



Northern Kentucky University
Board of Regents Materials

March 4, 2026

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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, March 3, 2026 – 6:00 p.m.

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

Board of Regents Meeting
NKU, Student Union 107A – Wednesday, March 4, 2026 – 9:00 a.m.
As a courtesy, the meeting will be live-streamed for our campus community

9:00 a.m.

- I. Call to Order**
- II. Roll Call**
- III. Approval of Minutes**
 - 1. November 19, 2025, Regular Board Meeting Minutes
- IV. Committee Reports**
 - 1. Audit, Risk & Compliance Committee Summary (Smith)
 - 2. Executive Committee Summary (Smith)
 - 3. Budget & Finance Committee Summary (Zapp)
 - 4. Student Success & Academic Affairs Committee Summary (Himes)
- V. President’s Report** (Short-Thompson)
- VI. Information Items**
 - A. University Reports & Discussion**
 - 1. Housing Rates & Competitiveness (Thompson)
 - 2. Spring Enrollment Update (Padgett)
 - 3. Budget Update (Calvert)
 - 4. Legislative Update (Gentry, Sand)
 - B. Presidential Reports & Discussion**
 - 1. Facilities Management Report (Calvert)
 - 2. Research Grants/Contract Report (September 1, 2025 through December 31, 2025) (McGill)
 - 3. Fundraising Report (July 1, 2025, through December 31, 2025) (Gentry)
 - 4. Quarterly Financial Report (Calvert)
 - 5. Organizational Changes Report (Calvert)

XII. Consent Agenda

C. Presidential Recommendations

1. *Promotion with Tenure
2. *Faculty Emeritus Status (Ault, Foley, Thomson)
3. *Major Gifts Acceptance
4. *Naming Recommendations
5. *Organizational Chart
6. *Board of Regents 2027 Regular Meeting Schedule
7. *Schedule of Campus Recreation Center Fees and Surcharges for FY 2026-2027
8. Schedule of Food Service Fees for FY 2026-2027
9. Schedule of Housing Fees for FY 2026-2027
10. *Capital Projects: University Drive Garage Restoration and Lucas Admin Center Space Modernization
11. *Bucks for Brains
12. *Honorary Doctor of Education Degree – Rachel Votruba
13. *Honorary Doctor of Education Degree – Aaron Thompson
14. *Authorization to Sell and Purchase Real Property

XIII. Other Business – Action Required

D-1) Teaching Faculty Appointment Renewals

XIV. New Business

XV. Executive Session

XVI. Adjourn

**Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Tammy Knochelmann in the Office of the President, (859) 572-5191, by 2 p.m., Monday, March 2, 2026).*

Persons or groups wishing to address the Board must submit a public participation request form to Tammy Knochelmann (knochelmann@nku.edu) in the Office of the President by 12:00 p.m., Friday, February 27, 2026. Requests will be taken on a first-come, first-served, basis.

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF REGENTS
OF NORTHERN KENTUCKY UNIVERSITY
Wednesday, 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.

FACILITIES MANAGEMENT REPORT

1. Herrmann Science Center Expansion

The Herrmann Science Expansion will provide additional teaching and research labs for biology, chemistry, biochemistry, physics, geology and engineering technology (EGT) in an 83,175 square foot addition on the north side of the 175,131 square foot Dorothy Westerman Herrmann Science Center. CINSAM and Kentucky Center for Mathematics will relocate to Science from Landrum. The addition will feature new labs for EGT, an anatomy and physiology lab suite, aquatics research space, geology labs and ample student engagement space. About 15,000 square feet in the existing building will be renovated. Classrooms will be reconfigured for active learning and new research space will be created for biology, chemistry and physics.

The addition is three levels with a rooftop penthouse (the existing building is four levels with a rooftop penthouse). It will connect to the existing building at each floor and features a glass and metal panel façade.

The project includes investment of \$8M in 2022-2024 Asset Preservation funds in existing Herrmann Science to replace air handlers and the atrium smoke exhaust fans, restore lab exhaust fans, and replace other key infrastructure in need of life cycle replacement.

Upsizing and extension of steam and chilled water piping to the addition is complete. The air handler in the west end of the lab wing was rebuilt over the holiday break. Concrete decking pours and construction of the metal stairs are complete. Interior wall partition and exterior metal wall framing are underway, and roofing and exterior glazing have started. Overhead mechanical, electrical and plumbing infrastructure is proceeding on all floors. The second phase of office renovations, involving the first-floor offices, is nearing completion and the third phase, the second floor, begins this month.



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



January 5, 2026 - Aerial Photos of Science Expansion Site from Skanska

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers/Paladin/Geotechnology

Construction Manager: Skanska

Scope: \$87,900,000

Fund Sources: \$79,900,000 (State Bonds), \$8,000,000 (2022-2024 AP Funds (86.96%) and NKU Match (13.04%))

Anticipated Completion: Summer 2027

2. **Landrum Academic Center Renovation**

This project will include a full life-cycle renovation of Landrum Academic Center, home to the departments of English; History; Sociology, Anthropology & Philosophy; IT's Media Services unit; and the Arts & Sciences Advising Center. The KY Center for Mathematics and CINSAM, currently housed in Landrum, will relocate to the Science Center expansion wing in summer 2027. World Literatures and Languages will move to renovated Landrum from the Mathematics-Education-Psychology Center.

The renovation will result in spaces that facilitate interdisciplinary teaching and learning; support the well-being of users; create a more welcoming aesthetic; introduce more daylight into the spaces; and aid in the recruitment and retention of faculty and students.

The programming and classroom analysis process, which reconciles programmatic need with available space and budget, is complete. The design team has completed various due diligence efforts related to condition of building systems and infrastructure. The Schematic Design phase is underway.

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers

Construction Manager: TBD

Scope: \$49,000,000

Fund Sources: State Bonds

Anticipated Completion: Summer 2029

3. **Commonwealth Center for Biomedical Excellence**

The 2024 General Assembly provided funding to the Northern Kentucky Port Authority to lead development of the Commonwealth Center for Biomedical Excellence (CCBE), with the goal to relocate Chase College of Law and the UK College of Medicine’s Northern Kentucky campus from NKU’s Highland Heights campus to the Covington riverfront.

The Port Authority selected HDR to serve as owner’s project architect. The concept design phase is complete. The site, 11 East Rivercenter Boulevard in Covington, was announced in early October. The Port Authority is currently coordinating the design build selection process.

4. **Fine Arts Freight Elevator Modernization (AP)**

Electrical and mechanical components in the Fine Arts freight elevator are worn and misaligned, affecting reliability and consistency of performance. Modernization of the elevator is complete.

Engineer: PEDCO Engineering/IMEG

Contractor: Murphy Elevator

Scope: \$524,000

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

Completion: February 2026

5. **Norse Hall Renewal Phase I (AP)**

Norse Hall apartments, constructed in 1992, have had limited interior renovations. The project will address life-cycle replacement of interior finishes beginning with the 18 units in building “5”. Work includes replacing flooring throughout the unit; new bathroom vanities and medicine cabinets; new kitchen cabinets, oven, and stove top; new LED lighting; and paint. Showers were previously rebuilt, and the HVAC system has been replaced.

If funding permits, renovations will continue in building “6” of Norse Hall. Renovations will begin in summer 2026 and continue in summer 2027.

Contractor: TBD

Scope: \$500,000

Fund Source: 2024-2026 AP Funds

Anticipated Completion: TBD

6. **Kentucky Hall Transformer and Water Heater (AP)**

Replacement of Kentucky Hall’s main pad-mounted electrical transformer and water heater are critical needs due to poor condition and signs of failure. The water heater installation is complete. The transformer was installed in January; additional work to protect the unit from storm water drainage will be completed this spring.

Contractor: SECO Electric (Transformer), Schmidt Plumbing (Water Heater)

Scope: \$135,000

Fund Source: 2022-2024 AP Funds (86.96%) and NKU Match (13.04%) (Transformer) and NKU Bonds – Supported by Housing Bond Revenue (Water Heater)

Anticipated Completion: Spring 2026

7. **University Center Replace Switchgear (AP)**

The switchgear in University Center, original to this 1977 building, is beyond its useful life expectancy and needs to be replaced. The switchgear was installed during the 2025 holiday break. This project is complete.

Engineer: KLH Engineers

Contractor: Mayers Electric

Scope: \$600,000

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

Completion: January 2026

8. **Regents Hall Generator and Switchgear Replacement (AP)**

Regents Hall's emergency generator and switchgear are original to the building (1972) and in critical need of replacement. The generator provides essential back-up power in the event of a power outage. Generator installation is complete. The switchgear equipment was installed during the 2025 holiday break. This project is complete.



Engineer: KLH Engineers (Switchgear)

Contractor: SECO Electric (Generator), Mayers Electric (Switchgear)

Scope: \$625,000

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

Completion: January 2026

9. **Renew/Renovate Stealy Library Phase I (AP)**

This AP project includes replacement of the library's generator and electrical switchgear. The generator has been installed and is complete. The switchgear installation is planned for summer 2026, after the building closes for the HVAC renovation.

Engineer: KLH Engineers (Switchgear)

Contractor: Mayers Electric (Generator and Switchgear)

Scope: \$1,500,000

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

Anticipated Completion: Summer 2026

10. **Replace Road and Sidewalk Lighting (AP)**

This project includes replacement of end-of-life sidewalk and roadway lighting and is a follow-up to a phased campus improvement project. A number of roadway and parking lot light poles are safety concerns due to poor condition. The poles to be replaced in this phase

are located near Campbell Hall, in Boothe Village, near Mathematics-Education-Psychology Center, and in various parking lots. Installation of poles continues.

Replacement of the poor condition light bollards along the sidewalk between Mathematics-Education-Psychology Center and Business Academic Center is underway. A late spring 2026 completion is anticipated.

Engineer: KLH Engineers (Bollards)

Contractor: AnyWeather LLC (Light Poles), Bluegrass Electric (Bollards)

Scope: \$610,000

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

Anticipated Completion: Spring 2026

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

University Drive Garage is in need of restoration. The structural engineering assessment of building condition is complete. Critical repairs to several damaged post-tensioned cables were completed prior to winter. Preparation of bid documents for completion of various priority repairs, including structural cracks, exposed rebar, waterproofing, etc. as recommended in the assessment report, is nearing completion and bidding will follow. This project is likely to be phased, with work beginning in May or June 2026.

Engineer: THP

Contractor: TBD

Scope: \$1,025,000

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

Anticipated Completion: TBD

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

The former Highland Heights Civic Center will be renovated for the NKY Medical Examiner's office and NKY Crime Lab. Design work is complete. An RFP will be issued to a construction management firms for CM-GC services. The CM-GC firm will coordinate bidding shortly after the CM-GC contract is in place. The project is being managed with close involvement of Justice Cabinet staff, the Kentucky State Police and the State Medical Examiner. Lease negotiations with the Justice Cabinet are being finalized.

