

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF REGENTS
OF NORTHERN KENTUCKY UNIVERSITY
Wednesday, November 19, 2025**

In Open Session

Call to Order: The regular meeting of the Northern Kentucky University Board of Regents was called to order at 8:32 a.m. by Acting Chair Kara Williams. A quorum was present. Regents Smith and Zapp joined virtually pursuant to KRS 61.826. Regent Jarrell arrived at 9:44 a.m.

Roll Call:

Present (in person): Shea Conley, Victoria Grooms, Cori Henderson, Ashley Himes, Collin Jarrell, Greg Mecher, Sandra Spataro, Kara Williams.

Present (via video teleconference pursuant to KRS 61.826) Nathan Smith, Brad Zapp

Approval of Minutes:

The motion to approve the amended minutes from July 22, 2025, retreat was moved by Regent Henderson and seconded by Regent Conley. **The motion was adopted.**

The motion to approve the minutes from September 17, 2025, meeting was moved by Regent Wulfeck and seconded by Regent Spataro. **The motion was adopted.**

Board Recommendations:

1. Bylaws Revision:

The motion to approve amendments to the Board of Regents Bylaws delegating certain personnel decisions to President was moved by Regent Wulfeck and seconded by Regent Himes. **The motion was adopted by roll call vote: (10-0-1 absent)**

2. Presidential Evaluation & Compensation:

Chair Williams read the following statement:

The Northern Kentucky University Board of Regents has completed the annual evaluation of President Cady Short-Thompson. The evaluation was conducted in November to allow the Board to incorporate current-year enrollment data in its assessment.

The Board recognizes that President Short-Thompson continues to lead NKU with vision, integrity, and a deep commitment to fiscal responsibility, student success, institutional progress, and cultivating strong partnerships throughout the region. During the past year, the University achieved a balanced FY25 budget through careful management and targeted reductions, resulting in a positive cash flow for the first time since 2020. NKU achieved growth in key undergraduate segments and a significant increase in residential occupancy, as graduate and online enrollments remain areas of continued focus. The University continues to advance major modernization efforts, including the implementation of Workday, Slate, and the new NKU website.

The Board acknowledges the complex environment in which NKU operates. The higher education landscape remains highly competitive and ever-changing, requiring relentless effort to attract and retain students. Economic and political pressures continue to challenge all public institutions, and the Board commends the President for navigating these realities with focus and steadiness while driving necessary change.

In recognition of her leadership and measurable results, the Executive Committee recommends that the Board of Regents approve a 3% increase to the President's base salary and the award of 99% of her eligible performance incentive. As you will recall, the Board previously transitioned from benefits such as offering housing and car allowances to a clearly defined, performance-based bonus structure. This year's award reflects that commitment to transparency and alignment between institutional outcomes and executive compensation.

The Board appreciates President Short-Thompson's tireless service to Northern Kentucky University and her dedication to advancing the mission of the institution. Her leadership continues to make a very profound difference for our students, our campus community, and the region we serve.

The motion to approve a 3% salary increase and 99% performance incentive for President Short-Thompson was moved by Regent Wulfeck, seconded by Regent Grooms.

Comments:

Regent Spataro reiterated that the performance incentive is a component of the President's total compensation package rather than a bonus.

Chair Williams thanked Regent Spataro and then called for a roll call vote. **The motion was adopted by roll call vote: (10-0-1 absent)**

Chair William's confirmed the Board's approval of the recommended presidential compensation. She thanked President Short-Thompson for her efforts on behalf of the University and proceeded to the next agenda item.

Committee Meeting Summaries:

Regent Kara Williams presented summaries of the Audit Risk and Compliance Committee meeting held on October 2 and the Executive Committee held on November 10.

Regent Brad Zapp, Chair of the Budget and Finance Committee, presented a summary of the meeting held on October 21, 2025.

Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee, presented a summary of the meeting held on November 18, 2025.

President's Report:

Good morning. I begin this morning by recognizing three of our longtime faculty who passed away this semester.

- Dr. Steve Newman, 53 years in Mathematics

- Professor Chrystal Brinkman, 17 years in Mathematics
- Dr. Jeff Smith, 37 years in Psychological Sciences

Their collective 107 years of service to NKU positively impacted us. I am grateful for them. I ask for a moment of silence to celebrate their careers here and honor their memories.

