interim basis, before final adjudication;
- Clarify the circumstances that warrant a preliminary inquiry into research misconduct allegations; and
- Reinforce the University's authority to take possession of records and other evidence needed to investigate the allegations.

University administration recommends that the Board of Regents approve those revisions to the Research Misconduct policy, which are reflected in the attached proposed document. The revisions were approved by the Faculty Senate on September 30, 2024, and align closely with the corresponding federal regulations at 42 CFR Part 93.

In addition, University administration recommends that the Board of Regents approve the attached revised Human Subjects Protection Policy, which refreshes an outdated version. The Faculty Senate approved the new policy on October 28, 2024. Additional human-subjects research procedures are maintained by the Office of Research, Grants and Contracts.

By adopting this recommendation, the Board of Regents would also approve corresponding revisions to the Research Misconduct and Human Subject Protection provisions of the Faculty Policies and Procedures Handbook, which already have been approved by the Faculty Senate.



# RESEARCH MISCONDUCT

~~POLICY NUMBER: HYB-RESMISCONDUCT~~

~~POLICY TYPE: HYBRID~~

~~RESPONSIBLE OFFICIAL TITLE: PROVOST & EXEC. VICE PRESID. FOR ACADEMIC AFFAIRS~~

~~RESPONSIBLE OFFICE: VICE PROVOST, GRADUATE EDUCATION, RESEARCH, & OUTREACH~~  
~~RESEARCH, GRANTS & CONTRACTS~~

~~EFFECTIVE DATE: UPON BOARD APPROVAL – 5/13/2020~~

~~NEXT REVIEW DATE: BOARD APPROVAL PREVIOUS REVIEW PLUS FIVE (5) YEARS –~~  
~~XX/20295/13/2025~~

~~UPDATES POLICY: FACULTY HANDBOOK SECTION 16.7, SCIENTIFIC/RESEARCH MISCONDUCT~~

~~BD. OF REGENTS REPORTING: PRES. RECOMMENDATION (CONSENT AGENDA/VOTING ITEM)~~

## I. POLICY STATEMENT

The preeminent principle in all research is the quest for truth. The credibility of such research must be above reproach if the public trust is to be maintained. Any compromise of the ethical standards required for conducting academic research cannot be condoned. While breaches in such standards are rare, these must be dealt with promptly and fairly by all parties in order to preserve the integrity of the research community.

A critical element of any policy on research misconduct is that it be a fair and effective process for distinguishing instances of genuine and serious misconduct from insignificant deviations from acceptable practices, technical violations of rules, or simple carelessness. This policy allows such distinctions to be made in a manner that minimizes disruption and protects the honest researcher from false or mistaken accusations.

Research misconduct, as defined in Section IV below, is not condoned at Northern Kentucky University (NKU) and allegations of such misconduct will be investigated in accordance with the procedures described below. The policy and procedure discussed herein do not restrict or limit any legal options available to any of the parties through appropriate courts and/or administrative agencies. NKU must comply with federal regulations, and additional policies may apply to those engaged in federally sponsored research or submitting work to a federal agency.

## II. ENTITIES AFFECTED

All faculty and staff engaged in research at Northern Kentucky University.

This policy has been adapted from Section 16.7 “Scientific/Research Misconduct” of the [Faculty Handbook](#).

**NOTE:** If the person against whom an allegation of research misconduct is directed or who is the subject of a research misconduct proceeding does not report through the Dean/Provost channel, then in the processes and procedures described throughout this policy, the appropriate supervisor (or designee) and appropriate Vice President shall be involved rather than the Dean and the Provost.

## III. AUTHORITY

Public Health Services Policies on Research Misconduct, Department of Health and Human Services, Title 42 Code of Federal Regulations (CFR) Part 93 ([42 CFR Part 93](#)).

## IV. DEFINITIONS

**Complainant:** Complainant means a person who in good faith makes an allegation of research misconduct.

**Good Faith:** Good faith, as applied to a complainant or witness, means having a belief in the truth of one's allegation or testimony that a reasonable person in the complainant's or witness's position could have based on the information known to the complainant or witness at the time. An allegation or cooperation with a research misconduct proceeding is not in good faith if made with knowing or reckless disregard for information that would negate the allegation or testimony. Good faith as applied to a committee member means cooperating with the research misconduct proceeding by carrying out the duties assigned impartially for the purpose of helping an institution meet its responsibilities under this part. A committee member does not act in good faith if their acts or omissions on the committee are dishonest or influenced by personal, professional, or financial conflicts of interest with those involved in the research misconduct proceeding.

**Inquiry:** Inquiry means preliminary information-gathering and preliminary fact-finding.

**Investigation:** Investigation means the formal collection, examination, and evaluation of all relevant facts to determine whether research misconduct has occurred.

**Research Misconduct:** Research misconduct is defined as fabrication, falsification, plagiarism, or other serious deviations from those accepted practices in proposing, performing, or reviewing research, or in reporting results from research.

- Fabrication is making up data or results and recording or reporting them.
- Falsification is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.
- Plagiarism is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

Research misconduct does not include honest error or differences of opinion.

In cases of allegations involving activities submitted to or supported by a federal agency and definitions or procedures for research misconduct specified in the agency's regulations differ from those in this policy, the definitions and procedures in the agency's regulations will be used.

**Research Record:** Research record means the record of data or results that embody the facts resulting from scientific inquiry, including but not limited to, research proposals, laboratory records, both physical and electronic, progress reports, abstracts, theses, oral presentations, internal reports, journal articles, and any documents and materials provided to federal agencies or institutional officials by a respondent in the course of the research misconduct proceeding.

**Respondent:** Respondent means the person against whom an allegation of research misconduct is directed or who is the subject of a research misconduct proceeding.

**Retaliation:** Retaliation for the purpose of this part means an adverse action taken against a complainant, witness, or committee member by an institution or one of its members in response to (a) a good faith allegation of research misconduct or (b) good faith cooperation with a research misconduct proceeding.

## V. CONFIDENTIALITY

All parties involved in the inquiry and investigation shall strive to maintain confidentiality of the following, which may be identified from research records or evidence:

- information
- respondents
- complainants, and
- research subjects.

## VI. INTERIM ADMINISTRATIVE ACTION

Throughout the research misconduct proceeding, the Dean (or designee) or Provost will review the situation to determine if there is any threat of harm to public health, federal funds and equipment, or the integrity of the Public Health Services (PHS)-supported research process. And in the event of such a threat, will, in consultation with other institutional officials and the Office of Research Integrity (ORI), take appropriate interim action to protect against any such threat. Interim action might include additional monitoring of the research process and the handling of federal funds and equipment, reassignment of personnel or of the responsibility for the handling of federal funds and equipment, additional review of research data and results or delaying publication. The Dean (or designee) or Provost shall, at any time during a research misconduct proceeding, notify ORI immediately if there is reason to believe that any of the following conditions exist:

- Health or safety of the public is at risk, including an immediate need to protect human or animal subjects;
- Department of Health and Human Services (HHS) resources or interests are threatened;
- Research activities should be suspended;
- There is a reasonable indication of possible violations of civil or criminal law;
- Federal action is required to protect the interests of those involved in the research misconduct proceeding;
- The research misconduct proceeding may be made public prematurely and HHS action may be necessary to safeguard evidence and protect the rights of those involved; or
- The research community or public should be informed.

As provided by federal regulations, at any stage in the process of inquiry, investigation, formal finding and disposition, NKU may take interim administrative action to protect the welfare of human or animal subjects of research, to prevent the inappropriate use of funds, or to protect the interest of students, colleagues, or the University. A suspension or restriction of activities does not in any way imply that research misconduct has taken place. This action will be temporary and used as an interim measure prior to the conclusion of the formal investigation.

## VII. EXTRAMURAL ASSURANCE AND REPORTING REQUIREMENTS

If applicable, NKU will fully and continually cooperate with the appropriate federal agency during its oversight review or any subsequent administrative hearings or appeals. This may include providing research records and evidence under the institution's control, custody, or possession and access to all persons within its authority necessary to develop a complete record of relevant evidence. If required by a funding agency, the Institutional Official (IO) or designee shall submit written assurance that the institution is in compliance with the agency's requirements for handling allegations of misconduct. If the research is supported by an extramural funding agency, the IO or designee is responsible for ensuring compliance with the applicable funding agency's reporting requirements.

## VIII. STATUTE OF LIMITATION

NKU will only investigate research misconduct that has occurred within six (6) years of the date that the institution receives an allegation of research misconduct. This six-year limitation does not apply to the following circumstances:

- 1) Subsequent use by the respondent by continuation or renewal of any incident of alleged research misconduct that occurred before the six (6) year limitation through the citation, republication or other use for the potential benefit of the respondent of the research record that is alleged to have been fabricated, falsified, or plagiarized.
- 2) If the appropriate funding agency or the University in consultation with the funding agency determines that the alleged misconduct, if it occurred, would possibly have a substantial adverse effect on the health or safety of the public.

## IX. CONFLICT OF INTEREST

Individuals responsible for carrying out any part of the research misconduct proceeding must not have any real or apparent unresolved personal, professional, or financial conflicts of interest with the complainant, respondent, or witnesses. Any conflict of interest must be disclosed.

A conflict of interest may include, but is not limited to, co-authorship on a paper or book, a professional or personal relationship or antagonism, financial ties, or contact regarding possible employment with either the respondent or the complainant.

## X. ABSENCE OF THE RESPONDENT OF THE ALLEGATION

Should the respondent leave NKU before the case is resolved, the Dean (or supervisor if the respondent does not report to a Dean), on behalf of NKU, when possible, shall continue the examination of the allegation and reach a conclusion. NKU shall cooperate with the process of another institution to resolve such questions to the extent possible under state and federal law.

## XI. RESTORING REPUTATION

The Dean (or designee) or Provost, shall undertake all practical and reasonable efforts to protect and restore the reputation of the individual(s) alleged to have engaged in research misconduct but against whom no finding of research misconduct has been made, if requested by the individual(s) as appropriate.

The Dean (or designee) or Provost, shall undertake reasonable and practical efforts to protect or restore the position and reputation of the individual(s) who in good faith, made an allegation of research misconduct, if requested by the individual(s) and as appropriate.

The Dean (or designee) or Provost shall undertake reasonable and practical efforts to protect or restore the position and reputation of any complainant, witness, or committee member and to counter potential or actual retaliation against these individuals.

As stated in Section II above, if the individual does not report through the Dean/Provost channel, then the appropriate supervisor (or designee) and appropriate Vice President shall be involved rather than the Dean and Provost.

## **XII. FALSE ACCUSATIONS**

Regardless of the outcome of an inquiry or investigation, it is the policy of the University that no individual who, in good faith, has reported apparent research misconduct shall be subject to retaliation by the University or by any member of the University community. However, if it is determined that the charges were brought against the respondent with malicious or dishonest intent such that the complainant had a clear understanding that they were probably untrue and that they were designed to harm the respondent, the Dean may recommend to the Provost that appropriate administrative action be taken against the complainant consistent with University policy (see NOTE in Section II above).

## **XIII. PROCEDURES**

### **A. ALLEGATIONS OF RESEARCH MISCONDUCT**

It is the policy of Northern Kentucky University to treat fairly both the complainant and the respondent. All allegations of research misconduct will be treated seriously and, to the extent possible, the confidentiality of those who submit allegations will be maintained.

Though allegations of research misconduct may be by any means of communication to an institutional or federal official, the allegation of misconduct shall initially be documented in writing by either the complainant or the person receiving the allegation. If the allegation is made through the Ethics and Compliance Helpline, the person receiving the allegation should document the allegation in writing. Any other person receiving an allegation of research misconduct should relay the information to the appropriate Dean (or other supervisor if the individual does not report to a Dean) for preliminary inquiry. The Provost (or other Vice President if the individual does not report to a Dean) may receive reports of research misconduct in situations where the appropriate Dean or supervisor may have a conflict of interest.