The project will include full replacement of the Civic Center's building systems and a small two-story addition, increasing the building size by about 6,000 gross square feet. Selection of the construction manager is underway.

Architect: Luminaut

Engineer: CMTA/JQOL USA, Paladin

Construction Manager: TBD

Scope: \$21,000,000

Fund Sources: \$3,700,000 in 2022-2024 AP Funds (86.96%) and NKU Match (13.04%); \$17,300,000 in State Bond Funds

Anticipated Completion: Winter 2026-2027



Renderings as of April 2025

13. **Maintenance Building Façade Restoration (AP)**

The Maintenance Building’s foundation leaks along the entire east side. Numerous foundation cracks will be repaired to prevent these leaks. Also, as part of this project, two new dock levelers and four overhead garage doors have been installed on the Maintenance Building.

Contractor: John Tumlin & Sons; American Façade Restoration; A&E Doors

Scope: \$250,000

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

Anticipated Completion: Summer 2026

14. **Campus Fire Alarm Panel Replacement (AP)**

This project will upgrade the campus network-based fire alarm system to current standards. EST-4 fire alarm panels will be provided for all campus buildings. This system is monitored by University Police 24x7, is 'smart' and is the latest technology for ensuring life safety. Installation work is underway in a phased building-by-building plan.

Contractor: IPS
Scope: \$1,671,000
Fund Source: 2024-2026 AP Funds (100%)
Anticipated Completion: Fall 2026

15. **Administrative Center Plumbing Infrastructure (AP)**

The vertical plumbing infrastructure in the Lucas Administrative Center is in poor condition. Accessing the plumbing chase to replace piping will require demolition of finishes in the restrooms. The restrooms will be reconstructed within the current footprint. A new single-person restroom will be added to the second and third floors, and a mothers' room will be added to the third floor. Construction began in December 2025 on the seventh and eighth floors and is progressing well.

To facilitate access to plumbing chases and to meet modern IT network cable plant standards, three new data network closets were created and the building's network cabling was replaced. The IT work was completed in October.

Architect: Luminaut
Engineer: CMTA, THP
Contractor: CMTA Energy Solutions
Scope: \$4,310,000
Fund Source: \$300,000, 2022-2024 AP Funds (86.96%) and NKU Match (13.04%);
\$4,010,000, 2024-2026 AP Funds
Anticipated Completion: Fall 2026

16. **Steely Library HVAC Replacement (AP)**

Steely Library was constructed in 1975, with an expansion in 1994 with a total of 141,567 GSF. The replacement of the HVAC system in Steely, which is original, is critical and will be managed as part of a design-build project. CMTA Energy Solutions is serving as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement.

Because of the expansive scope of work and the need to remove ceilings throughout the building to facilitate installation of new piping and equipment, Steely will be closed for the duration of construction, which will begin June 2026 and be complete spring 2027. For the duration of the building closure, Steely Library will operate from the third and fifth floors of Landrum Academic Center. To facilitate this accommodation, the English Department has relocated from Landrum to Griffin Hall.

Engineering: CMTA Energy Solutions
Contractor: CMTA Energy Solutions
Scope: \$12,600,000
Fund Source: 2024-2026 AP Funds (100%)
Anticipated Completion: Spring 2027

17. **Regents Hall HVAC and Lighting Replacement (AP)**

The replacement of the HVAC system in Regents Hall, which was original to this 52-year-old, 28,726 GSF multipurpose building, is complete. Work included new ductwork, new HVAC controls and new lighting. This is a Design/Build project with CMTA Energy

Solutions under terms of their contract with the KY Educational Development Corporation. This project is complete.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$2,145,000 (HVAC) and \$115,000 (Lighting)

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

Completion: January 2026

18. **Regents Hall Restroom Renovation (AP)**

Plumbing infrastructure in the public restrooms has been replaced and the restrooms have been totally refurbished. A lengthy section of deteriorated sanitary piping leaving Regents Hall has also been replaced. A new single-person ADA-compliant restroom was constructed. The project also included total renovation of the northwest locker room. This is a Design/Build project with CMTA Energy Solutions under terms of their contract with the KY Educational Development Corporation. This project is complete.



Renovated Restroom



Renovated Men's Volleyball Locker Room

Contractor: CMTA Energy Solutions

Scope: \$1,290,000

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

Completion: March 2026

19. **Student Union Lutron Lighting System Replacement (AP)**

CMTA Energy Solutions will serve as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement. CMTA will competitively bid the work, following state procurement law. Components of the Lutron system are outdated and replacement parts are both expensive and hard to acquire. This project is in the bidding phase. Construction will be completed in June 2026.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$415,000

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

Anticipated Completion: July 2026

20. Griffin Hall Lighting System Replacement (AP)

CMTA Energy Solutions is serving as designer and general contractor under the Kentucky Educational Development Corporation cooperative purchasing agreement. Griffin Hall has Lutron lighting controls supporting all educational spaces. The ballast connected to the lighting control system is a communicating ballast system that is outdated, and replacement parts are both expensive and hard to acquire. Lighting is being upgraded to LED and non-supported control components will be removed. Installation was completed in January.

Engineering: CMTA Energy Solutions

Contractor: CMTA Energy Solutions

Scope: \$831,000

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

Completion: January 2026

21. Tennis Court Reconstruction

Thanks to a generous private donation, the University's existing tennis court facility on Kenton Drive is being replaced. The existing six courts have been demolished and reconstruction is underway. The new court layout includes six courts separated by a viewing area located between courts three and four. The courts will be constructed on a post-tension, reinforced concrete structural slab designed to prevent cracking.

Tarkett Sports Construction is managing the project under terms of their Educational & Institutional Contract. Construction began in January and is expected to be complete in summer 2026.

Architect: RossTarrant (Lexington)

Engineering: Heapy

Contractor: Tarkett Sports Construction

Scope: \$3,000,000

Fund Source: Private Funds

Anticipated Completion: Summer 2026



Rendering of New Courts



Existing Tennis Courts Prior to Demolition

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

The hydraulic elevators (2) in the Mathematics-Education-Psychology Center are at end-of-life and in critical need of modernization. This project is in the planning phase using the Omnia contract. To ensure multi-floor access, construction will be phased.

Design/Build Contractor: ThyssenKrupp

Scope: \$437,000

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

Anticipated Completion: July 2027

23. **University Center Passenger Elevator Modernization (AP)**

The passenger elevator in the University Center is at end-of-life and in critical need of modernization. This project is in the planning phase using the Omnia contract.

Design/Build Contractor: ThyssenKrupp

Scope: \$300,000

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

Anticipated Completion: December 2027

24. **Power Plant Upgrades (AP)**

NKU's Central Power Plant generates steam and chilled water. This project includes three priority upgrades due to life cycle condition: replacement of boiler #3 economizer, rebuilding compressors (rather than replace) on two chillers and full upgrades to four cooling towers.

The economizer has been installed and work on the chiller and cooling towers is nearing completion.

Contractor: Trane, Mayers Electric, WRP & Associates, Driekast, Tower Tech

Scope: \$1,400,000

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

Anticipated Completion: Spring 2026

25. Administrative Center Miscellaneous Space Upgrades (AP)

Two new conference rooms have been created in the Administrative Center, rooms 116 and 824. In addition, several moves within the Administrative Center were facilitated. Design work is underway for relocation of the Admissions office from the fourth floor to the third floor of the Administrative Center. Various interim moves and subsequent renovations will follow. Additional AP funds will be used for this work.

Architect: Hub+Weber

Contractor: Megen Construction; Schrudde Zimmerman

Scope: \$200,000 (2022-2024 AP, 86.96% & NKU Match, 13.04%), \$300,000 (2024-2026 AP)

Anticipated Completion: April 2026

26. Mathematics-Education-Psychology Center Miscellaneous Space Upgrades (AP)

Various space reconfigurations are anticipated to accommodate department moves, enhance student engagement areas and upgrade classrooms for today's teaching environments. This project is in the planning phase.

Contractor: TBD

Scope: \$200,000

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

Anticipated Completion: August 2026

27. 19 Clearview and Norse Neighborhood

The University completed the first step toward creation of Norse Neighborhood on Clearview Drive with the assignment last fall of the single-family home at 16 Clearview to Pi Kappa Alpha, to be used as a student-occupied residence. The Newman Center vacated 19 Clearview, the home adjacent to 16 Clearview, at the end of September, and this house will be converted to a student-occupied residence for fall 2026. The specific organization to be housed there is under consideration. Various minor upgrades are needed to prepare the house for occupancy.

Contractor: Multiple

Scope: TBD

Fund Source: NKU Real Property

Completion: Fall 2026

28. Albright Health Center Safety/Renewal Upgrades (AP)

This project includes repair and resurfacing of the wood floors in the main gym, the auxiliary gym, and Studios 2 and 3. The upgrades also include the repair of loose railings along the perimeter of the track on the second floor.

Contractor: TBD

Scope: \$200,000

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

Anticipated Completion: August 2026

29. Kentucky Hall Exterior Façade Replacement

The exterior façade of Kentucky Hall is EIFS (exterior insulation finish system); the EIFS is at end-of-life. The EIFS system will be removed and a new façade material will be installed. Options are under evaluation. The windows will also be replaced. “Kentucky Hall” consists of two attached wings of three stories each, and a detached wing, known as Cumberland Hall. This project is in design. Construction will begin in summer 2026 and be completed in summer 2027.

Engineer: THP

Contractor: TBD

Scope: \$1,100,000 (Kentucky Hall); \$500,000 (Cumberland Hall, a detached wing of KY Hall)

Fund Source: 2024-2026 AP Funds

Completion: Summer 2027

OFFICE OF RESEARCH, GRANTS, AND CONTRACTS REPORT

The attached report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for September 1, 2025 through December 31, 2025, for Fiscal Year 26:

- During the September 1, 2025 through December 31, 2025, time period, **18** grants were awarded. The total amount of money awarded was **\$2,661,553**.
- For the fiscal year 2026, the cumulative total number of grants awarded is **44** totaling **\$10,689,177**.