Provost McGill and I realized early on in our leadership roles that we would say goodbye to many of our university's founders, mentors, and friends given the age and stage of NKU. While it is sad to say goodbye to these wonderful people, we feel really blessed to have known them personally and to have firsthand knowledge to celebrate their lives. Diana and I feel fortunate to know the people of this place. It was an honor to know and work with Steve, Chrystal, and Jeff.

Since I arrived, I've talked about my five presidential priorities for strengthening NKU. As you all know, we've focused a great deal of energy on financial management and enrollment management because they're directly related to one another and of the utmost importance.

We have placed a lot of emphasis on modernizing and streamlining our enrollment management practices so that we can best compete. In an effort to reduce redundant recruitment practices, streamline the admissions process, and centralize the front-door of the University for all prospective undergraduate students, we re-organized the Adult and Transfer Center under the Undergraduate Admissions department.

This redesign – while maintaining the Adult and Transfer Center moniker – allows NKU to centralize and maximize marketing, communication, processing, orientation, admission, direct student support, and onboarding for all new undergraduate students, regardless of first-time or transfer status. The redesign also funnels all prospective student communications and inquiries under one area, reducing the number of front doors into the University. Furthermore, the redesign also untangles the advising model for transfer students, simplifying internal processes for both students and staff.

This reorganization will also improve our processing of our transfer students' course equivalencies – which is currently a time-consuming and manual process. We have moved these efforts from the ATC to the University Registrar, where designated staff will be trained to support timely turnaround times needed to advise and onboard transfer students. In addition, NKU will soon be implementing an AI processing tool, further maximizing efficiencies in transcript processing and turnaround time to advise students.

These changes allow NKU to focus more centrally on meeting, recruiting, and onboarding new undergraduate students, while continuing to advise transfer students within the Colleges and First-Year Student Success Hub. Our current partnerships with regional and state community colleges will continue, as will our work developing pathways and simplifying transfer processes.

In addition to financial management and enrollment management, we have also invested a lot of resources into modernizing our campus and engaging our region. We are making enormous strides in these areas. And our fifth priority is to strengthen our campus community and culture. Part of this priority requires us to live into the second pillar of our strategic plan which focuses upon our colleagues and these efforts are multifaceted. As you know, I have proactively prioritized our employees' time and money—giving raises and bonuses as soon as our budget was balanced and offering generous holiday breaks and summer hours. Many of you have noted how much you appreciate these actions.

Our strategic plan also calls us to “develop workplace policies that effectively support institutional goals while acknowledging and accommodating the diverse responsibilities of employees.” As such, the cabinet proposed and vetted a list of policies this fall, including a Flexwork policy. During the longer-than-required feedback period and engagement with shared governance, we further revised each policy. Not surprisingly, the Flexwork policy received considerable input. We didn’t have a policy before now, we had a practice that grew out of the pandemic. The Flexwork policy is more systematic and intentional. It makes clear that caregiving while remote, which wasn’t permitted in practice, still isn’t permitted. We’ve set a common default of 5 days in person with the ability to request one to two days remote, subject to supervisors’ approval. Some roles don’t make sense to be remote at all, others may be approved to flex. Thanks to your feedback, we made numerous, substantive changes to the policy, making it clearer and better.

For this meeting’s president’s report, I want to focus my remarks on casting a vision for our campus community, leaning into the new norm of our campus’s life in this post-Covid era, as we simultaneously work to grow our traditional, residential undergraduate population. Over the last couple of years, many of us have talked about wanting a more vibrant campus. Some have asked, what do you mean when you say vibrant? Any synonym will suffice—energetic, dynamic, spirited, alive. Allow me to talk about the campus dynamics I envision and why it matters to the university’s success.

A vibrant NKU is not just a place, it’s a living and breathing campus community. It is fueled by engaged people who show up with and for each other. College campuses are designed for people to connect and those natural dynamics come to life in ways that are hard to replicate via remote work. When faculty and staff work in person with each other and with students, the campus comes to life with shared purpose and connection. Students see mentors in action, they learn professionalism and work habits like time management from us. Staff colleagues learn from watching others’ work, colleagues grow their networks as they find one another in hallways and doorways of offices, and ideas are generated before and after meetings. We develop synergies in our work and grow our authentic, long-lasting relationships when together in person.

