

**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 4th 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 17th 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*)¹

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

¹ 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	
	10	

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.