Northern Kentucky University
Office of Research, Grants and Contracts (RGC)
Grants Awarded Funding: September 01, 2025 - December 31, 2025
PRELIMINARY REPORT
FY 2026

Category	Type	College/Administrative Office	Project Title	Sponsor	Sponsor Total
		<u>Department</u>			
<i>Adult Transfer Center</i>					
New	Student Support	Parents Attending College (PAC)	KYSSC Childcare Solutions	The Kentucky Student Success Collaborative	\$ 50,000
<i>Chase College of Law</i>					
Renewal	Public Service	Chase - Career Development	Legal Services to the Poor and Administration of Justice (2025-2026)	Kentucky Bar Foundation	\$ 20,000
<i>College of Arts & Sciences</i>					
New	Other	Biological Sciences	Research Support	WPLab, Inc.	\$ 10,000
New	Other	Ctr Integrative Nat Science & Math (CINSAM)	Tier 2 Student Leadership Award	High Rocks	\$ 2,500
<i>College of Business</i>					
New	Basic Research	Center for Economic Analysis & Developmt (CEAD)	Empowering Communities Through Data: A Literacy Initiative for Small Businesses and Entrepreneurs	Kentucky Commercialization Ventures	\$ 5,000
Resubmission	Student Support	Management	Beginnings: Internships at STEM Startups Building Pathways into the Innovation Economy	National Science Foundation (NSF)	\$ 195,723
<i>College of Education</i>					
New	Applied Research	Institute for Talent Development & Gifted Studies	KY EPSCoR: FY25: Climate Resilience through	University of Kentucky Research Foundation	\$ 10,000
<i>Financial Aid & Operations</i>					
Continuation	Student Financial Aid	Student Financial Assistance	Save the Children- FY'25	Council on Postsecondary Education	\$ 11,000
<i>First Year Experience & Programming</i>					
Continuation	Public Service	First Year Programs	The Meaning Makers: Youth Service as Civic Expression	The Allstate Foundation	\$ 5,000

Category	Type	College/Administrative Office	Project Title	Sponsor	Sponsor Total
		Department			
<i>Graduate Education, Research & Outreach</i>					
Continuation	Public Service	EngageKY	Communities Thriving VISTA	Corporation for National and Community Service	\$ 135,419
Continuation	Public Service	EngageKY	EngageKY+	AmeriCorps	\$ 999,537
<i>Institute for Health Innovation</i>					
New	Public Service	Institute for Health Innovation	AmplifyNKYou	Interact for Health	\$ 50,000
New	Public Service	Institute for Health Innovation	BookFest 2025	Dollar General Literacy Foundation	\$ 3,000
New	Equipment	Institute for Health Innovation	Healthcare Workforce Collaborative (HWC)	Kentucky Council on Postsecondary Education	\$ 99,535
Renewal	Public Service	Institute for Health Innovation	Northern Kentucky Opioid Impact Family Support	Health Resources and Services Administration	\$ 597,367
<i>Steely Library</i>					
New	Institutional Support	Steely Library	KY Graduate Profile - PLAN- Northern Kentucky	Kentucky Council on Postsecondary Education	\$ 30,000
<i>University Advancement</i>					
Continuation	Public Service	Univ Development & Alumni Relations	Future Leaders Internship Program (FLIP)	Murray & Agnes Seasongood Foundation	\$ 38,400
<i>Upward Bound</i>					
Continuation	Student Support	Upward Bound	Upward Bound	US Department of Education	\$ 399,072

Total Number of Awards This Period: 09/01/2025 - 12/31/2025	18	Total Funds Awarded	\$ 2,661,553
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Cumulative FY 2026 Total Number of Awards: 07/01/2025 - 12/31/2025	44	Cumulative FY 2026 Total Funds Awarded	\$ 10,689,177
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REPORT: FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2025, through December 31, 2025, totaling **\$7,071,416** in support of the university.

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2026.

FY26 Fundraising Resources Through 12/31/25	
Designation	FY 2026 at 12/31/2025
Academic Affairs/Univ. Designated	\$989,808
Athletics	\$2,782,298
Chase College of Law	\$677,107
College of Arts and Sciences	\$451,627
College of Education	\$79,014
College of Health and Human Services	\$126,621
College of Informatics	\$149,651
Haile College of Business	\$1,103,700
Honors College	\$312
Institute for Health Innov./Health Innov. Ctr.	\$1,125
Steely Library	\$702,826
Student Affairs	\$7,327
Total	\$7,071,416

NORTHERN KENTUCKY UNIVERSITY

QUARTERLY FINANCIAL REPORT

FOR THE PERIOD JULY 1, 2025 THROUGH DECEMBER 31, 2025

Northern Kentucky University
Quarterly Financial Report

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Schedule of Bonds Payable

Schedule of Current Investments

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of December 31, 2025 and 2024
(in thousands)

	2026	2025
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 75,886	\$ 73,101
Notes, loans and accounts receivable, net	7,106	8,497
Lease receivable	333	512
Other current assets	3,767	4,143
Total current assets	87,092	86,253
Noncurrent Assets		
Cash and cash equivalents	3,078	5,251
Investments	19,644	18,223
Notes, loans and accounts receivable, net	735	969
Lease receivable	8,742	8,726
Right to use subscription based IT agreement asset, net	14,313	4,208
Right to use lease asset, net	622	1,441
Pension prepaid future service	11,501	14,015
OPEB asset	758	823
Capital assets, net	375,387	355,630
Other noncurrent assets	584	499
Total noncurrent assets	435,364	409,785
Total assets	\$ 522,456	496,038
DEFERRED OUTFLOWS OF RESOURCES		
Bond refunding loss	\$ 586	937
Pension and OPEB	321	393
Total deferred outflows of resources	\$ 907	\$ 1,330
TOTAL ASSETS AND DEFERRED OUTFLOWS	\$ 523,363	\$ 497,368

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Net Position
As of December 31, 2025 and 2024
(in thousands)

	2026	2025
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 10,078	10,076
Unearned revenue	2,093	1,297
Subscription liabilities-current portion	798	101
Lease liabilities-current portion	59	108
Long-term debt-current portion	1,068	1,155
Other long-term liabilities-current portion	5,325	4,115
Total current liabilities	19,421	16,852
Noncurrent Liabilities		
Deposits	41	42
Subscription based IT agreement liabilities	12,963	3,356
Lease liabilities	437	1,172
Long-term debt	259,784	276,587
Other long-term liabilities	2,514	649
Net pension and OPEB liabilities	1,206	1,674
Total noncurrent liabilities	276,945	283,480
Total liabilities	\$ 296,366	300,332
DEFERRED INFLOWS OF RESOURCES		
Service agreements	\$ 1,493	1,762
Lease inflows	8,567	8,862
Bond refunding gain	1,601	1,810
Pension and OPEB	779	896
Total deferred inflows of resources	\$ 12,440	13,330
NET POSITION		
Net investment in capital assets	\$ 294,267	263,536
Restricted		
Nonexpendable	9,031	9,031
Expendable	13,208	15,293
Unrestricted	(101,949)	(104,154)
Total net position	\$ 214,557	\$ 183,706
TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	\$ 523,363	\$ 497,368

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Statement of Revenues, Expenses and Changes in Net Position
For the Quarters Ended December 31, 2025 and 2024
(in thousands)

	2026	2025
OPERATING REVENUES		
Student tuition and fees (net of scholarship allowances of \$29,805 in 2026 and \$32,906 in 2025)	\$ 57,729	\$ 53,905
Federal grants and contracts	2,873	2,398
State and local grants and contracts	2,552	1,940
Nongovernmental grants and contracts	1,923	1,727
Sales and services of educational departments	2,860	3,157
Auxiliary enterprises		
Housing and food service (net of scholarship allowances of \$1,029 in 2026 and \$1,571 in 2025)	4,408	3,864
Other auxiliaries	2,286	2,190
Other operating revenues	5,363	4,814
Total operating revenues	79,994	73,995
OPERATING EXPENSES		
Educational and general		
Instruction	51,820	48,479
Research	1,425	1,341
Public service	7,515	6,745
Libraries	3,645	3,590
Academic support	11,108	10,523
Student services	13,028	12,569
Institutional support	14,583	14,220
Operation and maintenance of plant	9,996	9,552
Depreciation and amortization	9,360	8,705
Student aid	4,027	5,609
Auxiliary enterprises		
Housing and food service	3,100	1,648
Other auxiliaries	634	581
Auxiliary depreciation and amortization	2,086	2,091
Other expenses	45	15
Total operating expenses	132,372	125,668
Net loss from operations	(52,378)	(51,673)
NONOPERATING REVENUES (EXPENSES)		
State appropriations	37,428	38,205
Federal grants and contracts	9,269	9,144
State and local grants and contracts	9,398	9,319
Private gifts and grants	53	59
Investment income	3,463	3,569
Interest on debt	(4,129)	(4,052)
Other nonoperating expenses	127	24
Net nonoperating revenues	55,609	56,268
Gain/(loss) before other revenues, expenses, gains or losses	3,231	4,595
Capital appropriations	14,465	8,465
Capital grants and gifts	576	251
State Endowment match	-	690
Total other revenues	15,041	9,406
Change in net position	18,272	14,001
NET POSITION-BEGINNING OF YEAR	196,285	169,705
NET POSITION-END OF QUARTER	\$ 214,557	\$ 183,706

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Fiduciary Funds
Statement of Fiduciary Net Position
For the Quarters Ended December 31, 2025 and 2024
(in thousands)

	2026	2025
ASSETS		
Cash and cash equivalents	\$ 16,686	\$ 16,657
Total assets	16,686	16,657
LIABILITIES		
Accounts payable and other liabilities	117	-
Total liabilities	117	-
NET POSITION		
Restricted for:		
Individuals, organizations and other governments	16,569	16,657
Total net position	\$ 16,569	\$ 16,657

Northern Kentucky University
A Component Unit of the Commonwealth of Kentucky
Fiduciary Funds
Statements of Changes in Fiduciary Net Position
For the Quarters Ended December 31, 2025 and 2024
(in thousands)

	2026	2025
ADDITIONS		
In-lieu fees	\$ 1,055	\$ 1,471
Investment income	339	396
Total additions	1,394	1,867
DEDUCTIONS		
Contract expense	637	627
Land & Right of Way	420	-
Administrative fees	63	88
Total deductions	1,120	715
Net decrease in fiduciary net position	274	1,152
Net position - beginning	16,295	15,505
Net position - ending	\$ 16,569	\$ 16,657

NORTHERN KENTUCKY UNIVERSITY
Current Fund Unrestricted Revenues and Expenses/Transfers by Functional Area
For the Period from July 1, 2025 to December 31, 2025
With Comparative Prior Year Data
(in thousands)