Either before or when the institution notifies the respondent of the allegation, inquiry, or investigation, the institution must promptly take all reasonable and practical steps to obtain custody of all the research records and evidence needed to conduct the research misconduct proceeding, inventory the records and evidence, and sequester them in a secure manner, except that where the research records or evidence encompass scientific instruments shared by a number of users, custody may be limited to

copies of the data or evidence on such instruments, so long as those copies are substantially equivalent to the evidentiary value of the instruments. Respondents may be given supervised access to the research records throughout the inquiry and/or investigation.

## B. PRELIMINARY INQUIRY

The purpose of the preliminary inquiry is to conduct an initial review of evidence to determine if there are sufficient grounds to warrant a formal investigation of the charge of research misconduct. An inquiry is warranted if the allegation:

- Falls within the definition of research misconduct
- Is within 42 CFR Part 93.102, and
- Is sufficiently credible and specific so that potential evidence of research misconduct may be identified.

The preliminary inquiry will be conducted by the Dean of the college in which the respondent faculty or staff member is appointed.

As stated in Section II above, if the respondent does not report through the Dean/Provost channel, then the appropriate supervisor (or designee) and appropriate Vice President shall be involved rather than the Dean and Provost.

If the allegation of misconduct is brought against a Dean, the Provost will appoint another Dean to conduct the inquiry. The Dean will notify university legal counsel and the Provost regarding the nature of the allegations. University Counsel shall determine whether the research at issue is governed by any federal legal regulations and shall instruct the Dean to ensure that the preliminary inquiry is conducted in compliance with any applicable regulations. When deemed necessary, the Dean may select one or two other individuals to assist in the preliminary inquiry. Any such individuals should have no real or apparent conflict of interest related to the case in question. A conflict of interest may include, but is not limited to, co-authorship on a paper or book, a professional or personal relationship or antagonism, financial ties, or contact regarding possible employment with either the accused or the complainant (see Section IX Conflict of Interest above).

On or before the date on which the respondent is notified, or the inquiry begins, whichever is earlier, the Dean (or designee) or Provost will take the following all reasonable and practical steps to:

1. Obtain custody of all research records and evidence needed to conduct the research misconduct proceeding, and
2. Inventory and securely sequestering the records and evidence in a secure manner.

and sequestering them in a secure manner, except that where the research records or evidence encompasses scientific instruments shared by a number of multiple users, custody may be limited to copies of the data or evidence, on the instruments, so long as provided these copies are substantially equivalent to their evidentiary value of the original instruments.

The preliminary inquiry should begin with an informal discussion with the complainant to verify that the allegation should be classified as possible research misconduct. Within ten (10) business days after this discussion with the complainant, the Dean shall begin an informal discussion with the respondent regarding the allegations. If federal or state regulations so require, the Dean shall also present the respondent with a letter that states:



- the nature of the allegations;
- the focus of the inquiry;
- an invitation to the respondent to provide comments and other relevant information to the Dean;
- other relevant information; and
- a statement that the respondent has the right to be represented by an attorney.

The preliminary inquiry should be completed within sixty (60) days of receipt of the written allegation of misconduct. If the preliminary inquiry determines that there are not sufficient grounds within the context of the definition of misconduct for a formal investigation, the respondent and the complainant will be sent letters informing them of the results. All records will be sent to the Office of the Provost.

A formal investigation will be found to be warranted if:

- a) A reasonable basis for concluding that the allegation falls within the definition of research misconduct; and
- b) Preliminary information-gathering and preliminary fact-finding from the inquiry indicate the allegation may have substance.

If the preliminary inquiry determines that there are sufficient grounds for a formal investigation within the context of the definition of misconduct, the respondent and the complainant will be sent letters informing them of this decision. The letter to the respondent may include, but is not limited to, the following:

- The name and position of the respondent(s);
- That a formal investigation is to be conducted;
- Information pertaining to federal agencies involved, including funding numbers, grant applications, contracts, etc., if applicable;
- The nature of the allegation, including a summary of all evidence that currently exists and the right to review it;
- The basis for recommending that the alleged actions warrant an investigation;
- That the respondent will have an opportunity to respond to the charges; and
- That the respondent has the right to be represented by an attorney.

The respondent shall have the opportunity to respond to this letter, in writing, within thirty (30) calendar days of the date on which the respondent receives it. The draft preliminary inquiry report, combined with any comments received from the respondent, shall constitute the preliminary inquiry report.

In the event a formal investigation is deemed to be warranted, the Dean shall inform the following individuals and/or organizations: university legal counsel, chairs/directors of any departments/schools that may be involved, the Provost, and appropriate regulatory bodies. As required by law or regulation, University Counsel shall notify appropriate government agencies when a formal investigation is convened.

As described in Section XII False Accusations above, if a formal investigation is judged to be unwarranted and it is determined that the charges were brought against the respondent with malicious or dishonest intent such that the complainant had a clear understanding that they were probably untrue and that they were designed to harm the respondent, the Dean may recommend to the Provost that appropriate administrative action be taken against the complainant. Such appropriate administrative action shall be consistent with University policy.

Any records produced during the preliminary inquiry stage, including the preliminary inquiry report, must be maintained by University Counsel for at least seven (7) years and, upon request, be provided to the applicable government agencies.

### C. FORMAL INVESTIGATION

Before any formal investigation commences, the respondent(s) and any involved collaborators must be notified by written statement of allegations that an investigation is to be conducted. The written statement shall:

- Include a copy of the preliminary inquiry report, which includes information on the nature of the allegations and the focus of the investigation, and inform those being investigated of the opportunity to provide comments and other relevant information to the Dean.
- Inform the respondent(s), prior to beginning the investigation, of their right to be represented by an attorney in preparing and/or giving their response in this and all subsequent phases of the investigation.
- Give the respondent a copy of or refer to the institution's policies and procedures related to research misconduct.
- Indicate there can be no actions that are, or could be perceived as, retaliatory against the investigation committee members, witnesses, or the person who raised an allegation or is thought to have raised an allegation.

The Dean (or supervisor, if the respondent does not report to a Dean) shall appoint an Investigative Body (IB) with three or more members to initiate an investigation thirty (30) calendar days after receipt of the preliminary inquiry report. IB members must be tenured faculty members with sufficient expertise in the area of investigation to ensure a sound base from which to evaluate the nature of the charges. One member of the IB may be from outside the University, if necessary, to ensure an accurate and knowledgeable evaluation of the evidence. All IB members must be free of real or apparent conflicts of interest regarding the investigation. The Dean (or supervisor) shall document the rationale for selecting committee members based on their expertise and impartiality. All IB members shall be required to sign a statement that they will maintain the confidentiality of the investigation, and that they have no interest that would conflict with those of the accused, the complainant, the University, or the sponsoring agency for the research. Prior to the beginning of the formal investigation, the respondent shall be given the opportunity to object in writing to the appointment of any member of the IB, based on conflict of interest. If the member is appointed to the IB despite the respondent's objection, this fact shall be noted in the IB's final report.

The IB shall conduct a formal examination and evaluation of all relevant facts to determine if the allegations of misconduct are valid. In order to maintain the integrity of the review process and avoid any appearance of institutional influence over the panel's deliberations or decision-making, the IB shall be insulated from any administrative influence and any *ex parte* communications with the parties. The IB shall seek the advice of University Counsel and may engage in, but is not limited to, the following investigative procedures:

- Interviewing witnesses;
- Sequestering and examining research data (both published and unpublished) and other evidence;

- Seeking expert counsel both inside and outside the University; and
- Conducting a hearing in which the respondent may respond to the charges, call witnesses, and question the complainant.

The IB shall pursue diligently all significant issues and leads discovered that are determined relevant to the investigation. A written summary or transcript of each interview conducted must be completed. A copy of the interview summary or transcript shall be provided to the interviewed party for comment.

The investigation must be completed within one hundred twenty (120) days of beginning it, including conducting the investigation, preparing the report findings, providing the draft report for comment, and, if applicable, sending the final report to the appropriate federal agency. If a federal agency is to be involved, the IB must notify the Provost (or appropriate Vice President), who will facilitate arrangements for the report to be sent. If the IB is unable to complete the investigation in time, a written request for extension that includes an explanation for the delay shall be submitted to and approved by the Provost (or appropriate Vice President) and be included in the investigation record. Exception: If no federal or state regulation requires the investigation to be completed within 120 days, then the timeline for a particular investigation shall automatically be extended until the IB completes the investigation, without any need for written request of extension.

A finding of research misconduct requires that acts constitute research misconduct as defined above and that:

- 1) There is a significant departure from accepted practices of the relevant research community;
- 2) The misconduct is committed intentionally, or knowingly, or recklessly; and
- 3) The allegation is proven by a preponderance of evidence.

#### **D. INQUIRY REPORT AND INVESTIGATION DETERMINATION**

The IB shall prepare a draft Investigation Report. The draft report will be sent to all respondents, and all respondents shall be afforded the opportunity to comment upon the draft report and have the comments included in the formal record of the investigation. Any comments shall be submitted in writing within thirty (30) calendar days of the date on which the respondents received the draft report. The IB shall review all respondents' comments prior to issuing the final Investigation Report.

At the completion of the Investigation, the IB shall submit its findings, comments from the respondents, and recommend institutional actions (also known as the Investigation Report) in writing to the Dean (or supervisor, if the respondent does not report to a Dean), who shall provide a copy to the respondents of the investigation, the provost, legal counsel, and chair(s)/director(s) of the affected department(s)/school(s). The Dean (or supervisor) shall ensure that publishers and editors of journals are informed if manuscripts emanating from fraudulent research have been submitted or published.

## E. INVESTIGATION REPORT

The Investigation Report will include the following:

- 1) Description of the nature of the allegations of research misconduct
- 2) Description and documentation of federal financial support, if applicable (e.g., grant numbers, grant applications, contracts, etc.)
- 3) Institutional charge (e.g., description of specific allegations of research misconduct for consideration in the investigation)
- 4) Copy of the institutional policies and procedures under which the investigation was conducted
- 5) Research records and evidence. Identify and summarize the research records and evidence reviewed, and identify any evidence taken into custody but not reviewed.
- 6) Statement of findings. For each separate allegation of research misconduct identified during the investigation, provide
  - a) A finding as to whether research misconduct did or did not occur as follows:
    - i. Identify whether research misconduct was falsification, fabrication, plagiarism, or other serious deviation from accepted practices and if it was intentional, knowing, or in reckless disregard;
    - ii. A finding that serious research irregularities have occurred, but that the irregularities are insufficient to constitute misconduct; or
    - iii. A finding that no research misconduct or research irregularities were committed.
  - b) A summary of the facts and the analysis that support the conclusion and consideration of the merits of any reasonable explanation by the respondent;
  - c) Information about the specific federal support affected, if applicable;
  - d) Identification of any publications in need of correction and retraction;
  - e) Identification of the person(s) responsible for the misconduct;
  - f) Listing of any current support or known grant proposal applications that the respondent has pending with federal agencies.
- 7) Comments. Include and consider any comments made by the respondent and complainant on the draft investigation report.

The investigation must be thorough and sufficiently documented, including examination of all research records and evidence relevant to reaching a decision on the merits of the allegations. The IB must ensure that it maintains and provides all records from the investigation to the Provost. This is necessary so that they can be provided to any applicable federal agencies, which may request all relevant research records and records of the institution's research misconduct proceeding, including the results of all interviews and the transcripts or recordings of such interviews.

## XIV. DOCUMENTATION

At the conclusion of an allegation assessment, inquiry, or investigation, the Dean shall forward all documentation pertaining to the allegation assessment, inquiry, or investigation to the Provost who shall arrange that the documentation be maintained for seven (7) years and ensure that documentation is provided to the appropriate federal agency upon request, if appropriate. As stated in Section II above,

if the individual does not report through the Dean/Provost channel, then the appropriate supervisor (or designee) and appropriate Vice President shall be involved rather than the Dean/Provost.