I argue that vibrancy often comes from what is not formally planned or scheduled. Vibrancy may hail from an impromptu student interaction that sparks something new in your thinking, maybe in a Starbucks coffee line chat or a question asked after lunch in the Union. In-person presence creates these little unanticipated moments of collision and creativity that remote work can’t fully mimic. Innovation often begins with a chance encounter or passing comment that becomes a shared project across people and units. The seeds for dreams—our students’ dreams and our own dreams—are planted here with others on our campus.

And presence with one another builds trust, belonging, and heightened positive energy – the people of NKU in relationship with one another are the heartbeat of NKU’s university life. Students learn as much from observing how employees interact and lead as from what they’re formally taught. As many leadership experts explain, “culture is caught more than taught.”

Over the summer, many members of the cabinet and I read the book, *Unreasonable Hospitality*, written by Will Guidara. There are many lessons to glean from it. Here are some of my favorite ideas of his that have shaped or sharpened my own thinking. He writes that “hospitality is a gift—every interaction is a chance to make people feel seen and valued.” He also writes, “Serve the person, not the task” --I believe that at NKU’s best, human-centered service wins. And finally, he says that “greatness is the accumulation of small things done well.” All of these ideas remind me of the magic of human interaction that transpires here when we are together in Highland Heights.

Some on campus talk often about trust and morale. Visibility and in-person interactions build trust and grow morale. NKU's mission has always been relational at its core—to teach, to serve, to inspire, to mentor, and to learn together. That's why being here matters. When we are present on campus, we don't just do our jobs—we are what makes this campus feel like a community.

From where I sit, a campus is like a city—and a city's vibrancy depends upon the presence of people and their activity. Physical presence keeps employees grounded in why we work—it's easier to remember our shared purpose when we see it every day--students walking across campus, faculty and staff meeting with students, and when we see our work happening all around us. We can see it when offices, quads, Norse Commons, and hallways are full of people. Having a lot of people present communicates energy, opportunity, and belonging. Others are drawn to a place full of people and energy.

Conversely, quiet offices, dark hallways, and empty buildings quietly communicate disconnection, even if remote work continues elsewhere. NKU's community and culture can be found in our conversations, the spaces we share, and our daily routines and rituals. As folks reflected on Steve Newman's life last month, they talked about conversations by the always-on coffee pot and the rhythms of their department's life together on campus. In-person work fuels that vibrancy not because remote work lacks value, but because our collective presence amplifies community, connection, and creativity—the very things NKU exists to cultivate. And I believe that, oftentimes, presence itself is a form of service—questions answered, curiosities explored, and anxieties settled. When only one person is in an office suite, he alone ends up answering all of the students' questions, rather than sharing that workload with a team. We all need to connect and serve others on campus for NKU to be our best.

Without question, we've learned that zoom calls can be handy and are good back up plans—they are fine for transactional items; but the high touch, relational, transformational work we are known for is best in person. It's the energy of having people in the room and the contagious enthusiasm in the building that you can't simulate over the internet. Our people-centered NKU culture cannot easily be fostered or elevated via zoom screens.

And newcomers struggle to socialize into our organization and learn our culture remotely. Many organizations find that for those who already had relationships, going online was much easier with existing colleagues and students. It is tougher to build new relationships online.

Working in person also boosts employee morale by being a part of a collaborative, positive work environment. And we come across different people when we're in person than when online. For example, we're more likely to build relationships outside of our departments, org charts, and our typical chain of command when we meet in person. We're likely to hear something that maybe wasn't directed to us but we benefit from knowing it. It's easier to brainstorm, build on others' ideas, and regulate conversations in person. It's easier to understand others' communication more fully when in person and all nonverbals are available to us. Put simply, there's less room for serendipity online.

Conversely, there's more room for the “life of the mind” on campus, where hearing a lecture or attending a game or play leads us to meet someone new. These are the places where we learn that we have common interests and end up working on a project together.