	2026				2025			
	Original Budget*	Revised Budget**	Actual 12/31/25	% Revised	Original Budget*	Revised Budget**	Actual 12/31/24	% Revised
Revenue								
Educational and General								
Student Tuition and Fees	\$ 174,459	\$ 174,459	\$ 87,534	50%	\$ 168,691	\$ 168,590	\$ 87,554	52%
State Appropriations	68,051	68,051	37,428	55%	69,464	69,464	38,205	55%
Sales and Services	5,721	5,752	2,860	50%	5,207	5,247	3,157	60%
Other	15,037	15,006	7,040	47%	15,183	15,244	7,085	46%
Total Ed and General	263,268	263,268	134,862	51%	258,545	258,545	136,001	53%
Auxiliary Enterprises								
Revenue Sources	14,403	14,403	7,589	53%	15,886	15,886	7,492	47%
Total Auxiliary Enterprises	14,403	14,403	7,589	53%	15,886	15,886	7,492	47%
Total Revenue	\$ 277,671	\$ 277,671	\$ 142,451	51%	\$ 274,431	\$ 274,431	\$ 143,493	52%
Expenses/Transfers								
Educational and General								
Instruction	\$ 98,163	\$ 96,907	\$ 48,158	50%	\$ 94,709	\$ 95,594	\$ 47,128	49%
Research	513	535	236	44%	571	592	247	42%
Public Service	8,082	8,273	3,070	37%	8,642	8,622	3,716	43%
Libraries	5,399	5,262	3,415	65%	5,450	5,255	3,480	66%
Academic Support	28,040	25,419	11,025	43%	27,189	24,869	10,248	41%
Student Services	24,003	23,176	12,116	52%	24,721	24,417	11,606	48%
Institutional Support	26,388	31,336	13,295	42%	23,264	25,146	12,768	51%
Oper. and maint. of plant	20,583	20,119	8,882	44%	21,222	20,869	8,804	42%
Student Financial Aid	32,774	32,441	15,467	48%	39,790	39,180	20,338	52%
Other	651	409	8	2%	1,001	1,320	17	1%
Transfers								
Mandatory: Debt Service	16,036	16,036	12,759	80%	16,048	16,048	12,631	79%
Mandatory: Other	-	-	-	-	-	6	6	100%
Nonmandatory	255	974	600	62%	(79)	658	500	76%
Total Educ and General	260,887	260,887	129,031	49%	262,528	262,576	131,489	50%
Auxiliary Enterprises								
Auxiliary expenses	8,915	8,880	3,916	44%	8,902	8,844	3,756	42%
Transfers								
Mandatory: Debt service	7,598	7,598	6,810	90%	7,601	7,601	6,688	88%
Nonmandatory	200	235	51	22%	200	210	10	5%
Total Auxiliary Enterprises	16,713	16,713	10,777	64%	16,703	16,655	10,454	63%
Total Expenses/Transfers	\$ 277,600	\$ 277,600	\$ 139,808	50%	\$ 279,231	\$ 279,231	\$ 141,943	51%
Addition to (use of) net position	\$ 71	\$ 71	\$ 2,643		\$ (4,800)	\$ (4,800)	\$ 1,550	

NORTHERN KENTUCKY UNIVERSITY
Current Fund Unrestricted Revenues and Expenses/Transfers by Natural Classification
For the Period from July 1, 2025 to December 31, 2025
With Comparative Prior Year Data
(in thousands)

	<u>2026</u>				<u>2025</u>			
	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Actual 12/31/25</u>	<u>% Revised</u>	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Actual 12/31/24</u>	<u>% Revised</u>
Revenue								
Educational and General								
Student Tuition and Fees	\$ 174,459	\$ 174,459	\$ 87,534	50%	168,691	168,590	87,554	52%
State Appropriations	68,051	68,051	37,428	55%	69,464	69,464	38,205	55%
Sales and Services	5,721	5,752	2,860	50%	5,207	5,247	3,157	60%
Other	15,037	15,006	7,040	47%	15,183	15,244	7,085	46%
Total Ed and General	<u>263,268</u>	<u>263,268</u>	<u>134,862</u>	51%	<u>258,545</u>	<u>258,545</u>	<u>136,001</u>	53%
Auxiliary Enterprises								
Revenue Sources	14,403	14,403	7,589	53%	15,886	15,886	7,492	47%
Total Auxiliary Enterprises	<u>14,403</u>	<u>14,403</u>	<u>7,589</u>	53%	<u>15,886</u>	<u>15,886</u>	<u>7,492</u>	47%
Total Revenue	<u>\$ 277,671</u>	<u>\$ 277,671</u>	<u>\$ 142,451</u>	51%	<u>\$ 274,431</u>	<u>\$ 274,431</u>	<u>\$ 143,493</u>	52%
Expenses/Transfers								
Salary and Wages	\$ 108,442	\$ 108,061	\$ 52,682	49%	\$ 104,533	\$ 104,959	\$ 51,628	49%
Benefits	36,407	36,220	12,513	35%	33,904	33,992	12,925	38%
Contracted Services	30,599	31,334	14,778	47%	29,653	29,890	13,424	45%
Operating/nonoperating	34,804	34,255	18,269	53%	36,186	34,919	18,309	52%
Utilities	6,575	6,575	3,131	48%	7,412	7,412	2,592	35%
Capital	3,388	3,349	2,491	74%	3,428	3,801	2,637	69%
Student Financial Aid	33,296	32,963	15,724	48%	40,345	39,735	20,593	52%
Debt service	23,634	23,634	19,569	83%	23,649	23,649	19,319	82%
Other transfers	455	1,209	651	54%	121	874	516	59%
Total Expenses/Transfers	<u>\$ 277,600</u>	<u>\$ 277,600</u>	<u>\$ 139,808</u>	50%	<u>\$ 279,231</u>	<u>\$ 279,231</u>	<u>\$ 141,943</u>	51%
Addition to (use of) net position	<u>\$ 71</u>	<u>\$ 71</u>	<u>\$ 2,643</u>		<u>\$ (4,800)</u>	<u>\$ (4,800)</u>	<u>\$ 1,550</u>	

NORTHERN KENTUCKY UNIVERSITY
Current Restricted Fund
Schedule of Actual Revenues and Expenditures
For the Period from July 1, 2025 to December 31, 2025
With Comparative Prior Year Data

	Fiscal Year To Date 12/31/25	Fiscal Year To Date 12/31/24	Difference	Percentage Change	Fiscal Year 2025 Final
Revenues by Source					
Federal Grants & Contracts	\$ 2,418,149	\$ 2,090,283	\$ 327,866	16%	\$ 4,924,467
State and Local Grants & Contracts	2,709,359	2,014,138	695,221	35%	6,459,680
Nongovernmental Grants & Contracts	458,406	374,144	84,262	23%	1,088,443
Federal Financial Aid Programs	9,757,491	9,475,325	282,166	3%	20,181,009
State Financial Aid Programs	9,240,402	9,289,790	(49,388)	-1%	18,109,430
NKU Foundation Subgrants	1,611,719	1,402,613	209,106	15%	2,975,180
Agency Subgrants	13,871	27,046	(13,175)	-49%	48,459
Total Revenues	\$ 26,209,397	\$ 24,673,339	\$ 1,536,058	6%	\$ 53,786,668
Expenditures by Function					
Instruction	\$ 879,672	\$ 771,954	\$ 107,718	14%	\$ 1,656,524
Research	1,209,811	1,127,115	82,696	7%	2,576,792
Public Service	4,269,249	3,017,336	1,251,913	41%	7,765,663
Libraries	41,014	27,145	13,869	51%	53,406
Academic Support	311,788	379,246	(67,458)	-18%	875,940
Student Services	623,879	646,223	(22,344)	-3%	1,433,590
Institutional Support	626,779	559,197	67,582	12%	1,120,787
Student Financial Aid	19,075,130	18,882,766	192,364	1%	38,566,034
Total Expenditures	\$ 27,037,322	\$ 25,410,982	\$ 1,626,340	6%	\$ 54,048,736

NORTHERN KENTUCKY UNIVERSITY
Schedule of Bonds Payable
Through the Period Ended December 31, 2025

	Date Issued	Maturity Date	Original Indebtedness	Outstanding Indebtedness	Principal Due This Fiscal Year	Interest Due This Fiscal Year
GENERAL RECEIPTS BONDS*						
Series A 2016	05/17/2016	09/01/2027	25,765,000	6,480,000	3,095,000	232,300
Series B 2016	08/25/2016	09/01/2028	15,225,000	5,855,000	1,825,000	194,194
Series A 2019	11/12/2019	09/01/2044	37,870,000	32,550,000	1,175,000	1,085,475
Series A 2020	11/04/2020	09/01/2027	5,775,000	1,770,000	845,000	65,775
Series B 2020	11/04/2020	09/01/2027	3,440,000	1,050,000	505,000	28,575
Series A 2021	04/20/2021	09/01/2050	205,450,000	179,920,000	5,035,000	5,456,666
Series B 2021	10/21/2021	09/01/2030	5,025,000	2,975,000	540,000	94,975
Series A 2024	09/01/2024	09/01/2033	24,890,000	22,630,000	2,260,000	1,188,000
TOTAL BONDS			323,440,000	253,230,000	15,280,000	8,345,960
OTHER FINANCING ARRANGEMENTS						
Energy Mangement Lease	01/24/2019	11/24/2030	4,087,706	1,862,250	347,057	54,809
IT Equipment Financing	10/01/2023	01/01/2029	2,248,806	1,124,403	374,801	-
Athletic Equipment Financing	10/05/2023	11/01/2025	12,000	4,000	4,000	-
TOTAL OTHER FINANCING ARRANGEMENTS			6,348,512	2,990,653	725,858	54,809
TOTAL BONDS AND OTHER FINANCING			\$ 329,788,512	\$ 256,220,653	\$ 16,005,858	\$ 8,400,769

NORTHERN KENTUCKY UNIVERSITY
Schedule of Investments
As of December 31, 2025

	<u>YTD Average Balance</u>	<u>YTD Yield</u>	<u>Maturity Date</u>
State investments*			
State Investment Short Term Pool - General Receipts	\$ 50,679,734	3.82%	N/A
State Investment Intermediate Term Pool - General Receipts	15,248,249	5.05%	N/A
State Trust & Agency	2,614,328	0.00%	N/A
Total state investments	<u>68,542,311</u>		
Local investments**			
Bank Balances	29,689,173	4.07%	N/A
Bank Balances - Nonpooled	877,962	0.47%	N/A
Total local investments	<u>30,567,136</u>		
Total state and local investments	<u><u>\$ 99,109,447</u></u>		

ORGANIZATIONAL CHANGES REPORT

DIVISION OF ADMINISTRATION AND FINANCE

Effective February 10, 2026, the Department of Financial Aid and Operations will transition to report to the Vice President for Administration and Finance/CFO. This organizational alignment strengthens the connection between student financial support functions and the university's financial operations, creating greater synergy, improving coordination, and enhancing overall service delivery for students and campus partners.

RECOMMENDATION:

That the following recommendations for promotion with tenure receive Board of Regents approval.

BACKGROUND:

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

RECOMMENDED FOR PROMOTION

The following faculty have been recommended for tenure for the 2026-2027 academic year. With the exception of the Chase Law faculty (as noted below), all faculty granted tenure will also be promoted to the rank of associate professor.