Documentation to be maintained for federal agencies must include the following, as applicable:

- 1) Allegation assessment statement
- 2) Preliminary inquiry final report
- 3) Formal Investigation Report, including a copy of the report, all attachments, and any appeals
- 4) Findings: statement whether or not the institution accepts the investigation's findings
- 5) Final institutional action: statement if the institution found research misconduct, and if so, who committed the misconduct
- 6) Institutional administrative actions: description of any pending or completed administrative actions against the respondents

The institution must notify the relevant federal agency (if applicable), if the institution plans to close out a case at the inquiry, investigation, or appeal stage on the basis that the respondent has admitted guilt, a settlement with the respondent has been reached, or for any other reason, except the closing of a case at the inquiry stage on the basis that an investigation is not warranted.

## **XV. DISCIPLINARY ACTION**

If the findings of the investigation substantiate allegations of research misconduct, the Provost (or appropriate Vice President), in consultation with legal counsel, shall determine appropriate administrative action, consistent with University policy.

## **XVI. APPEAL**

The respondent may appeal the decision of the investigative committee in writing to the Provost. The accused shall have thirty (30) days to file an appeal. A reinvestigation of the case will be warranted if one or more of the following conditions are judged by the Provost to exist:

- Significant omission of new evidence that was not known or reasonably available at the time of the formal investigation;
- A member of the committee had a conflict of interest; or
- A member of the committee did not accurately interpret the evidence due to lack of expertise concerning the research topic.

The Provost must rule within fifteen (15) days of receipt of the accused's written appeal on whether or not an appeal is warranted. If the Provost determines that an appeal is warranted, a new investigative committee will be appointed by the Provost to reexamine the case. The Provost's ruling on the issue of appeal is final. The criteria for appointing members to the original investigative committee shall also apply to the qualifications of members of the new investigative committee. The procedures that applied to the original investigative committee will also apply to the new investigative committee. The new committee shall have one hundred twenty (120) days to complete the investigation. The decision of this review committee is final.

As stated in Section II above, if the individual does not report through the Dean/Provost channel, then the appropriate Vice President shall be involved rather than the Provost.

## REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
<u>Additions to sections VI and XIII(B) per PHS audit</u>	<u>XX, 20254</u>
Formatting and minor edits to adapt Faculty Handbook section 16.7 to University-wide policy	June 29, 2021
Faculty Handbook section 16.7 “Scientific/Research Misconduct” revision	May 13, 2020

# RESEARCH MISCONDUCT

## PRESIDENTIAL APPROVAL

### PRESIDENT

Signature

Date

Cady Short-Thompson

## BOARD OF REGENTS APPROVAL

### BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.  
Date of Board of Regents meeting at which this policy was reported: \_\_\_\_/\_\_\_\_/\_\_\_\_.
- This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
  - The Board of Regents approved this policy on \_\_\_\_/\_\_\_\_/\_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
  - The Board of Regents rejected this policy on \_\_\_\_/\_\_\_\_/\_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

### SECRETARY TO THE BOARD OF REGENTS

Signature

Date

Tammy Knochelmann

# HUMAN RESEARCH SUBJECTS PROTECTION

**RESPONSIBLE OFFICIAL TITLE:** PROVOST & EXEC. VICE PRESID. FOR ACADEMIC AFFAIRS

**RESPONSIBLE OFFICE:** RESEARCH, GRANTS & CONTRACTS

**EFFECTIVE DATE:** 11/2/1983

**FACULTY HANDBOOK POLICY:** FACULTY HANDBOOK SEC. 16.6 – HUMAN SUBJECTS POLICIES

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS FOUR (4) YEARS – XX/2020

**BOARD OF REGENTS REPORTING:** PRESIDENTIAL REPORT

## I. POLICY STATEMENT

Northern Kentucky University (NKU) is committed to the highest ethical principles in the conduct of human subject research and specifically to its responsibility to ensure the rights and welfare of human research subjects. Though NKU Institutional Review Board (IRB) has the sole responsibility to approve research with human subjects; human subject protection is a shared responsibility involving NKU, the IRB, investigators and research staff.

## II. ENTITIES AFFECTED

Faculty, staff and students conducting human subjects research at Northern Kentucky University.

## III. AUTHORITY

[45 CFR 46](#)

[The Belmont Report: Ethical Principles and Guidelines for the Protection of Human Subjects of Research](#)

## IV. DEFINITIONS

- **Human Subject:** A living individual about whom an investigator (whether professional or student) conducting research obtains:
  - Data through intervention or interaction with the individual, or;
  - Identifiable private information.
- **Intervention** includes both physical procedures by which data are gathered (for example, venipuncture) and manipulations of the subject or the subject's environment performed for research purposes.
- **Interaction** includes communication or interpersonal contact between the investigator and subject.
- **Private Information** is information about behavior that occurs in a context in which an individual can reasonably expect that no observation or recording is taking place. Private Information must be individually identifiable (i.e., the identity of the subject is or may readily be ascertained by the investigator or associated with the information).
- **Research** is a systematic investigation, including research development, testing and evaluation designed to develop or contribute to generalizable knowledge.



## V. RESPONSIBILITIES

The Office of Research, Grants and Contracts:

- Facilitates the review and approval of all projects that meet the federal definition of human subjects research;
- Maintains the IRB roster and ensures it meets the minimum regulatory requirements.

## VI. COMMITTEE

The Institutional Review Board (IRB) reviews research studies to ensure that they comply with applicable regulations, meet commonly accepted ethical standards, follow institutional policies, and adequately protect research participants. IRB reviews help to ensure that research participants are protected from research-related risks; treated ethically, a necessary prerequisite for maintaining the public's trust in the research enterprise; and allowing science to advance for the common good. IRB composition, at a minimum, is dictated by the US Department of Health and Human Services (DHHS).

## VII. PROCEDURES

Procedures and internal guidelines for the protection of human subjects can be found on the [Office of Research, Grants and Contracts website](#).

## VIII. TRAINING

Researchers engaging in research that meets the federal definition of human subjects research are required to complete training related to the ethical conduct of research. Specific details of this training can be found on the Office of Research, Grants and Contracts website.

## IX. REFERENCES AND RELATED MATERIALS

### REFERENCES & FORMS

All projects that meet the federal definition of human subjects research must be submitted through the electronic IRB system accessible through [NKU's IRB website](#)

### RELATED POLICIES

[Responsible Conduct of Research, Scholarship, and Creative Activity Training](#)

NKU Faculty Handbook: [Section 16.6: Human Subjects Policies](#)

### REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Revision and Name Change – “Human Research Subjects Protection”	XX/XX/2025
Revision and Name Change- “Protection of Human Research Subjects”	July 31, 1996
AR-II-2.0-1 “Policy and Procedures Assurance for the Protection of Human Research Subjects at Northern Kentucky University”	November 2, 1983

# HUMAN RESEARCH SUBJECTS PROTECTION

## PRESIDENTIAL APPROVAL

PRESIDENT	
<i>Signature</i>	<i>Date</i>
Cady Short-Thompson	

## BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)	
<input type="checkbox"/> This policy was forwarded to the Board of Regents on the <b>Presidential Report (information only)</b> . Date of Board of Regents meeting at which this policy was reported: ____/____/____.	
<input type="checkbox"/> This policy was forwarded to the Board of Regents as a <b>Presidential Recommendation (consent agenda/voting item)</b> .	
<input type="checkbox"/> The Board of Regents approved this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing approval of policy.)	
<input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing rejection of policy.)	
SECRETARY TO THE BOARD OF REGENTS	
<i>Signature</i>	<i>Date</i>
Tammy Knochelmann	

**RECOMMENDATION:**

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

**BACKGROUND:**

The attached organizational chart reflects all NKU Administrative updates through February 26, 2025. The reporting lines listed are for Director level and above.

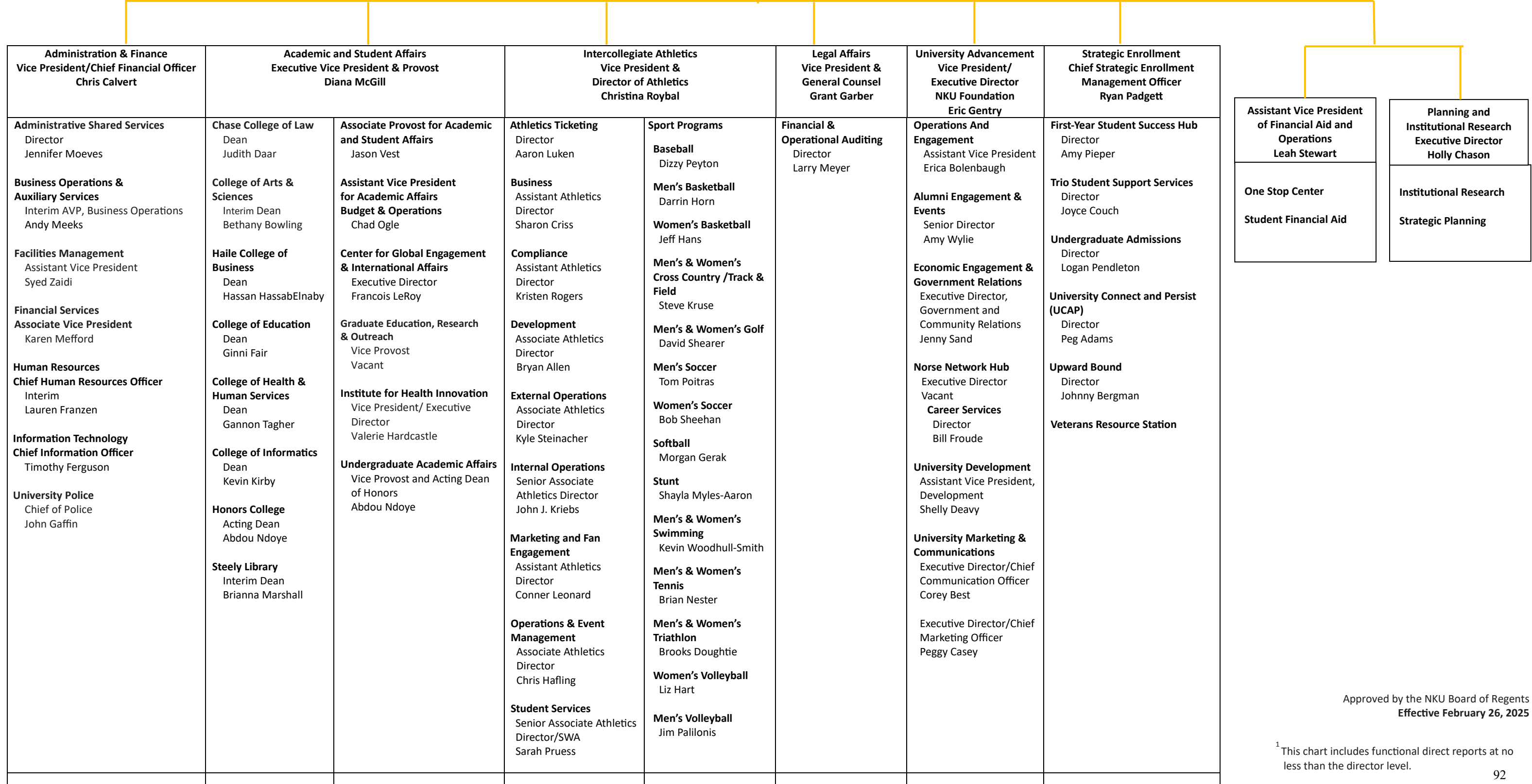
# NORTHERN KENTUCKY UNIVERSITY ORGANIZATIONAL STRUCTURE<sup>1</sup>

## BOARD OF REGENTS

Nathan Smith (Chair), Kara Williams (Vice Chair), Ashley F. Himes (Secretary), Lucy Burns, Shea Conley, Cori Henderson, Ken Perry, Sandra Spataro, André Ward, 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 February 26, 2025

<sup>1</sup> This chart includes functional direct reports at no less than the director level.

**RECOMMENDATION:**

The Board of Regents officially hereby accepts contributions totaling **\$1,394,957.04** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period October 1, 2024, through December 31, 2024, 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 10/01/24 through 12/31/24 are itemized below.