Campus is where we encounter folks who are different from us in meaningful ways. For example, many of us are likely to worship with similar folks and send our kids to similar schools; but, on

campus, we find folks with different specialties and talents and who live different lives. When we are with different people full-time, they influence our thinking. And I worry that the more isolated we become as professionals working from home, the less connected to one another and our students we will be. And it's possible that we will then be less committed to one another and to our students. And quite possibly, without regular interactions with different folks, the more set in our ways of thinking we can become and the less we will innovate.

Our university's culture was built on more than five decades of face-to-face interactions. Big ideas, big dreams were born here. We often use the words campus and university interchangeably when talking about NKU.

However, the post-Covid reality is that NKU is somewhat hybrid, as are most institutions. To be clear, there are tasks that are well-suited for individual work from home. That's why we've built in the options for one or two flexwork days each week, dependent on roles and approvals. We see this policy as a sound compromise, one that offers flexibility and meets institutional needs. It gives deference to the supervisor and units' needs. And this policy is consistent with other higher education institutions in the region and state.

We've written this policy as we have because we think it's important to have some flexibility but also to reinvest in our campus community. So, with this policy and our new collective norm, how can we become more intentional in rebuilding our campus community? I believe that each of us will need to be intentional in redefining our new norms of in-person and remote work. Will you walk down the hall or downstairs rather than email or teams someone? Will you stop holding your standing meetings online to encourage in-person interaction and the development of better relationships? Will you attend games, concerts, and events to encourage one another more often? It's clear to me that some of you disagree but I believe that if we aren't intentional about our presence and community, we stand to lose important aspects of our identity. So, by embracing a greater in-person presence with some flexibility, we can lean into our unique culture and community. We understand that it won't be for everyone.

As campus read in Grant's email last Friday, the next step in the implementation of this policy is for interested staff to complete and submit a Flexwork request form by December 1 to be considered for the January 1 start date of this new policy. Requests will be reviewed by supervisors and up through vice presidents, seeking reasonable and equitable decisions across the university. For those who do not submit Flexwork request forms, the default will be five days per week in person.

And as one set of policy revisions ends, another begins. With over 200 policies that are dated, Grant will lead the cabinet through the next tranche of policies in the spring semester and we'll continue reviewing, revising, and vetting with you until all of our policies are current and modernized.

And now I want to turn to NKU's brand and identity work that's currently underway. Through various strategic planning conversations, cabinet retreat, and MarComm website processes, we've been working to hone our messaging about NKU's distinctive pillars. We want to return to you to gather your feedback about our brand and identity work to date. Please see the survey link in my post-BOR meeting email tomorrow and complete it to share your thoughts.

Before I close, I offer my thanks to our colleagues who are working really hard to usher in needed institutional change. We have so many people doing magnificent work here. Workday champions,

website builders, admissions recruiters and leaders, student success champions, search committee members, Slate coders, student engagement staff, and so on—all leading change that pushes us to strengthen and modernize NKU.

Among those folks, we sometimes receive external validation of our work. Here’s an example—did you know that our MarComm team’s social media rankings jumped up this past year? An organization called Quid/Rival IQ publishes a report on higher education social media engagement each year. In 2024 we ranked 338th, this year we jumped up 75 spots to 263rd place. NKU rose across every platform in 2025—Instagram, Facebook, X, and most of all—TikTok (82 spots there). NKU is now in the top 100 nationally in TikTok. Folks, we have the best team of talent in MarComm I’ve seen in my career—please work with them to promote your programs and work in new and different ways with your audiences. They are talented!

Another example of excellence in our midst is Women’s Volleyball Coach Liz Hart. 18-1 season, she’s hosting the Horizon League tournament in Truist Arena this weekend—they play on Saturday at 3 pm. Liz is an alumna and she was a star volleyball player here—freshman player of the year, player of the year, then assistant coach and now head coach for 16 years. What a story! I hope that all of you will join Steve and me in Truist to cheer her amazing team and her on!

So many of our NKU team are really good at doing the routine well—teaching, conducting research, serving students, meeting their needs, making sure they feel welcome and supported here. No one is better at meeting students’ needs than Dr. Rusty Mardis, our Executive Director of the Veterans Resource Station. In celebration of Veteran’s Day and Rusty’s exceptionally great work, this month’s mission moment focuses on his work and our Veteran and Military students. I thank you all for your service to NKU and this country.