Name	Department/School	Current Rank	Proposed Rank
<u>COLLEGE OF ARTS AND SCIENCES</u>			
Catie Shelton	Chemistry & Biochemistry	Assistant Professor	Associate Professor
Adam White	School of the Arts	Assistant Professor	Associate Professor
Amanda Brockman	Sociology, Anthropology, & Philosophy	Assistant Professor	Associate Professor
Jessica Lott	Sociology, Anthropology, & Philosophy	Assistant Professor	Associate Professor
Junko Agnew	World Languages & Literature	Assistant Professor	Associate Professor
Yingying Xie	Biological Sciences	Assistant Professor	Associate Professor
<u>COLLEGE OF HEALTH AND HUMAN SERVICES</u>			
Joseph Cress	School of Allied Health	Assistant Professor	Associate Professor
Jennifer Lape Kaiser	School of Kinesiology, Counseling, & Rehabilitative Sciences	Assistant Professor	Associate Professor
Erin Kelley	School of Nursing	Assistant Professor	Associate Professor
<u>HAILE COLLEGE OF BUSINESS</u>			
Usamah AlFarhan	Accounting, Economics & Finance	Assistant Professor	Associate Professor
Sharif Mazumder	Accounting, Economics & Finance	Assistant Professor	Associate Professor
<u>SALMON P. CHASE COLLEGE OF LAW</u>			
Alex Kreit	Law School Instruction	Associate Professor	Professor

RECOMMENDATION:

That Emeritus status for the following individuals receive Board of Regents approval:

EMERITUS:

Linda Ault, associate professor, School of Social Work, College of Health and Human Services, effective January 27, 2026.

Sean Foley, associate professor, Construction Management, Haile College of Business, effective August 1, 2025.

David Thomson, associate professor, School of Media and Communication, College of Informatics, effective January 1, 2026.

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$2,769,948.03** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period October 1, 2025, through December 31, 2025, per the below list.

BACKGROUND:

At the March 12, 2014, Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 10/01/25 through 12/31/25 are itemized below.

Contributions of \$25,000 or more from October 1, 2025 – December 31, 2025

Name	Gift Date	Fund Description	Amount	Gift Type
Drees Homes	10/16/2025	Launch NKY Center for Civic Leadership	\$25,000.00	Pledge
Brent M. Cooper	10/20/2025	Launch NKY Center for Civic Leadership	\$67,000.00	Pledge
Central Bank	10/22/2025	Launch NKY Center for Civic Leadership	\$30,000.00	Pledge
Leslie and Russell Friedberg	10/27/2025	Baseball and Softball	\$50,000.00	Cash
Michael C. Doyle	10/31/2025	Chase Development Fund	\$150,000.00	Cash
BE NKY Growth Partnership	11/12/2025	Norse Network Hub Salary Support	\$250,000.00	Pledge
D. L. Cordray	11/12/2025	Lee Cordray Endowed Scholarship	\$30,858.62	Cash
D. L. Cordray	11/12/2025	Lee Cordray Endowed STEM Scholarship	\$30,858.61	Cash
Tom Munninghoff Fund at Horizon Community Funds at NKY	11/19/2025	Baseball	\$25,000.00	Cash
Anonymous	11/25/2025	CINSAM	\$25,000.00	Cash
Dr. Cady Short-Thompson and Steven Thompson	11/30/2025	Libby Kay Thompson Memorial Scholarship Fund	\$25,000.00	Pledge
Robert K. Wallace	11/30/2025	Bob Wallace Professional Development Fund and the Schlachter Family Archives for Steely Library	\$40,000.00	Cash
Amazon.com, Inc.	12/1/2025	Amazon Global Supply Chain Scholarship (<i>pending final donor designation</i>)	\$25,000.00	Cash
Dr. Gary E. Clayton and Dr. Jonna R. Clayton	12/8/2025	Gary E. Clayton, PhD. and Jonna R. Clayton, PhD. Endowment for Economics and Study Abroad	\$1,000,000.00	Pledge
PNC Foundation	12/10/2025	Center for Economic Education	\$25,000.00	Cash
Mr. Gregory A. and Mrs. Sheila D. Edwards	12/12/2025	Greg and Sheila Edwards Fund for Excellence	\$337,725.00	Planned Gift
Mr. Gregory A. and Mrs. Sheila D. Edwards	12/12/2025	Greg and Sheila Edwards Endowed Fund for Excellence	\$337,725.00	Planned Gift
Shawn and Jacqueline McHugh	12/12/2025	Erin McHugh Memorial Scholarship for Radiological Science	\$70,000.00	Pledge
Anonymous	12/17/2025	Chase Scholarships & Awards	\$50,000.00	Cash
Carol J. Swarts	12/23/2025	Dr. Richard D. Durtsche Endowed Scholarship in Ecology, Evolution and Organismal Biology	\$50,047.62	Stock/Property

Carol J. Swarts	12/23/2025	Frank Sinton Milburn Outstanding Professor Endowment	\$50,047.62	Stock/Property
James M. Lippert and Carrie Short-Lippert Charitable Fund	12/24/2025	CST Circle	\$25,000.00	Cash
Keith F. Goggin	12/30/2025	Professor Edward P. Goggin Endowed Scholarship	\$25,000.00	Cash
Estate of Melvin H Brankamp Estate	12/31/2025	NKU Fund for Excellence	\$25,685.56	Cash
		TOTAL	\$2,769,948.03	

RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

- (1) The renaming of an endowed fund and the changing of its purpose in the Salmon P. Chase College of Law. “Madison C. Cuffy, MD, MBA Endowed Scholarship for Law, Medicine, and Allied Health Sciences”
- (2) The renaming of an endowed fund and the changing of its purpose in the College of Arts and Sciences. “Betsy Mitchell Research Award for the Natural Sciences”
- (3) The renaming of an endowed fund and the changing of its purpose, supporting the NKU student body and greater Norse community. “BAC Scholarship (Belonging, Access, and Community Connections)”
- (4) The naming of an endowed scholarship for students who are members of the Women’s Intercollegiate Basketball team. “Hensley Moreland Family Scholarship”
- (5) The naming of an endowed scholarship for students enrolled at NKU with a GPA of 3.00 or above. “Libby Kay Thompson Memorial Scholarship Fund”
- (6) The naming of a scholarship for students affiliated with the Office of Parents Attending College. “Mary Stauber Donnelly Memorial Scholarship”
- (7) The naming of an endowed fund for study abroad programming for students who are economic majors and first-year students with a declared major in economics. “Gary E. Clayton, PhD. and Jonna R. Clayton, PhD. Endowment for Economics and Study Abroad”
- (8) The naming of a scholarship that will support students from a river city in Kentucky. “Michelle Carter and Jeff Crews Memorial Scholarship”
- (9) The naming of a scholarship that will support students studying Radiological Science and in good academic standing with the university. “Erin McHugh Memorial Scholarship for Radiological Science”

BACKGROUND:

NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.

After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

- (1) The changing of the name and purpose of the Madison C. Cuffy, M.D., MBA Endowed Fund for the Chase All Rise Program to the Madison C. Cuffy, MD, MBA Endowed Scholarship for Law, Medicine, and Allied Health Sciences.

When originally established in 2024, this fund was to support the Chase All Rise Program within Salmon P. Chase College of Law. The donor, Madison C. Cuffy, has amended it to now support a scholarship for students enrolled in Salmon P. Chase College of Law (1) who are in the part-time division and (2) who are in the medical or allied health sciences.

(2) The changing of the name and purpose of the Betsy Mitchell Diversity Scholarship for the Sciences to the Betsy Mitchell Research Award for the Natural Sciences.

When originally established in 2019, this fund was set up to support an endowed scholarship to support students studying natural sciences, with a preference for students who identify as Latino/Hispanic. The donor, Betsy Mitchell, has amended it to now support stipends for students conducting research in the natural sciences with the Cincinnati Museum Center. Students will be chosen through CINSAM's UR-STEM selection process.

(3) The changing of the name and purpose of the Black Alumni Council Endowment Scholarship to the BAC Scholarship (Belonging, Access, and Community Connections).

The BAC Scholarship will promote the understanding and appreciation of inclusiveness of all populations among the NKU student body and greater Norse community. The scholarship will support the overall success of continuing students (sophomores, juniors, and seniors) to encourage them to persist through to graduation. Funds for this scholarship have come from NKU alumni and friends of the university.

(4) The university has received a gift that will support a scholarship for a member of the Women's Intercollegiate Basketball Team.

Donor: Nell Jo Vick and Amy Moreland Phillips
Naming Gift: \$25,000
Naming Recognition: Hensley Moreland Family Scholarship

At the time it was established in 2019, the donors, Nell Jo Vick and Amy Moreland Phillips, had not yet determined a name for the fund. They have now completed the full pledge for this commitment and determined a name. Nell Jo Vick and Amy Moreland Phillips are both very passionate about NKU women's basketball. Amy is a former NKU women's basketball student-athlete.

(5) The university has received a gift that will support an endowed scholarship for students enrolled at Northern Kentucky University. The donor would like to align this scholarship with the merit scholarship structure of the university, providing annual support to students with a GPA of 3.00 or above.

Donor: Dr. Cady Short-Thompson and Steven Thompson
Naming Gift: \$25,000
Naming Recognition: Libby Kay Thompson Memorial Scholarship Fund

Dr. Cady Short-Thompson and Steven Thompson created this scholarship in memory of their daughter, Libby Kay, who passed away. Dr. Cady Short-Thompson is NKU's seventh president. She began her tenure as president in October 2023.

(6) The university has received a gift that will support scholarship assistance for students affiliated with the Office of Parents Attending College. The scholarship shall be awarded annually to degree-seeking students based on merit and financial need.

Donor: Thomas Donnelly and Kevin Donnelly

Naming Gift: \$10,000

Naming Recognition: Mary Stauber Donnelly Memorial Scholarship

Thomas Donnelly and Kevin Donnelly established this scholarship in memory of their mother, Mary Stauber Donnelly, who passed away in 2000. The scholarship is to support parents attending college. Mary returned to college as an adult learner; Thomas and Kevin want to honor her academic journey and accomplishments.

(7) The university has received a gift that will support study abroad funding and scholarships for economics majors. Up to 25% will fund scholarships for first-year students, with the remainder dedicated to study abroad programs. Scholarships shall be awarded to incoming students who have declared economics as their primary major and have a cumulative high school GPA of 3.0. Study abroad support will be available to seniors, juniors, and sophomores who have declared economics as their primary major and have a minimum cumulative GPA of 2.5. Additionally, students must have completed ECO 300 and 301 prior to departing for any study abroad program. If the annual budget for this endowed gift cannot be used as intended, it may cover expenses for an economics faculty member participating in study abroad.