<b>Contributions of \$25,000 or more from October 1, 2024 – December 31, 2024</b>				
<b>Name</b>	<b>Gift Date</b>	<b>Fund Description</b>	<b>Amount</b>	<b>Gift Type</b>
Anonymous	10/9/2024	Global Storytellers Endowed Scholarship Fund	\$125,000.00	Pledge
Anonymous	10/9/2024	Global Storytellers Endowed Scholarship Fund (spending)	\$25,000.00	Pledge
Raman J. Singh	10/31/2024	Faculty Founders Fund for the Natural Sciences	\$25,000.00	Cash
Michael C. Doyle	11/8/2024	Chase Courtroom Fund	\$150,000.00	Cash
Roger D. Johnson	11/12/2024	The Young Scholars Academy Fund	\$200,000.00	Pledge
Oakley B. Farris	11/30/2024	Eva G. Farris and Oakley B. Farris Endowed Leadership Academy	\$100,000.00	Pledge
PNC Charitable Trust	11/30/2024	Wellness Peer Educators Program	\$31,000.00	Cash
Marshall-Schildmeyer VFW Post 6095	11/30/2024	VFW Post 6095 Tony Becker Endowed Scholarship	\$25,000.00	Pledge
Charles M. Teal	11/30/2024	Vicki L. Teal Nursing Scholarship for Student Athletes	\$25,000.00	Cash
Carol J. Swarts	12/3/2024	Frank Sinton Milburn Outstanding Professor Endowment	\$48,957.04	Stock/Property
PNC Foundation	12/9/2024	COB - Center for Economic Education	\$25,000.00	Pledge
Burr J. Travis	12/11/2024	Bernard Gilday-Burr J. Travis Jr. Endowed Scholarship	\$25,000.00	Pledge
August A. Rendigs, Jr. Foundation	12/18/2024	W Roger Fry Scholarship Endowment	\$40,000.00	Cash
Gazzaniga Family Trust	12/23/2024	English Department	\$25,000.00	Cash
Keith F. Goggin	12/26/2024	Professor Edward P. Goggin Endowed Scholarship	\$25,000.00	Cash
St. Elizabeth Healthcare	12/31/2024	St. Elizabeth Healthcare CRNA Scholarship	\$500,000.00	Pledge
		<b>TOTAL</b>	<b>\$1,394,957.04</b>	

**RECOMMENDATION:**

The Board of Regents hereby approves the following naming actions:

- (1) The naming of an endowed scholarship to support students with a declared major or minor in the School of Media and Communication seeking to participate in study abroad or a study away program at NKU. “Global Storytellers Endowed Scholarship Fund”
- (2) The naming of an endowed scholarship for students in the College of Health and Human Services at Northern Kentucky University. “Marian Cummins Endowed Scholarship”
- (3) The naming of an endowed scholarship for students in the College of Arts and Sciences at Northern Kentucky University. “Charles W. Neal, PhD Endowed Scholarship”
- (4) The naming of a fund that will provide program support for the Young Scholars Academy (YSA) at Northern Kentucky University. “Young Scholars Academy Fund”
- (5) The naming of a fund that will support student stipends and supplies for interdisciplinary research projects and/or museum displays involving the disciplines in the Biological Sciences, Chemistry & Biochemistry, Physics, Geology, & Engineering Technology, and/or Anthropology. “Faculty Founders Fund for the Natural Sciences”
- (6) The naming of an endowed scholarship that will support student veterans who demonstrate financial need and face barriers to degree completion. “VFW Post 6095 Tony Becker Endowed Scholarship”
- (7) The naming of an endowed fund that will provide mission support for the NKU Haile College of Business Leadership Academy. “Eva G. Farris and Oakley B. Farris Endowed Leadership Academy”
- (8) The naming of an endowed scholarship to recruit and retain students who have academic promise and financial aid, who are enrolled in Chase College of Law’s evening division and intend to be employed during all or a portion of the academic year, and there shall be a preference for students who enhance the diversity of the student body. “Bernard Gilday-Burr J. Travis, Jr. Endowed Scholarship”
- (9) The naming of an endowed scholarship to support students majoring in nursing with a preference for student-athletes. “Vicki L. Teal Nursing Scholarship for Student Athletes”
- (10) The naming of a scholarship that will support students in the Nurse Anesthesia Program (NAP), who are pursuing a degree and certification as a Certified Registered Nurse Anesthetist (CRNA). “St. Elizabeth Healthcare CRNA Scholarship”
- (11) The naming of an endowed scholarship for students in the Haile College of Business at Northern Kentucky University. “Donnelly Family Endowed Scholarship”
- (12) The naming of an endowed scholarship for students at Northern Kentucky University. “Nancy Bratton Perry Endowed Scholarship”
- (13) The changing of the name of a professorship from the Straws Endowed Professorship in Computer Science to the Swarts Endowed Professorship in Computer Science.

**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 has received a gift that will support an endowed scholarship for students with a declared major or minor in the School of Media and Communication seeking to participate in study abroad or a study away program at NKU. Preference will go to students with demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA). The amount and number of scholarships awarded are at the discretion of the School of Media and Communication leadership and respective scholarship committee, based on the need demonstrated through the student application process. Students may only receive this award once.

Donor: Anonymous Donor

Naming Gift: \$150,000

Naming Recognition: Global Storytellers Endowed Scholarship Fund

A friend of NKU wishes to provide Northern Kentucky University with an endowed scholarship and five years of spending dollars to help fund alternative educational experiences for storytellers within the School of Media and Communication. This friend of NKU is not an alum, faculty member, or staff; however, they recognize the value of higher education and the importance of adopting a global perspective throughout one's education. Ultimately, this gift will transform the department's ability to provide sustainable financial support for students who demonstrate financial need and intellectual curiosity. The donor wishes to remain anonymous.

(2) The university has received a gift that will support an endowed scholarship for students in the College of Health and Human Services at Northern Kentucky University.

Donor: Marian Cummins

Naming Gift: \$10,000

Naming Recognition: Marian Cummins Endowed Scholarship

As a three-time NKU alumna, Marian Cummins spent her career as a nurse and faculty member of the College of Health and Human Services. Her desire to improve health disparities among underserved populations led her to create Health from the Heart, now known as NKU's Nurse Advocacy Center for the Underserved (NACU). Marian's dedication to NACU has endured beyond retirement, as she is a steadfast volunteer for the program. In 2005, Marian received an Outstanding Alumnus Award, and in 2010, she was one of the Cincinnati Enquirer's Women of the Year.

(3) The university has received a gift that will support an endowed scholarship for students in the College of Arts and Sciences at Northern Kentucky University.

Donor: Charles W. Neal, PhD

Naming Gift: \$10,000

Naming Recognition: Charles W. Neal, PhD Endowed Scholarship

Charles "Charlie" Neal earned a chemistry degree from NKU in 1975. He spent a 35-year career with Proctor & Gamble (P&G) as an analytical chemist, technology leader, and research fellow. Charlie grew up in Alexandria, Kentucky, and went to Bishop Brossart High School.

(4) The university has received a gift that will provide program support for the Young Scholars Academy (YSA) at Northern Kentucky University.

Donor: Roger Johnson  
Naming Gift: \$200,000  
Naming Recognition: Young Scholars Academy Fund

Roger Johnson is passionate about the Young Scholars Academy—among other areas at NKU. Roger has been a supporter of NKU since 2021 after becoming more aware of the university while volunteering at Newport High School. He values education and access to education for all.

(5) The university has received a gift that will support student stipends and supplies for interdisciplinary research projects and/or museum displays involving the disciplines in the Biological Sciences, Chemistry & Biochemistry, Physics, Geology, & Engineering Technology, and/or Anthropology. The fund will be managed by the College of Arts and Sciences with the approval of the Dean of the College.

Donor: Dr. Raman J. Singh, Professor Emeritus of Geology, Northern Kentucky University  
Naming Gift: \$25,000  
Naming Recognition: Faculty Founders Fund for the Natural Sciences

Dr. Raman J. Singh is a Professor Emeritus of Geology. He initially joined NKU in 1971, serving as NKU's first Geology faculty member.

(6) The university has received a gift that will support student veterans who demonstrate financial need and face barriers to degree completion.

Donor: The Marshall Schildmeyer VFW Post 6095, Latonia  
Naming Gift: \$25,000  
Naming Recognition: VFW Post 6095 Tony Becker Endowed Scholarship

The Marshall Schildmeyer VFW Post 6095 is a non-profit community organization located in Latonia, Kentucky, and is comprised of current and retired members of the United States military who have served during a foreign conflict on foreign soil. Core to the mission and vision of the VFW is serving veterans and advocating for their earned rights and best interests. Through this scholarship, VFW Post 6095 hopes to ensure student veterans at NKU receive the support they need and deserve during their journey to degree completion.

(7) The university has received a gift that will provide endowed mission support for the NKU Haile College of Business Leadership Academy. The NKU Haile College of Business Leadership Academy is a year-long program open to students from across the university, other



regional education institutions (including high schools), and partner universities abroad. Students are invited to engage in a hands-on learning experience to sharpen their leadership skills, network with regional and international business leaders, and apply their knowledge to solve real business problems.

Donor: Oakley B. Farris

Naming Gift: \$100,000

Naming Recognition: Eva G. Farris and Oakley B. Farris Endowed Leadership Academy

Oakley B. Farris has been a long-time supporter of Northern Kentucky University and the Greater Cincinnati region. He has been supportive of the NKU Haile College of Business Leadership Academy since it launched in 2021.

(8) The university has received a gift that will support a scholarship for students enrolled in Salmon P. Chase College of Law. The scholarship shall be awarded annually to a student who: (1) has academic promise, (2) has financial need, (3) is enrolled in the evening division, (4) intends to be employed during all or a portion of the academic year, and (5) there shall be a preference for a student who enhances the diversity of the student body.

Donor: Burr J. Travis, Jr.

Naming Gift: \$25,000

Naming Recognition: Bernard Gilday-Burr J. Travis, Jr. Endowed Scholarship

Burr J. Travis, Jr. graduated from Chase College of Law in 1977. Formerly a partner with the Northern Kentucky law firm of Busald Funk & Zevely P.S.C., Burr is currently serving as Of Counsel with the firm. He concentrates his practice in criminal law and personal injury. He has been with the firm since 1981 and has represented thousands of clients. The late Bernard Gilday was a noted trial attorney in Cincinnati, Ohio, who concentrated his practice in criminal law. Professor Gilday also taught at Chase College of Law, first part-time and then full-time, for more than 25 years. Professor Gilday taught Burr as a student, and the two stayed in contact as lawyers after Burr graduated. Burr has received numerous local and state awards for his community service, particularly in the area of drug treatment programs for drug offenders.

(9) The university has received a gift that will support students majoring in nursing. Preference will be given to student-athletes. The university will apply for matching funds from the Kentucky Council on Postsecondary Education's 2022-2024 Endowment Match Program for this gift.

Donor: Mike Teal

Naming Gift: \$25,000

Naming Recognition: Vicki L. Teal Nursing Scholarship for Student Athletes

The scholarship is established by Mr. Charles Michael (Mike) Teal, NKU retiree and accounting alumnus, in memory of Vicki Louise Teal. Vicki was Mike's daughter who suffered from Amyloidosis, a rare and incurable illness that is usually fatal. She passed away on November 24, 2009, at the Hospice of the Western Reserve in Euclid, Ohio.

(10) The university has received a gift that will support NKU students in the Nurse Anesthesia Program (NAP), who are pursuing a degree and certification as a Certified Registered Nurse Anesthetist (CRNA). Preference will be given to eligible students who reside in the Northern Kentucky area. As part of the scholarship requirements, eligible NKU students must agree, if offered, to a commitment to serve St. Elizabeth as an active CRNA medical staff member providing CRNA healthcare services to St. Elizabeth's patients for the majority of their work time for a period of at least two consecutive years beginning within three months of graduation from NKU's College of Health and Human Services. This commitment will be required to be completed within St. Elizabeth's service areas in the Northern Kentucky and/or Southeastern Indiana counties.

