

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

**In Open Session**

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

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

Absent: Regent Perry, Regent Wulfeck

Ms. Knochelmann confirmed that a quorum was present.

**Approval of Minutes:**

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

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

**Recognition of Outgoing Regents:**

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

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

**Confirmation of Board Committee Appointments:**

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

**Committee Meeting Summaries:**

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

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

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

### **President's Report:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **University Reports:**

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

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

### **Presidential Reports:**

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

- a. Herrmann Science Center Expansion
- b. Landrum Academic Center Renovation
- c. Commonwealth Center for Biomedical Excellence

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

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

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

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

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

**B-4) Policies Report** (Vice President for Legal Affairs and General Counsel Grant Garber)

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

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

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

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

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

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

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

**1. Administrative Appointments:**

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

**2. Faculty Appointments:**

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

**3. Transitions:**

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



**4. Part-time Tenure:**

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

**5. Departures:**

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

**6. Retirements:**

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

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

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

Activations/Rehires; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary/Student to Regular & Regular to Contract; Departures; Retirements; Administrative/Executive.

**C-3) Faculty Emeritus Status:**

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

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

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

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

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

**C-5) Organizational Chart Updates:**

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

**C-6) Major Gifts Acceptance:**

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

**C-7) Naming Recommendations:**

The Board of Regents approved the following naming actions:

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

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

**C-8) Research Misconduct Policy:**

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

**C-9) HB4 Compliance:**

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

**C-10) Capital Projects Approval:**

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

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

**C-11) LEED Exemptions:**

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

**C-12) Student Accounts Receivable Write-off:**

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

**C-13) Foundation of Knowledge Policy:**

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

**C-14) Faculty Senate Constitution Revision:**

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

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

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

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

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

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

**Non-Consent Agenda Items:**

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

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

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

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

**D-2) FY2025-26 Annual Operating Budget:**

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

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

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

**D. Executive Session:**

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

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

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

***Signature on File***  
**Tammy Knochelmann**  
**Secretary to the Board of Regents**

***Signature on File***  
**Ashley Himes**  
**Secretary of the Board of Regents**

I, Ashley Himes, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the regular meeting held on June 11, 2025, and that such matters are still in force and effect.

*Approved by the Board of Regents on September 17, 2025. TKK*