Donor: Dr. Gary E. Clayton and Dr. Jonna R. Clayton

Naming Gift: \$1,000,000

Naming Recognition: Gary E. Clayton, PhD. and Jonna R. Clayton, PhD. Endowment for Economics and Study Abroad

Dr. Gary E. Clayton and Dr. Jonna R. Clayton established this endowed fund to support economics majors. Dr. Gary E. Clayton is a retired NKU economics professor, teaching for 42 years in the Haile College of Business. He also served as the chair of the Department of Accounting, Economics and Finance for three separate terms. Gary and Jonna led multiple study abroad programs for business students through the Haile College of Business.

(8) The university has received a gift that will support a scholarship for one student from a river city in Kentucky, preferably Newport, Bellevue, or Dayton, though students from other river cities may be considered. The recipient must have a cumulative GPA of 3.0 or higher. The scholarship is intended to be awarded at \$5,000 annually.

Donor: William D. Johnson and Abigail N. Crews

Naming Gift: \$10,000

Naming Recognition: Michelle Carter and Jeff Crews Memorial Scholarship

William D. Johnson and Abigail N. Crews established this non-endowed scholarship to honor their late mother and father, respectively. William Johnson is a graduate of NKU (College of Informatics).

(9) The university has received a gift that will support a scholarship for students studying Radiological Science and in good academic standing with the university. The university will apply for matching funds from the Kentucky Council on Postsecondary Education's 2022-2024 Endowment Match Program (Bucks for Brains).

Donor: Shawn and Jacqueline McHugh

Naming Gift: \$70,000

Naming Recognition: Erin McHugh Memorial Scholarship for Radiological Science

Shawn and Jacqueline McHugh established this scholarship in honor of their daughter, Erin McHugh. Erin was a 2024 graduate of NKU's Radiological Science program who tragically passed away in a car accident at the young age of 22. Erin loved her time at NKU and thrived in the Radiological Science program. The Erin McHugh Memorial Scholarship for Radiological Science commemorates their daughter's drive, spirit, and memory.

RECOMMENDATION:

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

BACKGROUND:

The attached organizational chart reflects all NKU Administrative updates through March 4, 2026. The reporting lines listed are for Director level and above.

NORTHERN KENTUCKY UNIVERSITY ORGANIZATIONAL STRUCTURE¹

BOARD OF REGENTS

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

President
Cady Short-Thompson

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

Administration & Finance Vice President/Chief Financial Officer Chris Calvert	Academic and Student Affairs Executive Vice President & Provost Diana McGill		Intercollegiate Athletics Vice President & Director of Athletics Christina Roybal		Legal Affairs Vice President & General Counsel Grant Garber	University Advancement Vice President/ Executive Director NKU Foundation Eric Gentry	Strategic Enrollment Chief Strategic Enrollment Management Officer Ryan Padgett
Administrative Shared Services Director Jennifer Moeves Business Operations & Auxiliary Services AVP, Business Operations Sarah Aikman Facilities Management Interim Head of Operations & Maintenance Bill Moulton Interim Head of Planning & Construction Mary Paula Schuh Financial Aid and Operations Assistant Vice President Leah Stewart Financial Services Associate Vice President Karen Mefford Human Resources Chief Human Resources Officer Amy Gellen Information Technology Chief Information Officer Timothy Ferguson University Police Chief of Police John Gaffin	Chase College of Law Dean Judith Daar College of Arts & Sciences Dean Bethany Bowling Haile College of Business Dean Hassan HassabElnaby College of Education Dean Ginni Fair College of Health & Human Services Dean Gannon Tagher College of Informatics Dean Kevin Kirby Honors College Acting Dean Abdou Ndoye Steely Library Dean Brianna Marshall	Vice President for Student Affairs Brandon Thompson Vice Provost for Faculty Affairs, Instructional Excellence and Online Programs Danielle McDonald Assistant Vice President for Academic and Student Affairs Budget & Operations Chad Ogle Center for Global Engagement & International Affairs Executive Director Francois LeRoy Graduate Education, Research & Outreach Vice Provost Peter Hoffmann Institute for Health Innovation Vice President/ Executive Director Valerie Hardcastle Undergraduate Academic Affairs Senior Vice Provost and Acting Dean of Honors Abdou Ndoye	Athletics Ticketing Director Aaron Luken Business Assistant Athletics Director Sharon Criss Compliance Assistant Athletics Director Kristen Rogers Development Associate Athletics Director John Mason External Operations Associate Athletics Director Kyle Steinacher Internal Operations Senior Associate Athletics Director John J. Kriebs Marketing and Fan Engagement Assistant Athletics Director Conner Leonard Operations & Event Management Associate Athletics Director Chris Hafling Student Services Senior Associate Athletics Director/SWA Sarah Pruess	Sport Programs: Baseball Dizzy Peyton Men's Basketball Darrin Horn Women's Basketball Jeff Hans Men's & Women's Cross Country /Track & Field Steve Kruse Men's & Women's Golf David Shearer Men's Soccer Sean Teepen Women's Soccer Bob Sheehan Softball Morgan Gerak Stunt Shayla Myles-Aaron Men's & Women's Swimming Kevin Woodhull-Smith Men's & Women's Tennis Brian Nester Men's & Women's Triathlon Brooks Doughtie Women's Volleyball Liz Hart Men's Volleyball Jim Palilonis	Financial & Operational Auditing Director Kristi Horine	Operations And Engagement Assistant Vice President Erica Bolenbaugh Alumni Engagement & Special Events Senior Director Amy Wylie Economic Engagement & Government Relations Executive Director, Government and Community Relations Jenny Sand Norse Network Hub Executive Director Liz Juszczuk University Development Assistant Vice President, Development Sarah Byrd University Marketing & Communications Executive Director/Chief Communication Officer Corey Best Executive Director/Chief Marketing Officer Peggy Casey	Planning and Institutional Research Executive Director Holly Chason Undergraduate Admissions Director Logan Pendleton Veterans Resource Station

Approved by the NKU Board of Regents
Effective March 4, 2026

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

RECOMMENDATION:

That the Board of Regents approve the calendar year 2027 Regular Board meeting schedule.

BACKGROUND:

KRS 164.340 requires a minimum of one board meeting per calendar quarter, i.e., four (4) regular meetings.

**Northern Kentucky University
2027 Board of Regents Meeting Schedule**

BOR Meeting Date	Begin Time	End Time	Location
March 3, 2027	9:00 AM	1:00 PM	SU 107A
June 9, 2027	9:00 AM	1:00 PM	SU 107A
July 21-22, 2027	Full Day		TBD
September 15, 2027	9:00 AM	1:00 PM	SU 107A
November 10, 2027	9:00 AM	1:00 PM	SU 107A

RECOMMENDATION:

The Board of Regents approves the following proposed Campus Recreation Center (CRC) Fees and Surcharges for Fiscal Year 2026-2027.

BACKGROUND:

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

Membership Fees	Current Rates	Proposed Rates	\$ Change	% Change
NKU Student Membership/Mandatory Campus Recreation Fee	\$16	\$16	\$0	0.0%
NKU Student Family Membership (per semester)	\$46	\$46	\$0	0.0%
NKU Student Spouse or Dependent (per semester)	\$40	\$40	\$0	0.0%
NKU Employees & Retirees Individual Membership	\$0	\$0	\$0	0.0%
NKU Employees & Retirees Family Membership	\$344	\$358	\$14	4.1%
NKU Employees & Retirees Supplemental Membership	\$275	\$286	\$11	4.0%
Alumni Individual Annual Membership	\$316	\$329	\$13	4.1%
Alumni Family Annual Membership	\$436	\$454	\$18	4.1%
Alumni Supplement Annual Membership	\$406	\$422	\$16	3.9%
Community Individual Annual Membership	\$535	\$556	\$21	3.9%
Community Family Annual Membership	\$897	\$933	\$36	4.0%
Community Supplement Annual Membership	\$788	\$820	\$32	4.1%
Young Scholars Academy Student Summer Membership	\$48	\$48	\$0	0.0%

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

Team Registration Fee – Minor Sport Non-CRC Member Team (maximum team rate)	\$200	\$200	\$0	0.0%
CRC Team Forfeit Deposit	\$15	\$15	\$0	0.0%

Space Rental	Current Rates	Proposed Rates	\$ Change	% Change
CRC Space Rental: Multi-Purpose Room - Small	\$45	\$45	\$0	0.0%
CRC Space Rental: Multi-Purpose Room - Medium	\$55	\$55	\$0	0.0%
CRC Space Rental: Multi-Purpose Room - Large	\$65	\$65	\$0	0.0%
CRC Space Rental: Bouldering Wall	\$60	\$60	\$0	0.0%
CRC Space Rental: Auxiliary Gym	\$65	\$65	\$0	0.0%
CRC Space Rental: Basketball Court	\$60	\$60	\$0	0.0%
CRC Space Rental: 1 @ Basketball/Tennis/Volleyball or 4 @ Badminton Courts	\$60	\$60	\$0	0.0%
CRC Space Rental: Racquetball Court	\$30	\$30	\$0	0.0%
CRC Space Rental: Multipurpose Activity Court (MAC)	\$80	\$4	\$84	5.0%
CRC Space Rental: Running Track	\$85	\$85	\$0	0.0%
CRC Space Rental: Sauna	\$35	\$35	\$0	0.0%
CRC Space Rental: Hot Tub	\$35	\$35	\$0	0.0%
CRC Space Rental: Aquatic Center	\$380	\$380	\$0	0.0%
CRC Space Rental: Water Climbing Wall	\$40	\$40	\$0	0.0%
CRC Space Rental: Swimming Pool	\$200	\$200	\$0	0.0%
CRC Space Rental: Shallow Water Area	\$67	\$67	\$0	0.0%
CRC Space Rental: 1/2 Diving Well	\$40	\$40	\$0	0.0%
CRC Space Rental: Outdoor Basketball or Volleyball Court	\$45	\$45	\$0	0.0%
CRC Space Rental: Outdoor Softball/Soccer Field	Varies	Varies	Varies	Varies
CRC Space Rental: Weight Training Room	\$200	\$200	\$0	0.0%
CRC Space Rental: Victor eSports Area (per hour)	\$55	\$55	\$0	0.0%

Equipment/Locker Rentals	Current Rates	Proposed Rates	\$ Change	% Change
Locker Rental: L-Shaped (Non-Student per Year)	\$45	\$47	\$2	4.4%
Locker Rental: L-Shaped (Student per Semester)	\$15	\$16	\$1	6.7%
Locker Rental: Full Locker (Non-Student per Year)	\$60	\$62.50	\$2.50	4.2%
Locker Rental: NKU Employee/Member 1/2 Locker (per Year)	\$40	\$40	\$0	0.0%
Locker Rental: Full Locker (Member)	\$50	\$50	\$0	0.0%
Locker Rental: 1/2 Locker (Student per Semester)	\$10	\$11	\$1	10.0%
Locker Rental: Full Locker (Student per Semester)	\$20	\$21	\$1	5.0%
Locker Rental: Daily	\$0.50	\$0.50	\$0	0.0%
Locker Rental: NKU Employee Locker Room	\$50	\$50	\$0	0.0%