Donor: St. Elizabeth Healthcare

Naming Gift: \$500,000

Naming Recognition: St. Elizabeth Healthcare CRNA Scholarship

Northern Kentucky University is proud of our longstanding partnership with St. Elizabeth Healthcare and the many contributions that allow our campus and students to grow in remarkable ways. From student scholarships and hands-on experience to funding for the St. Elizabeth Healthcare Executive Director of the Institute for Health Innovation, our shared commitment to the region and the population's health is at the core of all our collaborative efforts.

(11) The university has received a gift that will support an endowed scholarship for students in the Haile College of Business at Northern Kentucky University.

Donor: Kevin and Elizabeth Donnelly

Naming Gift: \$10,000

Naming Recognition: Donnelly Family Endowed Scholarship

Kevin and Elizabeth Donnelly have been long-time supporters of NKU. Kevin is a Vice President of Project Management at REDI Cincinnati and a two-time NKU graduate (BA A&S '12, MBA '15). He was a member of the 2010 Division II men's national championship team (soccer) and a former member of the NKU Alumni Board of Directors.

(12) The university designated a planned gift to support a scholarship open to all NKU students. This scholarship will serve as a tribute to Nancy Perry's outstanding service to Northern Kentucky University and her continuous support of alumni programs, as well as her contributions to Chase College of Law and University Advancement. This gift will serve as a lasting remembrance to Nancy's legacy and unwavering commitment to the university and its students.

Donor: Nancy Bratton Perry

Naming Gift: \$10,000

Naming Recognition: Nancy Bratton Perry Endowed Scholarship

This scholarship is made possible through the designation of Nancy Perry's planned gift. Nancy passed away in December of 2024.

(13) The changing of the name of the Straws Endowed Professorship in Computer Science to the Swarts Endowed Professorship in Computer Science.

The donor, Dr. Carol Swarts, would like to update the name of this professorship. She initially established this fund in 2019. Dr. Swarts has provided generous gifts to NKU and other schools, including her alma mater. At NKU, she established the Frank Sinton Milburn Outstanding Professor Award in honor of her late entrepreneurial husband, an annual accolade honoring the university's top faculty. Dr. Swarts also has donated objects from her extensive travels to the school's Museum of Anthropology. In addition, she funds various scholarships, an undergraduate research award, and numerous professorships, among other philanthropic contributions to NKU.

**RECOMMENDATION:**

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

**BACKGROUND:**

1. **Science Center Renovations.** In June 2024, the Board approved an investment of \$6,000,000 in AP funds for various renovations and capital renewal of mechanical, electrical and plumbing equipment in the existing Science Center. Completion of the capital renewal work in Science while the construction manager is in place and other renovations are underway is in the best interest of the university. We have capacity in the AP pool to address these issues. Approval is requested to increase the AP scope, using AP funds, to \$8,000,000 to address additional capital renewal issues which have been identified.

**RECOMMENDATION:**

The Board of Regents authorizes the administration to extend its agreement with SMG (dba ASM Global) regarding the management of Truist Arena. ASM Global was the only management company that responded to a 2023 RFP for the arena's management. The Administration has negotiated a shorter term (3 years), reduced base fee (50% of the prior base fee), and a performance incentive based on non-athletic event ticket sales.

**BACKGROUND:**

Truist Arena was constructed in the early 2000s using state appropriations as a regional event center for Campbell County, Kentucky, Northern Kentucky University sporting and graduation events. Since its construction, the University has contracted with third parties to manage the arena operations and for non-University event bookings.

The arena faces significant competition in the region, and nearby event centers have expansion plans to increase the competition for Truist Arena. The University and ASM Global extended the prior agreement by one year to allow the administration, which contains several new members, to evaluate ASM Global's performance and options for arena operations.

The administration has concluded that it is in the University's best interest to extend its relationship with ASM Global due to the University's lack of operations expertise, knowledge, and relationships necessary to improve arena booking outside of university sporting events. To maintain future flexibility the University negotiated a shorter term (3 years versus the proposed 10-year term). To improve fiscal performance, the University negotiated a reduction in the base management fee and a performance incentive for non-athletic ticket sales. The performance incentive better aligns fiscal performance for both ASM Global and the University.

**RECOMMENDATION:**

That the Board of Regents adopt the 2026-2032 Capital Plan.

**BACKGROUND:**

The biennial budget process is divided into two distinct parts, (1) the biennial capital budget; and, (2) the biennial operating budget. The capital budget is preceded by the six-year capital planning process. The NKU Capital Plan is a six-year plan, consisting of projects to be requested in the 2026-2028 Capital Budget Request and those projects anticipated for inclusion in the 2028-2030 and the 2030-2032 Capital Budget Requests.

KRS 7A.010-170 requires all state agencies to submit six-year capital plans. The purpose of this planning is to enable the legislature to understand the comprehensive capital needs of the state and to coordinate space requests from state agencies. The capital plan includes:

- All construction projects with a scope of \$1,000,000 or more for all three biennia.
- For 2026-2028, information technology projects with a scope of \$1,000,000 or more.
- For 2026-2028, equipment projects with a scope of \$200,000 or more.

Capital Plan projects are reviewed by the Capital Planning Advisory Board (CPAB) and CPE. The CPAB and CPE will separately develop rankings and recommendations for submittal to the Governor during the biennial budget process later this year.

The priorities outlined in the 2026-2032 Capital Plan for the 2026-2028 biennium will become the university's 2026-2028 Biennial Capital Budget Request. The top priority project is Renovate Business Academic Center, with the goal to modernize this important facility to create student-focused space designed to enhance learning and engagement.

Additional priorities include Renew/Renovate Nunn Hall and other capital renewal upgrades to various instructional and support facilities, to reconfigure space for improved utilization, and to undertake various capital renewal repairs, such as HVAC system replacement and other infrastructure and system upgrades. Several project priorities address information technology and audiovisual needs.

Projects and priorities in the plan were heavily influenced by the 2020 Campus Master Plan, CPE's VFA Facility Condition and Space Adequacy reports, and the most pressing space needs of the university.

The capital plan can be amended and updated as necessary until mid-September.

The Capital Plan Project List, Agency Bond priority list and a Summary of Projects are attached.

**Northern Kentucky University  
2026-2032 Capital Plan**

**Summary**

**2026-2028 Capital Projects – Prioritized Projects**

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**Renovate Business Academic Center**

**Priority #1**

Funding Source: **General Fund** (State)  
**Private Funds**

Cost Estimate: **\$100,000,000**  
**\$5,000,000**

This project involves renovation, modernization and capital renewal of the 110,693 square foot Business Academic Center, including repair of structural floor heaving.

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**Renew/Renovate Nunn Hall**

**Priority #2**

Funding Source: **General Fund** (State)  
**Private Funds**

Cost Estimate: **\$100,000,000**  
**\$5,000,000**

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

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**Renew E&G Buildings Projects Pool**

**Priority #3**

Funding Source: **General Fund** (State)

Cost Estimate: **\$45,000,000**

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

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**Upgrade IT Infrastructure Pool**

**Priority #4**

Funding Source: **General Fund** (State)  
**NKU Funds**

Cost Estimate: **\$7,000,000**  
**\$2,950,000**

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

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**Asset Preservation Pool 2026-2028**

**Priority #5**

Funding Source: **General Fund** (State)

Cost Estimate: **\$50,000,000**

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

## 2026-2028 Capital Projects – Non-Prioritized Projects

### Acquire Land/Master Plan 2010–2012 Reauthorization

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

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

### Guaranteed Energy Savings Performance Contracts

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

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

### Construct Indoor Practice Facility

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Funding Source: **Private Funds** Cost Estimate: **\$40,000,000**

This 95,000 square foot facility will provide an indoor track and practice space for the university's athletic teams.

### Renew/Repair Parking Garages Reauthorization

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Funding Source: **Agency Bonds** Cost Estimate: **\$3,000,000**

This project will address significant repair issues in three parking garages which total 578,000 GSF and hold 1,800 cars.

### Renovate Residence Halls Additional Reauthorization

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Funding Source: **Agency Bonds** Cost Estimate: **\$15,000,000**

Various capital renewal projects in university owned residence halls will be completed.

### Replace Event Center Technology Reauthorization

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Funding Source: **Long-Term Financing** Cost Estimate: **\$4,500,000**

The center hung scoreboard and ribbon boards will be replaced in Truist Arena, a 243,000 square foot multi-purpose event center that opened in 2008. Project financing pursuant to KRS 45.763 is requested.



**2026-2028 Capital Projects – Non-Prioritized Projects - CONTINUED**

**Replace Recreation Field Turf**

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Funding Source: **NKU Funds** Cost Estimate: **\$2,000,000**  
The recreation field’s multi-purpose synthetic surface will be replaced with new turf.

**US 27 Mixed-Use Development**

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Funding Source: **Other/Third Party Financing** Cost Estimate: **\$200,000,000**  
The University will seek to identify a developer to lead development of a mixed-use project on the 12-acre site located at the main campus entrance.

**2028-2030 Capital Projects – Non-Prioritized Projects**

**Construct Basketball Practice Facility** **2028-2030**

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Funding Source: **Private Funds** Cost Estimate: **\$25,000,000**  
The 35,000 square foot Basketball Practice facility will provide a quality practice and training facility for NKU's basketball teams. It will be an addition to the rear of the Truist Arena. Project financing pursuant to KRS 45.763 is requested.

**Construct Hitting Facility** **2028-2030**

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Funding Source: **Private Funds** Cost Estimate: **\$4,000,000**  
An indoor hitting facility of about 7,500 SF is needed for the softball and baseball teams. It would be constructed adjacent to the softball field.

**Review/Renovate Steely Library** **2028-2030**

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Funding Source: **General Fund (State)** Cost Estimate: **\$75,000,000**  
**Private Funds** **\$3,000,000**  
This project will renew building systems and infrastructure in the 141,000 square foot Steely Library and provide funding to create a modern, Academic Commons environment in the building. This project also includes funds to address the heaving of the slab-on-grade on the first floor.

**Renovate University Center** **2028-2030**

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Funding Source: **General Fund (State)** Cost Estimate: **\$10,000,000**  
Areas in the University Center will be renovated for new space uses after completion of several departmental relocations to Steely Library.

**2028-2030 Capital Projects – Non-Prioritized Projects - CONTINUED**

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**Replace Regents Hall Technology** **2028-2030**

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Funding Source: **Private Funds** Cost Estimate: **\$1,750,000**  
The audiovisual and technology systems in Regents are in critical need of replacement.

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**Upgrade Baseball/Softball Fields** **2028-2030**

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Funding Source: **Private Funds** Cost Estimate: **\$8,500,000**  
Planned upgrades to the existing baseball and softball facilities include expanded spectator seating, ADA access, press box, turf, restrooms and lighting.

**2030-2032 Capital Projects – Non-Prioritized Projects**

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**Reconstruct West Side Parking** **2030-2032**

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Funding Source: **Agency Bonds** Cost Estimate: **\$8,000,000**  
This project allows for renovation and construction of parking areas on the west side of Kenton Drive. Surface parking lot expansion may also occur in other areas of campus.

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**Renew/Renovate Mathematics-Education-Psychology Center** **2030-2032**

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Funding Source: **General Fund (State)** Cost Estimate: **\$60,000,000**  
The project to renew and renovate the Mathematics-Education-Psychology Center, a 128,000 square foot academic building, includes capital renewal to systems and building infrastructure. The project also includes funding to accomplish limited architectural renovations to modernize this building.

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**Renew Special Events Center** **2030-2032**

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Funding Source: **General Fund (State)** Cost Estimate: **\$40,000,000**  
Various capital renewal upgrades will be completed in the 243,000 SF Northern Kentucky regional special events center (Truist Arena).