University Reports:

1. **FY25 Audit Results & FY26 Budget Update (Calvert)** – FY25 ended with a \$3.3M surplus; no audit issues; Q1 FY26 shows improved cash flow and tuition revenue; \$2.1M in spending cuts implemented.
2. **Enrollment Update (Padgett)** – Overall enrollment down 1.2% headcount, 1.4% FTE; first-time freshmen up 1.5%; transfers down 10.3%; retention up 1.8 points; six-year graduation rate at 55.3%.
3. **Legislative Priorities (Gentry/Sand)** – Reviewed 2026 priorities: \$5M base increase, capital projects, performance funding, and strategic initiatives.

Presidential Reports:

President Short-Thompson introduced the presential reports and noted Cabinet members were present for Board questions.

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

1. Herrmann Science Center Expansion
2. Landrum Academic Center Renovation
3. Commonwealth Center for Biomedical Excellence
4. Fine Arts Floor Heaving/Corbett & HVAC (AP)
5. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)
6. Fine Arts Freight Elevator Modernization (AP)

7. Kentucky Hall Transformer and Water Heater (AP)
8. University Center Replace Switchgear (AP)
9. Regents Hall Generator and Switchgear Replacement (AP)
10. Renew/Renovate Steely Library Phase I (AP)
11. Replace Road and Sidewalk Lighting (AP)
12. University Drive Garage Restoration (AP)
13. Civic Center Renovation (AP)
14. Maintenance Building Façade Restoration (AP)
15. Campus Fire Alarm Panel Replacement (AP)
16. Administrative Center Plumbing Infrastructure (AP)
17. Steely Library HVAC Replacement (AP)
18. Regents Hall HVAC and Lighting Replacement (AP)
19. Regents Hall Restroom Renovation (AP)
20. Student Union Lutron Lighting System Replacement (AP)
21. Griffin Hall Lighting System Replacement (AP)
22. Tennis Court Reconstruction
23. Mathematics-Education-Psychology Center Elevators Modernization (AP)
24. University Center Passenger Elevator Modernization (AP)
25. Power Plant Upgrades (AP)
26. Northern Terrace Kitchens and HVAC System Replacement (AP)
27. Mathematics-Education-Psychology Center Miscellaneous Space Upgrades (AP)
28. Albright Health Center Safety/Renewal Upgrades (AP)
29. 19 Clearview and Norse Neighborhood

- B-2) Research/Grants/Contracts Report (July 1, 2025 through August 31, 2025 for Fiscal Year 25) (Provost and Executive Vice President for Academic Affairs Diana McGill).

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

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

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

- B-4) Policy 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 for Administration & Finance/CFO Chris Calvert).

The Quarterly Financial Report for the period July 1, 2025, through September 20, 2025

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

Presidential Reports Discussion:

Regents Henderson and Spataro requested clarification on a few points in the flexible work arrangement policy.

Consent Agenda:

Chair Williams proceeded to the consent agenda and called for discussion.

Consent Agenda Discussion:

Regent Spataro supported the consent agenda and commented on the voluntary separation program for tenured faculty, noting faculty appreciation for agency, concerns about impacts and divisions, and the need for careful messaging to protect NKU's reputation.

The motion to approve Presidential Recommendations C-1 through C-11 was moved by Regent Jarrell and seconded by Regent Wulfeck. **The motion was adopted.**

C-1 Academic Affairs Personnel Actions:

1. Administrative Appointments:

Peter Hoffmann, vice provost for graduate education, research, and outreach, and professor, Department of Physics, Geology, and Engineering Technology, effective August 25, 2025; **Kara Thompson**, assistant dean for undergraduate students and assistant teaching professor, Informatics Student Success and Advising Center, College of Informatics, effective August 18, 2025.

2. Faculty Appointments:

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

3. Transitions:

Janel Bloch, from faculty fellow for policy and professor to professor, Department of English, College of Arts and Sciences, effective August 11, 2025; **Madeline Gervase**, from clinical assistant professor to clinical assistant professor and MSN program director, School of Nursing, College of Health and Human Services, effective August 4, 2025.