Towel Rental (per day)	\$1	\$1	\$0	0.0%
CRC Equip Rental: Racquetball Racket	\$0.50	\$0.50	\$0	0.0%
CRC Equipment Rental: Outdoor Equipment	Varies	Varies	Varies	Varies

Other & Miscellaneous Rates	Current Rates	Proposed Rates	\$ Change	% Change
Group Fitness Pass: 8 Week Session (Member/NKU Employee)	\$30	\$30	\$0	0.0%
Group Fitness Pass: 8 Week Session (Student)	\$20	\$20	\$0	0.0%
Group Fitness Pass: Family – Summer	\$40	\$40	\$0	0.0%
Group Fitness Pass: Individual (Student, Consortium, UK CoM)	\$40	\$40	\$0	0.0%
Group Fitness Pass: Individual & Spouse – Summer	\$30	\$30	\$0	0.0%
Student Summer Pass	\$48	\$48	\$0	0.0%
CRC Guest Fee (per day)	\$10	\$11	\$1	10.0%
Swim Lessons: Private 6 @ 1/2 Hour Sessions (Member)	\$230	\$230	\$0	0.0%
Swim Lessons: Private 6 @ 1/2 Hour Sessions (Non-Member)	\$285	\$285	\$0	0.0%
Swim Lessons: Private 1/2 Hour Session (Member)	\$40	\$40	\$0	0.0%
Swim Lessons: Private 1/2 Hour Session (Non-Member)	\$50	\$50	\$0	0.0%
Swim Lessons: Group 2.5 Hour Sessions (Member)	\$150	\$150	\$0	0.0%
Swim Lessons: Group 2.5 Hour Sessions (Non-Member)	\$200	\$200	\$0	0.0%
Specialized Fitness Instruction Fee: NKU Employees & Alumni	Varies	Varies	Varies	Varies
Specialized Fitness Instruction Fee: NKU Student	Varies	Varies	Varies	Varies
Personal Training/Fitness Assessment: NKU Employee	Varies	Varies	Varies	Varies
Personal Training/Fitness Assessment: NKU Student	Varies	Varies	Varies	Varies
Replacement Membership Card	\$5	\$5	\$0	0.0%
Miscellaneous Retail Items	Varies	Varies	Varies	Varies
Instructional/Adventure Program Fee	Varies	Varies	Varies	Varies

RECOMMENDATION:

The Board of Regents approves the following proposed Fall and Spring Semester dining fees for the 2026-2027 academic year.

Dining Fees: Dining Services is managed as a self-supporting auxiliary unit. Percent increases are based on the projected “Food Away From Home Consumer Price Index (CPI)”. Dining increases proposed for the Fall and Spring semesters for the 2026-2027 fiscal year are approximately 3.5%. Details are below:

MEAL PLANS per semester	Current Rates	Proposed Rates	\$ Change	% Change
Unlimited Plus \$100 Flex Dollars	\$2,728	\$2,823	\$95	3.5%
125 Block/\$1000 Flex	\$2,454	\$2,540	\$86	3.5%
5 Meals/\$700 Flex	\$2,668	\$2,761	\$93	3.5%
\$2,500 Flex-Plan	\$2,500	\$2,500	\$0	0.0%
15 Meals No Frills	\$2,029	\$2,029	\$0	0.0%
10 Meals per Week - Norse Commons only (must live in Callahan Hall)	New	\$1,990	N/A	N/A
Mandatory Commuter Meal Plan	\$75	\$75	\$0	0.0%
Summer Meal Plan (Voluntary)	\$520	\$520	\$0	0.0%

Summer camp and conference meal rates will also increase by 3.5% for the coming year which is the same as meal plans and food items at retail outlets. There is a wide range of meal rates for the summer camps and conferences. These rates are based on size of the camp, duration of camp and longevity of the camp. As a result, these rates are considered as “varies”.

RECOMMENDATION:

The Board of Regents approves the following proposed Fall and Spring Semester housing fees for the 2026-2027 academic year.

BACKGROUND:

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

We propose increasing all residential housing fees for FY27 to the amounts shown below. We have added several new rates to ensure that there was more alignment in cost compared to product. You will note that the spaces in East Village are as close to FY26 as possible, while Booth Village has a slight increase.

Booth Village Fall/Spring Accommodations	Current Rates	Proposed Rates	\$ Change	% Change
Double with Community Bathroom	\$3,380	\$3,450	\$70	2.1%
Double with Semi-Private Bathroom	\$3,980	\$4,050	\$70	1.8%
Single with Semi-Private Bathroom	\$4,420	\$4,600	\$180	4.1%
New Residence Hall Double with Semi-Private Bathroom	\$4,420	\$4,600	\$180	4.1%
Studio Efficiency	\$4,700	\$4,800	\$100	2.1%
Single with Community Bathroom	New	\$4,050	New	New
East Village Fall/Spring Accommodations	Current Rates	Proposed Rates	\$ Change	% Change
Quad with Semi-Private Bathroom	\$3,380	\$3,400	\$20	0.6%
Double with Community Bathroom	\$3,380	\$3,400	\$20	0.6%
Quad with Kitchen	New	\$3,700	New	New
Double with Semi-Private Bathroom	\$3,980	\$4,000	\$20	0.5%
Single with Community Bathroom	New	\$4,100	New	New
Single with Semi-Private Bathroom	\$4,420	\$4,400	(\$20)	(0.5%)
Junior Double Suite with Semi-Private Bathroom	\$4,420	\$4,400	(\$20)	(0.5%)
Studio Efficiency with Kitchen	New	\$4,700	New	New
Norse Neighborhood (Clearview)	Current Rates	Proposed Rates	\$ Change	% Change
Single with Semi-Private Bathroom	New	\$3,425	New	New

Other Accommodations & Service Charges	Current Rates	Proposed Rates	\$ Change	% Change
Summer Housing: Double with Community Bathroom	\$2,535	\$2,700	\$165	6.5%
Summer Housing: Quad with Semi-Private Bathroom	\$2,535	\$2,700	\$165	6.5%
Summer Housing: Double Semi-Private Bathroom	\$2,990	\$3,200	\$210	7.0%
Summer Housing: Single Room	\$3,315	\$3,550	\$235	7.1%
Summer Housing: Studio Efficiency	\$3,525	\$3,800	\$275	7.8%
Summer Housing: Norse Neighborhood	New	\$1,400	New	New
Winter Break Housing: Standard Fee for All Spaces	\$500	\$500	\$0	0.0%
University Department Sponsored Winter Break Housing Fee	New	\$250	New	New
Daily Residential Rates: Double with Community Bathroom	\$28.17	\$28.33	\$0.16	0.6%
Daily Residential Rates: Quad with Community Bathroom	\$28.17	\$28.33	\$0.16	0.6%
Daily Residential Rates: Double with Semi-Private Bathroom	\$33.22	\$33.33	\$0.11	0.3%
Daily Residential Rates: Single with Semi-Private Bathroom	\$36.82	\$36.67	(\$0.15)	(0.4%)
Daily Residential Rates: Junior Double Suite with Semi-Private Bathroom	\$36.82	\$36.67	(\$0.15)	(0.4%)
Daily Residential Rates: New Residence Hall Double with Semi-Private Bathroom	\$36.82	\$36.67	(\$0.15)	(0.4%)
Daily Residential Rates: Studio Efficiency	\$39.14	\$40.00	\$0.86	2.2%
Housing Facility Rental: Small Meeting Space	\$83	\$85	\$2	2.4%
Housing Facility Rental: Large Meeting/Gathering	\$215	\$215	\$0	0.0%
Housing Facility Rental: Residential Leases (Market Rate)	Market	Market	Market	Market
Housing Facility Rental: Late Payment Fee/Penalty	\$50	\$50	\$0	0.0%
Housing Facility Rental: Pet Fee	\$275	\$275	\$0	0.0%
Housing Fees: Residence Hall Association (RHA) Fee	\$25	\$25	\$0	0.0%
Housing Fees: Late Exemption Processing Fee	\$165	\$165	\$0	0.0%
Housing Fees: Damage Assessment	Varies	Varies	Varies	Varies
Housing Fees: Conference & Guest Fee (Person/Night)	Varies	Varies	Varies	Varies
Housing Fines: Abandoned Property/Improper Disposal of Trash – First Violation	\$33	\$33	\$0	0.0%
Housing Fines: Abandoned Property/Improper Disposal of Trash – Additional Violations (each)	\$55	\$55	\$0	0.0%
Housing Fines: Improper Check-Out	\$220	\$220	\$0	0.0%
Housing Fines: Lock Outs (per incident)	\$6	\$6	\$0	0.0%
Housing Fines: Lock Change Due to Lost Key(s)	\$155	\$155	\$0	0.0%
Housing Fines: Room Key Replacement	New	\$125	New	New
Housing Fines: Mailbox Key Replacement	\$27	\$27	\$0	0.0%

RECOMMENDATION:

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

BACKGROUND:

1. **University Drive Garage Restoration.** Approval is requested to increase the scope of this project from \$1,025,000 to \$1,625,000. The condition assessment report identified the need for more extensive restoration than originally anticipated.
2. **Administrative Center Space Modernization.** Approval is requested for a project with a scope of \$5,900,000 for a series of space renovations in the Lucas Administrative Center to accommodate improved service delivery to students and to better locate various offices and departments within the building.

RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling **\$65,000.00** to be submitted to the state of Kentucky for matching funds through the Bucks for Brains program. Gifts received by the NKU Foundation Inc. for the benefit of Northern Kentucky University after November 15, 2021, to create or expand endowments are eligible. The Board of Regents officially acknowledges responsibility for oversight of the endowments established or expanded with these funds in accordance with Council guidelines and procedures.

BACKGROUND:

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

Contributions eligible for the Bucks for Brains match from July 1, 2025 – December 31, 2025					
Name	Gift Date	Fund Description	Amount Eligible to be Matched	Gift Type	Area of Emphasis
Shawn and Jacqueline McHugh	12/12/2025	The Erin McHugh Memorial Scholarship for Radiological Science	\$65,000.00	Pledge	Allied Health (Radiological Science)
		TOTAL	\$65,000.00		

Gift Agreement

Between Shawn and Jacqueline McHugh and the Northern Kentucky University Foundation, Inc., and Northern Kentucky University

Introduction

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

Northern Kentucky University Foundation, Inc.

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

Description of the Gift

The Donor agrees to contribute \$70000 to the NKU Foundation. The gift shall be paid in full by December 31st, 2025.