**Northern Kentucky University  
2026-2032 Capital Plan PROJECT LIST**

February 26, 2025

Priority	Project	State Bonds	Agency Bonds	Private Funds	NKU Funds	Other/Third Party Financing Funds	Total Scope	Planning Biennium
<b>2026-2028 Prioritized Projects</b>								
1	Renovate Business Academic Center	\$100,000,000		\$5,000,000			\$105,000,000	2026-2028
2	Renew/Renovate Nunn Hall	\$100,000,000		\$5,000,000			\$105,000,000	2026-2028
3	Renew E&G Buildings Projects Pool	\$45,000,000					\$45,000,000	2026-2028
4	Upgrade IT Infrastructure Pool	\$7,000,000			\$2,950,000		\$9,950,000	2026-2028
5	Asset Preservation Pool - 2026 - 2028	\$50,000,000					\$50,000,000	2026-2028
	Acquire Land/Master Plan 2010-2012 - Reauthorization		\$17,500,000		\$4,000,000	\$4,000,000	\$25,500,000	2026-2028
	Construct Indoor Practice Facility			\$40,000,000			\$40,000,000	2026-2028
	Guaranteed Energy Savings Performance Contracts					\$1,000,000	\$1,000,000	2026-2028
	Renew/Repair Parking Garages Reauthorization		\$3,000,000				\$3,000,000	2026-2028
	Renovate Residence Halls Add'l Reauthorization		\$15,000,000				\$15,000,000	2026-2028
	Replace Event Center Technology Reauthorization					\$4,500,000	\$4,500,000	2026-2028
	Replace Recreation Field Turf				\$2,000,000		\$2,000,000	2026-2028
	US 27 Mixed Use Development					\$200,000,000	\$200,000,000	2026-2028

<b>2028-2030 Un-Prioritized Projects</b>								
	Construct Basketball Practice Facility			\$25,000,000			\$25,000,000	2028-2030
	Construct Hitting Facility			\$4,000,000			\$4,000,000	2028-2030
	Renew/Renovate Steely Library	\$75,000,000		\$3,000,000			\$78,000,000	2028-2030
	Renovate University Center	\$10,000,000					\$10,000,000	2028-2030
	Replace Regents Hall Technology			\$1,750,000			\$1,750,000	2028-2030
	Upgrade Baseball/Softball Fields			\$8,500,000			\$8,500,000	2028-2030

<b>2030-2032 Un-Prioritized Projects</b>								
	Reconstruct West Side Parking		\$8,000,000				\$8,000,000	2030-2032
	Renew/Renovate Mathematics-Education-Psychology	\$60,000,000					\$60,000,000	2030-2032
	Renew Special Events Center	\$40,000,000					\$40,000,000	2030-2032

<b>Priority for Agency Bond Projects (2026-2028)</b>								
1	Renovate Residence Halls Add'l Reauthorization		\$15,000,000				\$15,000,000	2026-2028
2	Renew/Repair Parking Garages Reauthorization		\$3,000,000				\$3,000,000	2026-2028
3	Acquire Land/Master Plan 2010-2012 - Reauthorization		\$17,500,000		\$4,000,000	\$4,000,000	\$25,500,000	2026-2028
<b>Priority for Agency Bond Projects (2030-2032)</b>								
1	Reconstruct West Side Parking		\$8,000,000				\$8,000,000	2030-2032

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

**RECOMMENDATION:**

That The Honorable Andy Beshear, Governor of the Commonwealth of Kentucky, receive an Honorary Doctor of Laws Degree. The recommendation comes from Judith Daar, Ambassador Patricia L. Herbold Dean of Chase College of Law.

**BACKGROUND:**

Governor Andy Beshear was elected governor of Kentucky in 2019 and re-elected in 2023, becoming only the fourth governor in Kentucky history to hold two consecutive terms. He is a graduate of Vanderbilt University, holding a Bachelor of Arts *magna cum laude* in political science and anthropology. He holds a Juris Doctorate from the University of Virginia School of Law. As a lawyer, he practiced in law firms in Washington, D.C., and Kentucky prior to being elected attorney general of Kentucky in 2016.

Gov. Beshear has long supported the growth of the Northern Kentucky region and its communities through economic initiatives and grants. This past year, he signed legislation that appropriated \$125 million for design and construction in Covington of the Commonwealth Center for Biomedical Excellence as the future location of Chase College of Law and the Northern Kentucky campus of the University of Kentucky College of Medicine. In addition, Gov. Beshear has moved major infrastructure projects forward, including building the Brent Spence Companion Bridge in Northern Kentucky. As attorney general, he filed nine lawsuits in late 2019 against pharmaceutical companies, alleging their involvement in Kentucky's opioid crisis. As that crisis developed, Chase College of Law independently created the Center on Addiction Law and Policy to develop new approaches to how law and policy can help reduce the human toll of addiction.

**RECOMMENDATION:**

That the Board of Regents approve revisions to the University's campus alcohol policy to permit residents and guests who are at least 21 years old to possess alcoholic beverages in the Northern Terrace residence hall, for a one-year pilot period beginning in fall 2025.

**BACKGROUND:**

The administration is implementing several pilot initiatives to enhance Northern Terrace as a housing option for upper division and graduate students and to make that facility attractive to additional resident populations, including University employees. Because of its location, graduate students have tended to congregate in Northern Terrace, creating a modest community of mature students who often seek an experience that resembles off-campus, apartment-style living. Occupancy in that building remains a challenge, however, with 18 students living in Northern Terrace this semester, over a total of 100 beds.

Under the University's existing alcohol policy, possession and use of alcoholic beverages is prohibited in all University residence halls, including Northern Terrace.

To offer a more flexible living environment for students over the age of 21, and to make Northern Terrace a more attractive housing option for those students and University employees, administration recommends that the Board approve revisions to the campus alcohol policy to allow responsible consumption of alcohol by legal-age residents and their guests in Northern Terrace rooms, for a one-year pilot period beginning in fall 2025.

In implementing that change, administration would also establish additional safety and risk management rules for Northern Terrace, including:

- Restricting the resident population in that building to individuals 21 and over;
- Limiting use of alcoholic beverages to residence hall rooms, and prohibiting use in common areas and hallways;
- Prohibiting common sources of alcohol (e.g., kegs) and drinking games;
- Training Housing staff to detect and address alcohol-related misconduct in a facility where use is permitted; and
- Ensuring that Housing contracts contain sufficient language to address alcohol-related misconduct, including with removal from housing if necessary.

Note that at least two other Kentucky public universities permit legal-age students to possess alcoholic beverages in designated campus housing.

Administration also intends to update the policy to account for current operations in the arena and at campus events and to streamline other language, generally consistent with the attached proposed policy. By adopting the resolution, the Board of Regents would authorize the President to make and approve additional policy changes.

The Faculty Senate is also considering these proposed revisions. Several years ago, the Board of Regents empowered the Senate to vote on changes to the alcohol policy. Consistent with that authority, administration will also seek Senate approval.

## **BOARD OF REGENTS**

### **RESOLUTION**

#### **REVISIONS TO ALCOHOLIC BEVERAGES POLICY**

WHEREAS, Northern Kentucky University's existing alcoholic beverages policy regulates alcohol on campus and prohibits its possession in University residence halls; and

WHEREAS, to offer a more flexible living environment for students over the age of 21, and to make the Northern Terrace residence hall a more attractive housing option for those students, it is appropriate to allow the responsible consumption of alcohol by legal-age residents and their guests in Northern Terrace rooms for a one-year pilot period beginning in fall 2025.

BE IT RESOLVED that the Board of Regents hereby approves revisions to the University's alcohol policy in order to allow use of alcoholic beverages by legal-age residents and their guests in Northern Terrace residence hall rooms for a one-year pilot period beginning in fall 2025, directs the administration to establish additional safety and risk management rules pertaining to that facility, and authorizes the President to approve other appropriate revisions to the campus alcoholic beverages policy.

# ALCOHOLIC BEVERAGES

**RESPONSIBLE OFFICIAL:** CHIEF HUMAN RESOURCES OFFICER (FOR EMPLOYEES); VICE PRESIDENT FOR STUDENT AFFAIRS (FOR STUDENTS)

**EFFECTIVE DATE:** 7/27/88 (ADMINISTRATIVE REGULATION AR-II-5.0-1 “ALCOHOLIC BEVERAGE POLICY AND REGULATIONS” AND FACULTY HANDBOOK SEC. 16.20)

**NEXT REVIEW DATE:** PREVIOUS REVIEW + FOUR (4) YEARS – XX/2029

**BOARD OF REGENTS REPORTING:** PRESIDENTIAL RECOMMENDATION

## I. POLICY STATEMENT

This policy establishes Northern Kentucky University’s rules relating to alcoholic beverages. These rules reinforce the University’s commitment to maintaining its campus as a safe place to learn and work and to fostering a healthy campus culture for its students and employees:

- The service, sale, possession, consumption, and manufacture of alcoholic beverages is prohibited on the University’s campus and in its activities on and off campus, and employees may not consume alcoholic beverages while performing University responsibilities on or off campus, except where permitted by this policy.
- University employees may not be under the intoxicating influence of alcoholic beverages while on campus or while performing University responsibilities on or off campus.
- University funds may not be used to purchase or reimburse the purchase of alcoholic beverages. Northern Kentucky University Foundation funds may be used in accordance with the Foundation’s procedures
- Even when use of alcoholic beverages on campus is permitted by this policy, individuals under the age of 21 are prohibited from possessing, purchasing, and consuming them. In addition, it is a violation of this policy to provide an underage individual with an alcoholic beverage or otherwise assist an underage individual with obtaining alcoholic beverages
- Conduct relating to alcoholic beverages that is prohibited by criminal law is also a violation of this policy where the conduct occurs on campus, in connection with University off-campus functions, and/or during an employee’s performance of University responsibilities on and off campus (e.g., driving while intoxicated, use of false or fraudulent identification cards to obtain alcoholic beverages). Public intoxication as defined by Kentucky law is prohibited on the University’s campus.

Other University policies and rules also apply to use and misuse of alcoholic beverages, including the [Prohibition of Hazing policy](#), the [Code of Community Standards and Student Rights](#), the [Registered Student Organization Handbook](#), and relevant provisions of the University’s housing contract. The University maintains a separate Drug-Free Campus policy.

## II. POLICY APPLICABILITY

This policy applies to all spaces and activities on the University’s campus, including for example:

- residence halls;

- the conduct of all individuals, groups, and entities while on the University’s campus, including employees, students, student organizations, contractors and service providers, and visitors;
- University-organized activities and functions that occur off campus; and
- the performance of University responsibilities by employees on and off campus.

This policy also applies to spaces and activities at properties leased by the University for its functions and activities.

This policy does not apply to the residential properties that are owned by the University and leased to individuals or other entities for use as private homes or for organizational uses.

This policy does not apply to events hosted off campus by the Northern Kentucky University Foundation.

As used in this policy, “alcoholic beverage” has the same meaning as provided by Kentucky law.

### III. EDUCATION PROGRAMS

The University will provide periodic education, training, and other resources to the campus community regarding the health impacts associated with use and misuse of alcoholic beverages, dangers of underage alcohol consumption, and alcohol addiction. The University also will maintain a program to prevent the abuse of alcoholic beverages by students and employees, as required by federal law.

### IV. EXCEPTIONS

Alcoholic beverages may be served, sold, possessed, and consumed as described in the exceptions established below and only in a manner that is legal and responsible.

Even when use of alcoholic beverages is permitted by this policy, individuals engaging in activities involving alcoholic beverages must comply with applicable state and local laws. When required by law, state and/or local permits must be obtained prior to service of alcoholic beverages, and when those permit requirements apply, the terms and conditions of permits must be followed in connection with any event involving alcoholic beverages.

Note that in many instances, alcoholic beverages may be sold or provided on campus only by the University’s contracted caterer(s) or concessionaire(s). In those cases, the caterer / concessionaire may be responsible for obtaining and ensuring compliance with state and local laws and permitting requirements, and event participants therefore must comply with protocols required by the caterer / concessionaire.