4. Departures:

Joshua Goldstein, clinical assistant professor, School of Nursing, College of Health and Human Services, effective August 30, 2025; **Chen Jiang**, assistant professor, School of Computing and Analytics, College of Informatics, effective August 11, 2025; **Kajsa Larson**, professor, Department of World Languages and Literatures, College of Arts and Sciences, effective December 31, 2025; **Kami McDaniel**, assistant teaching professor and head of special collections and university archives, W. Frank Steely Library, effective October 4, 2025; **Rachel Thornton**, assistant teaching professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 20, 2025; **AnnMarie Vang**, assistant professor, School of

Nursing, College of Health and Human Services, effective October 10, 2025; **Mahdi Yazdanpour**, assistant teaching professor, Department of Physics, Geology, and Engineering Technology, College of Arts and Sciences, effective August 18, 2025.

5. Retirements:

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

6. Temporary Faculty Appointments:

Melissa Bentley, Department of Mathematics and Statistics, College of Arts and Sciences, 2025-26 Academic Year; **Jamie Joy Hankins**, School of Nursing, College of Health and Human Services, 2025-26 Academic Year.

C-2 Non-Academic Personnel Actions:

The following categories of non-academic personnel actions, which occurred between August 8, 2025, to October 9, 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 Major Gifts Acceptance:

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

C-4 Naming Recommendations:

The Board of Regents approved the following naming actions:

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

C-5 Athletics Opt-In:

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

C-6 Capital Projects-Kentucky Hall Façade Restoration:

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:

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

C-7 2026-2028 Capital Budget Request:

The Board of Regents adopted the 2026-2028 Capital Budget Request.

C-8 Non-Discrimination Policies:

The Board of Regents approved two revised nondiscrimination policies: Nondiscrimination in Education and Employment, and Disability Accommodations and Nondiscrimination.

C-9 Voluntary Separation Program:

The Board of Regents approved the offering of a voluntary separation program for eligible tenured and tenure-track faculty of Northern Kentucky University

C-10 HB424-Faculty Productivity Requirements:

The Board of Regents approved the recommendation confirming Northern Kentucky University's compliance with House Bill 424.

C-11 LaunchNKY Center

The Board of Regents approved the establishment of the LaunchNKY Center for Civic Leadership.

New Business:

Regent Himes brought forward the following recommendation regarding the naming of the James C. and Rachel M. Votruba Student Union Room 302.

Recommendation:

That the Board of Regents approve the naming of James C. and Rachel M. Votruba Student Union Room 302 as the **Dr. James C. Claypool Room** in honor of Dr. Claypool's extraordinary legacy and enduring contributions to Northern Kentucky University.

Background:

Dr. Claypool's service to NKU spans more than three decades, beginning in February 1970 as the first employee of the newly established four-year institution. His visionary leadership as dean of admissions and students, university archivist and curator, and history faculty member helped shape the university's identity and culture during its formative years.

Among his many accomplishments, Dr. Claypool:

- Played a foundational role in establishing NKU’s athletics program, hiring the first coaching staff and advocating for equal scholarship funding for women’s sports, well ahead of national standards.

Created the university’s colors and nickname—*Norsemen and Norsewomen*—which remain central to NKU’s brand and spirit today.

- Oversaw the design and construction of Regents Hall, NKU’s first sports facility.
- Helped establish the Presidential Scholars Program, secured funding for the Paul Sipes Award and co-founded the school radio station.
- Served on numerous university committees, always championing student success and institutional excellence.

Dr. Claypool’s impact extends beyond his professional roles. As noted in a heartfelt letter from alumnus and former NKU Alumni Association President Bob Boswell, “Dr. Claypool was a mentor, role model, and friend to countless students and alumni. His “boots-on-the-ground” approach and unwavering dedication to NKU have left an indelible mark on our community.”

Naming Votruba Student Union Room 302 in his honor would be a fitting and lasting tribute to a man whose legacy continues to inspire generations of Norse.

The motion to name the James C. and Rachel M. Votruba Student Union Room 302 as the Dr. James C. Claypool Room was moved by Regent Himes and seconded by Regent Smith. **The motion was adopted.**

Executive Session

No executive session was held.

Adjourn

Chair Williams moved to adjourn the meeting. Regent Mecher seconded the motion. **Motion carried.**

There being no further business, the meeting was adjourned at 10:05 am.

Signature on File
Prepared by:
Tammy Knochelmann
Secretary to the Board of Regents

Signature on File
Certified by:
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 19, 2025, and that such matters are still in force and effect.