#### A. OFFICIAL UNIVERSITY FUNCTIONS

Alcoholic beverages are permitted at official University functions, on and off campus, when organized or approved by the President, Board of Regents Executive Secretary, Provost and Executive Vice President for Academic and Student Affairs, Vice President for Administration and Finance, Vice President for Student Affairs, Vice President and Director of Athletics, Vice President for Advancement, or their designee(s).



## **B. ARENA EVENTS**

Alcoholic beverages may be sold, served, and consumed during events at Truist Arena in accordance with the University's arena management contract and applicable laws. The University may prohibit alcoholic beverages at certain events (e.g., commencement).

## **C. NORTHERN TERRACE RESIDENCE HALL**

Residents of Northern Terrace Residence Hall and their guests may possess and consume alcoholic beverages in residence hall rooms for the 2025-26 academic year, with extensions to be considered at a later date. Alcoholic beverages may not be consumed in any other areas of Northern Terrace, including in common areas. Northern Terrace residents and guests must comply with other specific rules and housing contract terms applicable to that facility.

## **D. STUDENT EVENTS**

Alcoholic beverages may not be served or consumed at Registered Student Organization campus events or at other primarily student-facing campus events unless approved in advance by the Vice President for Student Affairs or designee. These events may be subject to additional requirements established by Student Affairs. At least fourteen (14) days prior to any such events involving alcoholic beverages, the event leader must complete and submit an [NKU Alcoholic Beverage Event Form](#).

## **E. FOUNDATION EVENTS**

Events hosted on the University's campus by the Northern Kentucky University Foundation may involve the service and consumption of alcoholic beverages when approved by the Vice President for Advancement and operated in compliance with applicable laws and permits.

## **F. PRIVATE EVENTS**

Alcoholic beverages are permitted at private events held by outside entities on the University's campus when approved in advance by the University and when the service and consumption of alcoholic beverages complies with the relevant facility use agreement.

## **G. OTHER EXCEPTIONS**

Additional exceptions to this policy may be granted by the President, the Provost and Executive Vice President for Academic and Student Affairs, or the Vice President for Administration and Finance.

## **V. ADVERTISING AND MARKETING**

Advertising, marketing, and promotion of alcoholic beverages is prohibited on the University's campus, except for advertising and signage in Truist Arena that is permitted by the University's multi-media rights and other relevant agreements.

## **VI. AMNESTY FOR STUDENTS**

The University recognizes that students may be hesitant to report severe misconduct involving alcoholic beverages, including hazing and sexual misconduct, due to fear of potential consequences of their own behavior, such as underage consumption. To encourage reporting, the University will extend amnesty to students who are victims of such severe misconduct and who truthfully report it.

## VII. ENFORCEMENT

This policy is enforced by the following officials:

- For students, by the Vice President for Student Affairs or designee;
- For faculty, by the Provost and Executive Vice President for Academic and Student Affairs or designee;
- For non-faculty employees, by the Chief Human Resources Officer or designee; and
- For all other individuals, by the University office with supervision over the corresponding contract or event.

Students and student organizations who violate this policy are subject to disciplinary action according to the [Code of Community Standards and Student Rights](#) and the [Registered Student Organization Handbook](#).

Employees who violate this policy are subject to disciplinary action according to applicable processes.

Other individuals and entities who violate this policy may be removed from campus and are subject to other penalties.

The Northern Kentucky University Police Department has authority to enforce criminal laws regarding alcohol use, possession, and related misconduct.

## VIII. RELATED POLICIES AND DOCUMENTS

[Code of Community Standards and Student Rights](#)

[Registered Student Organization Handbook](#)

[NKU Alcoholic Beverage Event Form](#)

## REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Revision	XX, 2025
Minor edits and formatting updates <ul style="list-style-type: none"><li>•</li></ul>	August 1, 2019 (editorial)
Name change & format change	January 14, 2015 (Admin. Reg. that met criteria for <b>Board-approved policy</b> – see Presidential Recommendation C-7, p. 96 of BoR materials)
Administrative Regulation AR-II-5.0-1 “Alcoholic Beverage Policy and Regulations”	July 27, 1988

# ALCOHOLIC BEVERAGES

## PRESIDENTIAL APPROVAL

### PRESIDENT

Signature

Date

Cady Short-Thompson

## BOARD OF REGENTS APPROVAL

### BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.  
Date of Board of Regents meeting at which this policy was reported: \_\_\_\_ / \_\_\_\_ / \_\_\_\_.
- This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
  - The Board of Regents approved this policy on \_\_\_\_ / \_\_\_\_ / \_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
  - The Board of Regents rejected this policy on \_\_\_\_ / \_\_\_\_ / \_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

### BOARD OF REGENTS MATERIALS

**Board of Regents Meeting Date:**

**Board of Regents Materials Page #:**

**RECOMMENDATION:**

The Board of Regents approves the following proposed Campus Recreation Center (CRC) Fees and Surcharges for Fiscal Year 2025-2026.

**BACKGROUND:**

The Campus Recreation Center (CRC) is managed as a student and community service center. Funding is primarily from the Mandatory Campus Recreation Fee with a small subsidy from General Funds.

<b>Membership Fees</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
NKU Student Membership/Mandatory Campus Recreation Fee	\$16	\$16	\$0	0.0%
NKU Student Family Membership (per semester)	\$46	\$46	\$0	0.0%
NKU Student Spouse or Dependent (per semester)	\$40	\$40	\$0	0.0%
NKU Employees & Retirees Individual Membership	\$120	\$0	(\$120)	(100.0%)
NKU Employees & Retirees Family Membership	\$344	\$344	\$0	0.0%
NKU Employees & Retirees Supplemental Membership	\$275	\$275	\$0	0.0%
Alumni Individual Annual Membership	\$296	\$316	\$20	6.8%
Alumni Family Annual Membership	\$416	\$436	\$20	4.8%
Alumni Supplement Annual Membership	\$386	\$406	\$20	5.2%
Community Individual Annual Membership	\$535	\$535	\$0	0.0%
Community Family Annual Membership	\$897	\$897	\$0	0.0%
Community Supplement Annual Membership	\$788	\$788	\$0	0.0%
Young Scholars Academy Student Summer Membership	\$0	\$48	\$48	New

<b>Intramural Fees</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Team Registration Fee – Major Sport (per Student)	\$35	\$35	\$0	0.0%
Team Registration Fee – Minor Sport (per Student)	\$20	\$20	\$0	0.0%
Team Registration Fee – Minor Sport Non-Student Team (minimum team rate)	\$30	\$30	\$0	0.0%
Team Registration Fee – Minor Sport Non-Student Team (maximum team rate)	\$150	\$150	\$0	0.0%
Team Registration Fee – Major Sport Non-Student Team (minimum team rate)	\$100	\$30	\$0	0.0%
Team Registration Fee – Major Sport Non-Student Team (maximum team rate)	\$350	\$150	\$0	0.0%
Team Registration Fee – Major Sport CRC Member Team (minimum team rate)	\$150	\$150	\$0	0.0%
Team Registration Fee – Major Sport Non-CRC Member Team (maximum team rate)	\$400	\$400	\$0	0.0%
Team Registration Fee – Minor Sport CRC Member Team (minimum team rate)	\$50	\$50	\$0	0.0%
Team Registration Fee – Minor Sport Non-CRC Member Team (maximum team rate)	\$200	\$200	\$0	0.0%
CRC Team Forfeit Deposit	\$15	\$15	\$0	0.0%

<b>Space Rental</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
CRC Space Rental: Multi-Purpose Room - Small	\$45	\$45	\$0	0.0%
CRC Space Rental: Multi-Purpose Room - Medium	\$55	\$55	\$0	0.0%
CRC Space Rental: Multi-Purpose Room - Large	\$65	\$65	\$0	0.0%
CRC Space Rental: Bouldering Wall	\$60	\$60	\$0	0.0%
CRC Space Rental: Auxiliary Gym	\$65	\$65	\$0	0.0%
CRC Space Rental: Basketball Court	\$60	\$60	\$0	0.0%
CRC Space Rental: 1 @ Basketball/Tennis/Volleyball or 4 @ Badminton Courts	\$60	\$60	\$0	0.0%
CRC Space Rental: Racquetball Court	\$30	\$30	\$0	0.0%
CRC Space Rental: Multipurpose Activity Court (MAC)	\$80	\$80	\$0	0.0%
CRC Space Rental: Running Track	\$85	\$85	\$0	0.0%
CRC Space Rental: Sauna	\$35	\$35	\$0	0.0%
CRC Space Rental: Hot Tub	\$35	\$35	\$0	0.0%
CRC Space Rental: Aquatic Center	\$380	\$380	\$0	0.0%
CRC Space Rental: Water Climbing Wall	\$40	\$40	\$0	0.0%
CRC Space Rental: Swimming Pool	\$200	\$200	\$0	0.0%
CRC Space Rental: Shallow Water Area	\$67	\$67	\$0	0.0%
CRC Space Rental: 1/2 Diving Well	\$40	\$40	\$0	0.0%
CRC Space Rental: Outdoor Basketball or Volleyball Court	\$45	\$45	\$0	0.0%
CRC Space Rental: Outdoor Softball/Soccer Field	Varies	Varies	Varies	Varies
CRC Space Rental: Weight Training Room	\$200	\$200	\$0	0.0%
CRC Space Rental: Victor eSports Area (per hour)	\$0	\$55	\$55	New

<b>Equipment/Locker Rentals</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Locker Rental: L-Shaped (Non-Student per Year)	\$450	\$450	\$0	0.0%
Locker Rental: L-Shaped (Student per Semester)	\$15	\$15	\$0	0.0%
Locker Rental: Full Locker (Non-Student per Year)	\$60	\$60	\$0	0.0%
Locker Rental: NKU Employee/Member 1/2 Locker (per Year)	\$40	\$40	\$0	0.0%
Locker Rental: Full Locker (Member)	\$50	\$50	\$0	0.0%
Locker Rental: 1/2 Locker (Student per Semester)	\$10	\$10	\$0	0.0%
Locker Rental: Full Locker (Student per Semester)	\$20	\$20	\$0	0.0%
Locker Rental: Daily	\$0.50	\$0.50	\$0	0.0%
Locker Rental: NKU Employee Locker Room	\$50	\$50	\$0	0.0%
Towel Rental (per day)	\$1	\$1	\$0	0.0%
CRC Equip Rental: Racquetball Racket	\$0.50	\$0.50	\$0	0.0%
CRC Equipment Rental: Outdoor Equipment	Varies	Varies	Varies	Varies

<b>Other &amp; Miscellaneous Rates</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Group Fitness Pass: 8 Week Session (Member/NKU Employee)	\$30	\$30	\$0	0.0%
Group Fitness Pass: 8 Week Session (Student)	\$20	\$20	\$0	0.0%
Group Fitness Pass: Family – Summer	\$40	\$40	\$0	0.0%
Group Fitness Pass: Individual (Student, Consortium, UK CoM)	\$40	\$40	\$0	0.0%
Group Fitness Pass: Individual & Spouse – Summer	\$30	\$30	\$0	0.0%
Student Summer Pass	\$48	\$48	\$0	0.0%
CRC Guest Fee (per day)	\$10	\$10	\$0	0.0%
Swim Lessons: Private 6 @ 1/2 Hour Sessions (Member)	\$230	\$230	\$0	0.0%
Swim Lessons: Private 6 @ 1/2 Hour Sessions (Non-Member)	\$285	\$285	\$0	0.0%
Swim Lessons: Private 1/2 Hour Session (Member)	\$40	\$40	\$0	0.0%
Swim Lessons: Private 1/2 Hour Session (Non-Member)	\$50	\$50	\$0	0.0%
Swim Lessons: Group 2.5 Hour Sessions (Member)	\$150	\$150	\$0	0.0%
Swim Lessons: Group 2.5 Hour Sessions (Non-Member)	\$200	\$200	\$0	0.0%
Specialized Fitness Instruction Fee: NKU Employees & Alumni	Varies	Varies	Varies	Varies
Specialized Fitness Instruction Fee: NKU Student	Varies	Varies	Varies	Varies
Personal Training/Fitness Assessment: NKU Employee	Varies	Varies	Varies	Varies
Personal Training/Fitness Assessment: NKU Student	Varies	Varies	Varies	Varies
Replacement Membership Card	\$5	\$5	\$0	0.0%
Miscellaneous Retail Items	Varies	Varies	Varies	Varies
Instructional/Adventure Program Fee	Varies	Varies	Varies	Varies

**RECOMMENDATION:**

The Board of Regents approves the following proposed Fiscal Year 2026 Facilities Department Fees.

**BACKGROUND:**

**Facilities Department Fees:**

We propose the following changes to Facilities Department fees for Fiscal Year 2026. Facilities fees are charged to Students, Employees, University Departments, and the Community.

<b>Accommodations</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
O&M Carpenter Shop Services (non-standard)	Varies	Varies	N/A	5.0%
Lost Key Fee (Non-Master)	\$10.00	\$11.00	\$1.00	10.0%
Lost Key Fee (Master)	\$50.00	\$60.00	\$10.00	20.0%
Lost Key Fee Tag	\$10.00	\$11.00	\$1.00	10.0%
Lost Key Fee (Dorm Room)	\$125.00	\$130.00	\$5.00	4.0%
Lost Key Fee - Contractors	\$1,000.00	\$1,050.00	\$50.00	5.0%
Lock Change Due to Lost Standard Key (per lock)	\$30.00	\$32.00	\$2.00	6.7%
Lock Change Due to Lost Master Key (per lock)	\$100.00	\$105.00	\$5.00	5.0%
Vehicle Rental - Pickup Truck	\$50.00	\$55.00	\$5.00	10.0%
Vehicle Rental - Pickup Truck (per mile)	\$0.80	\$0.90	\$0.10	12.5%
Vehicle Rental - Box Truck	\$60.00	\$100.00	\$40.00	66.7%
Vehicle Rental - Box Truck (per mile)	\$1.00	\$2.00	\$1.00	100.0%
Vehicle Rental - Mini Bus (26 Passenger)	\$100.00	\$110.00	\$10.00	10.0%
Vehicle Rental - Mini Bus (per mile)	\$2.50	\$2.75	\$0.25	10.0%
Vehicle Rental - Mini Bus - Driver & Expenses (hourly)	\$22.65	\$24.00	\$1.35	6.0%
Residential Property Leases	Varies	Varies	N/A	0.0%

**RECOMMENDATION:**

The Board of Regents approves the following proposed Fall and Spring Semester housing and dining fees for the 2025-2026 academic year.

**BACKGROUND:**

**Housing Fees:** Housing is managed as a self-supporting auxiliary unit.

We propose increasing all residential housing fees for FY26 to the amounts shown below. The average semester increase for Fall and Spring semesters is 3.0%, and the housing increases are based on changes in the Consumer Price Index and comparable student housing in the region.

<b>Accommodations</b>	<b>Current</b>	<b>Proposed</b>	<b>\$</b>	<b>%</b>
Quint Semester Rate – Fall/Spring	\$2,300	\$2,370	\$70	3.0%
Double OR Quad with Community Bathroom - Fall/Spring	\$3,280	\$3,380	\$100	3.0%
Double with Semi-Private Bathroom - Fall/Spring	\$3,870	\$3,980	\$110	2.8%
Single Room OR Junior Double Suite OR New Residence Hall Double with Semi-Private Bathroom - Fall/Spring	\$4,290	\$4,420	\$130	3.0%
Studio Efficiency - Fall/Spring	\$4,560	\$4,700	\$140	3.1%

<b>Other Accommodations &amp; Service Charges</b>	<b>Current</b>	<b>Proposed</b>	<b>\$</b>	<b>%</b>
Summer Residential Housing: Quint Semester Rate	\$1,400	\$1,780	\$380	27.1%
Summer Residential Housing: Double/Quad Shared Bathroom	\$2,330	\$2,535	\$205	8.8%
Summer Residential Housing: Double Semi-Private Bath	\$2,745	\$2,990	\$245	8.9%
Summer Residential Housing: Single Room	\$3,045	\$3,315	\$270	8.9%
Summer Residential Housing: Studio Efficiency	\$3,230	\$3,525	\$295	9.1%
Winter Break Housing: Standard Fee for All Spaces	\$500	\$500	\$0	0.0%
Daily Residential Rates: Quint	\$19.16	\$19.75	\$0.59	3.1%
Daily Residential Rates: Double with Community Bathroom	\$27.33	\$28.17	\$0.84	3.1%
Daily Residential Rates: Double with Semi-Private Bathroom	\$32.25	\$33.22	\$0.97	3.0%



<b>Other Accommodations &amp; Service Charges (continue)</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Daily Residential Rates: Single Room OR Junior Double Suite OR New Residence Hall Double with Semi-Private Bathroom	\$35.75	\$36.82	\$1.07	3.0%
Daily Residential Rates: Studio Efficiency	\$38.00	\$39.14	\$1.14	3.0%
Housing Facility Rental: Small Meeting Space	\$80	\$83	\$3	3.8%
Housing Facility Rental: Large Meeting/Gathering	\$210	\$215	\$5	2.4%
Housing Facility Rental: Residential Leases (Market Rate)	Market	Market	Market	Market
Housing Facility Rental: Late Payment Fee/Penalty	\$50	\$50	\$0	0.0%
Housing Facility Rental: Pet Fee	\$265	\$275	\$10	3.8%
Housing Fees: Residence Hall Association (RHA) Fee	\$25	\$25	\$0	0.0%
Housing Fees: Late Exemption Processing Fee	\$160	\$165	\$5	3.1%
Housing Fees: Damage Assessment	Varies	Varies	Varies	Varies
Housing Fees: Conference & Guest Fee (Person/Night)	\$32 - \$82	\$33 - \$85	\$1 - \$3	3.7%
Housing Fines: Abandoned Property/Improper Disposal of Trash – First Violation	\$32	\$33	\$1	3.1%
Housing Fines: Abandoned Property/Improper Disposal of Trash – Additional Violations (each)	\$53	\$55	\$2	3.8%
Housing Fines: Improper Check-Out	\$212	\$220	\$8	3.8%
Housing Fines: Lock Outs (per incident)	\$6	\$6	\$0	0.0%
Housing Fines: Lock Change Due to Lost Key(s)	\$150	\$155	\$5	3.3%
Housing Fines: Mailbox Key Replacement	\$26	\$27	\$1	3.8%

**Dining Fees:** Dining Services is managed as a self-supporting auxiliary unit. Percent increases are based on the projected “Food Away From Home Consumer Price Index (CPI).” Dining increases proposed for the Fall and Spring semesters for the 2025-2026 fiscal year are approximately 3.9%. Details are below:

<b>MEAL PLANS per semester</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Unlimited Plus \$100 Flex Dollars	\$2,626	\$2,728	\$102	3.9%
125 Block/\$1000 Flex	New	\$2,454	New	New
5 Meals/\$700 Flex	\$2,568	\$2,668	\$100	3.9%
\$2,500 Flex-Plan	\$2,500	\$2,500	\$0	0%
Mandatory Commuter Meal Plan	\$75	\$75	\$0	0%

**RECOMMENDATION:**

The Board of Regents approves the following proposed Parking Services Fees and Surcharges for Fiscal Year 2025-2026.

**BACKGROUND:**

Parking Services is managed as a self-supporting auxiliary unit. As such, we propose no increase to employee rates and a 2-year rate increase of approximately 7% for the remainder of the schedule.

<b>Employee Parking Permit Rates</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Full-Time Faculty and Staff (per year)	\$429	\$429	\$0	0.0%
Part-Time Staff (per year)	\$211	\$211	\$0	0.0%
Part-Time Faculty (per semester)	\$40	\$40	\$0	0.0%
Reserved Parking (per year)	\$903	\$903	\$0	0.0%
Faculty/Staff Remote Lot Z (Callahan Hall)	\$325	\$325	\$0	0.0%

<b>Student Parking Permit Rates</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Full-Time Student (per year)	\$286	\$306	\$20	7.0%
Part-Time Student (per year)	\$166	\$178	\$12	7.2%
Students (summer only)	\$70	\$75	\$5	7.1%

<b>Other Parking Rates</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Vendor Permit (daily)	\$9	\$10	\$1	11.1%
Vendor Permit (monthly)	\$36	\$39	\$3	8.3%
Part-Time Vendor Permit (monthly)	\$18	\$19	\$1	5.6%
Construction Project Vendor (monthly)	\$100	\$107	\$7	7.0%
Campus Recreation Center (annual)	\$55	\$59	\$4	7.3%
NKU Music Prep (per semester)	\$27.50	\$29	\$2.50	9.1%
Dual Admit/Donovan/School Based Scholar Students (annual)	\$133	\$142	\$9	6.8%
Departmental On-Campus Parking Validations (each)	\$6	\$6	\$0	0.0%
Conference Services Parking (in-house)	\$9.25	\$5.00	\$9.75	5.4%
Athletic Events	\$8	\$9	\$1	12.5%
Arena Events (Non-NKU Athletic Events)	\$22	\$24	\$2	9.1%

<b>Event Buy-Out of Garages/Parking Lots</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
0 – 50 Vehicles	\$224	\$240	\$16	7.1%
51 – 100 Vehicles	\$353	\$378	\$25	7.1%
101 – 200 Vehicles	\$455	\$487	\$32	7.0%
201 – 250 Vehicles	\$598	\$640	\$42	7.0%
251 – 300 Vehicles	\$703	\$738	\$35	5.0%
301 – 350 Vehicles	\$809	\$849	\$40	5.0%
Over 350 Vehicles	\$994	\$1,044	\$50	5.0%

<b>Garage Rates</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
0.0 – 0.5 hours	\$2.75	\$3.00	\$0.25	9.1%
0.5 – 1.0 hours	\$3.75	\$4.00	\$0.25	6.7%
1.0 – 1.5 hours	\$4.75	\$5.00	\$0.25	5.3%
1.5 – 2.0 hours	\$5.75	\$6.00	\$0.25	4.3%
2.0 – 2.5 hours	\$6.75	\$7.00	\$0.25	3.7%
2.5 – 3.0 hours	\$7.75	\$8.25	\$0.50	6.5%
3.0 – 4.0 hours	\$8.75	\$9.25	\$0.50	5.7%
Over 4.0 hours & Lost Ticket	\$9.25	\$9.75	\$0.50	5.4%

<b>Parking Fees and Fines</b>	<b>Current Rates</b>	<b>Proposed Rates</b>	<b>\$ Change</b>	<b>% Change</b>
Citation Violation: Unauthorized Removal of Wheel Lock Device	\$250	\$256	\$6	2.4%
Citation Violation: Unauthorized Use of Permit	\$75	\$77	\$2	2.7%
Citation Violation: Failure to Pay Garage Fees	\$11	\$11	\$0	0.0%
Citation Violation: Reproduced/Altered Permit	\$275	\$282	\$7	2.5%
Filing Fee for Denied Parking Appeal	\$3.50	\$4	\$0.50	14.3%
Late Payment of Citation Fees	\$16	\$16	\$0	0.0%
Citation Fees: Parked in a Reserved A lot	\$110	\$113	\$3	2.7%
Citation Fees: Parked in a Fire Lane	\$70	\$72	\$2	2.9%
Citation Fees: Assessment (each violation)	\$45 - \$55	\$50 - \$60	\$5	9.1%
Citation Fees: Parked in Handicapped Spot	\$190	\$195	\$5	2.6%
Returned Check Fee	\$50	\$51	\$1	2.0%
Stolen Permit	\$110	\$113	\$3	2.7%
Replacement Fee for Lost/Stolen Permit	\$27	\$28	\$1	3.7%
Vehicle Immobilizer Fine (boot)	\$90	\$92	\$2	2.2%
Temporary/Courtesy Permit Fee (daily)	\$2.75	\$0.25	\$3	9.1%