The Purpose and Administration of Gift

The Donor, NKU, and NKU Foundation, Inc. hereby agree that the aforementioned gift will support a scholarship for students studying Radiological Science and in good academic standing with the University. The recipients will be chosen in accordance with university policies and procedures. The scholarship distribution will be administered by the Office of Financial Aid in conjunction with The College of Health and Human Services. The Donor requests that \$5000 of the gift creates a spending account for the scholarship to be awarded as soon as possible with the remaining \$65000 to be placed into the endowed fund.

The gift allocation for immediate spending shall be managed by the NKU Foundation, Inc. as a temporarily restricted fund. The remaining \$65,000 shall be managed as a true endowment by the NKU Foundation, Inc. The NKU Foundation, Inc. operates under the guidelines established by the NKU Foundation, Inc. Board of Directors. The fund shall be an open fund capable of receiving additional contributions and will be managed in accordance with the NKU Foundation, Inc. endowment investment policy.

Gift Recognition

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

To express the appreciation of NKU and the NKU Foundation, Inc., to enhance the scholarship, and to attract gifts for similar purposes, NKU may make appropriate announcements through internal and

Gift Agreement

NKU, NKU Foundation, Inc., and Shawn and Jacqueline McHugh

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external publications, through the university’s electronic media channels, and to external media sources after receiving consent by the Donor. For recognition purposes related to this agreement, the Donor shall be identified as: Shawn and Jacqueline McHugh

Future Considerations

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

Date

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

Signatures:

For the Donor:

Jacqueline McHugh
Jacqueline McHugh (Dec 12, 2025 12:45:57 EST)
Jacqueline McHugh

Shawn McHugh
Shawn McHugh (Dec 12, 2025 12:49:59 EST)
Shawn McHugh

Dec 12, 2025
Date

Dec 12, 2025
Date

For Northern Kentucky University and NKU Foundation, Inc.:

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

Dec 12, 2025
Date

The Erin McHugh Memorial Scholarship for Radiological Science_EB DRAFT

Final Audit Report

2025-12-12

Created:	2025-12-12
By:	Kathryn Hunzicker (hunzickerk1@nku.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAihJ0SFMv90COkaNbcvAkjF-gi5aGbany

"The Erin McHugh Memorial Scholarship for Radiological Science_EB DRAFT" History

-  Document created by Kathryn Hunzicker (hunzickerk1@nku.edu)
2025-12-12 - 2:27:58 PM GMT- IP address: 74.83.50.23
-  Document emailed to smchugh_1@charter.net for signature
2025-12-12 - 2:28:23 PM GMT
-  Email viewed by smchugh_1@charter.net
2025-12-12 - 5:02:20 PM GMT- IP address: 140.248.0.0
-  Signer smchugh_1@charter.net entered name at signing as Jacqueline McHugh
2025-12-12 - 5:45:55 PM GMT- IP address: 74.137.225.35
-  Document e-signed by Jacqueline McHugh (smchugh_1@charter.net)
Signature Date: 2025-12-12 - 5:45:57 PM GMT - Time Source: server- IP address: 74.137.225.35
-  Document emailed to shawn@sumtergardens.com for signature
2025-12-12 - 5:45:59 PM GMT
-  Email viewed by shawn@sumtergardens.com
2025-12-12 - 5:47:35 PM GMT- IP address: 74.137.225.35
-  Signer shawn@sumtergardens.com entered name at signing as Shawn McHugh
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RECOMMENDATION:

That Mrs. Rachel Votruba be awarded the Honorary Doctor of Education. This nomination was submitted by Dr. Ginni Fair, Dean of the College of Education, and has been reviewed and recommended by the Honorary Degree Committee. The recommendation has been approved and endorsed by the Provost and Executive Vice President for Academic Affairs, as well as the President.

BACKGROUND:

In recognition of her decades of dedicated service and lasting impact on our campus and community, it is with great respect that I nominate Mrs. Rachel Votruba for the conferral of an honorary Doctor of Education degree at Northern Kentucky University's May 2026 Commencement.

Mrs. Votruba's connection to NKU spans generations of growth and transformation. As a longtime faculty member in the former College of Education and Human Services, she devoted her professional career to educating and mentoring future educators, retiring from NKU in 2003 after years of distinguished service. Her commitment to students and academic excellence helped shape the college during a formative period in the university's history.

In addition to her faculty service, Mrs. Votruba played an integral role in NKU's evolution during the presidency of her late husband, President Emeritus Dr. James C. Votruba. Throughout his tenure from 1997 to 2012, she was a steadfast partner during a time of extraordinary institutional growth marked by increased enrollment, expanded academic offerings and significant campus development. Among the most visible outcomes of this era is the James C. and Rachel M. Votruba Student Union, a central gathering place for student life that proudly bears her name and stands as a lasting symbol of the Votrubas' shared commitment to community, engagement and student success.

While Dr. Votruba's leadership is well documented, Mrs. Votruba's contributions were equally meaningful in shaping the culture of the university. She was a consistent and welcoming presence at campus events and public gatherings, embodying the shared values of respect, warmth and service. Her thoughtful involvement extended even to moments of reflection and remembrance; during the celebration of life for President Emeritus Votruba, she helped shape an event that honored his legacy while reaffirming the enduring bond between the university and those it serves.

Mrs. Votruba's influence on NKU is felt not only through buildings or titles but through the sense of belonging and encouragement she fostered among students, faculty, staff, alumni and families. The student union's role as a hub for collaboration, leadership development and campus unity reflects the spirit she has long championed and continues to represent the welcoming heart of the university

RECOMMENDATION:

That Dr. Aaron Thompson be awarded the Honorary Doctor of Education. This nomination was submitted by Dr. Ginni Fair, Dean of the College of Education, and has been reviewed and recommended by the Honorary Degree Committee. The recommendation has been approved and endorsed by the Provost and Executive Vice President for Academic Affairs, as well as the President.

BACKGROUND:

It is with great enthusiasm that I nominate Dr. Aaron Thompson to receive an honorary Doctor of Education degree at Northern Kentucky University's May 2025 Commencement. Dr. Thompson's lifelong dedication to advancing higher education and his transformative impact on Kentucky's educational landscape embody NKU's efforts to increase access and opportunity for learners of all backgrounds, empowering them to accomplish their goals and strengthen our region with their talents.

Born and raised in Clay County, Kentucky, Dr. Thompson's journey from a log cabin in Appalachia to becoming one of the Commonwealth's most respected educational leaders is a testament to his perseverance and the power of education. The first in his family to graduate from high school and college, he went on to earn his Ph.D. in sociology. His personal and professional life's work has been devoted to ensuring that all Kentuckians, particularly students who are first-generation and from low-access areas, have the opportunity to pursue higher education.

As president of the Kentucky Council on Postsecondary Education (CPE), Dr. Thompson leads the state's public higher education system with vision and integrity. Under his leadership, Kentucky has recently been ranked as second in the nation for college completions and is closing the access gap for in-need students faster than most states. His strategic direction has strengthened collaboration among Kentucky's colleges and universities, like NKU, while advancing policies that prioritize affordability, student success and workforce readiness.

Dr. Thompson's distinguished career spans decades of leadership in education, business and public service. Prior to his presidency at CPE, he served as interim president of Kentucky State University, executive vice president and provost at CPE, and as a professor and administrator at Eastern Kentucky University, where he was also named professor emeritus. Dr. Thompson's co-authored books and peer-reviewed publications on first-year experience, student success, cultural competence and organizational design have influenced educators nationwide. A nationally sought-after speaker, he has delivered more than 1,000 keynote addresses and seminars on topics of the same nature.

His service extends well beyond the classroom and the boardroom. Dr. Thompson was inducted into the Kentucky Civil Rights Hall of Fame in 2019 and the Junior Achievement Bluegrass Business Hall of Fame in 2025. He has received numerous awards for leadership and service, including the James Bryant Conant Leadership Award from the Education Commission of the States, the Outstanding Governance Leadership Award from Modern Healthcare and the

Outstanding State Higher Education Executive Officer Award from SHEEO. These honors reflect the deep respect he commands across both the education and civic spheres.

Among his many contributions, one of Dr. Thompson's most profound legacies is the creation of the Thompson Scholars Foundation. This foundation serves low-income students and students of color from early childhood through college in Appalachia. The foundation currently supports more than 200 young people and stands as the only nonprofit of its kind in Kentucky. Through this initiative, Dr. Thompson continues to open doors for the next generation of learners, exemplifying the enduring spirit of access and opportunity.

Dr. Aaron Thompson's visionary leadership, commitment to educational access, and lifelong service to Kentucky's students and institutions make him an extraordinary candidate for an honorary degree from NKU. By bestowing this honor, Northern Kentucky University would recognize not only his enduring contributions to higher education but also his deep alignment with the values that guide our own vision to be a student-ready, regionally-engaged university that empowers diverse learners for economic and social mobility.

RECOMMENDATION:

That the Board of Regents authorize the President to approve the sale and purchase of real property, as described below and in the accompanying resolution.

BACKGROUND:

Authorization to Sell Real Property

The University owns 52 single-family residential homes in Highland Heights neighborhoods surrounding campus. It is recommended that the Board authorize the President to consider and, if appropriate, approve the sale of homes on Savoy Road, S. Main Avenue, Monroe Avenue, and Sunset Drive (north side only). This authorization would cover eleven homes and expires on December 31, 2027.

NKU purchased its portfolio of homes periodically over three decades, with most purchases occurring between approximately 2000 and 2010. At the time, NKU acquired those properties in support of master plans calling for eventual construction of student housing, event space, and other facilities that did not come to fruition. Instead, since acquisition, nearly all homes have been rented to NKU employees. Many properties now require significant repairs that likely would not be justified by rental income and would detract from upgrades necessary to advance the Norse Neighborhood student housing project.

Accordingly, administration recommends a targeted disposition strategy, focusing on the sale of up to eleven properties that are further from campus and that do not have other development potential. Those properties are located on Savoy Road, S. Main Avenue, Monroe Avenue, and Sunset Drive (north side only).

Sale proceeds will fund repairs and upgrades in the other residential properties, especially the Norse Neighborhood homes on Clearview Drive. The University would retain the bulk of its residential portfolio for the time being and revisit this strategy after conclusion of initial sales.

If authorized by the Board, properties to be sold and the timing of listings would be determined by the President, in consultation with the University's real estate broker. Sales would be for market value determined via a public competitive process. Administration will cooperate with occupants in the affected homes to ensure smooth transitions and with the city and other stakeholders interested in affordable housing issues.

Authorization to Purchase Real Property

In fall 2025, the University launched the Norse Neighborhood concept to create a cluster of student-occupied homes on Clearview Drive. Most homes on Clearview Drive are owned by the University. Three are not.

In order to preserve opportunities to expand Norse Neighborhood, the administration recommends that the Board authorize the President to explore and, if appropriate, approve the purchase of up to three privately owned homes on Clearview Drive, consistent with appraisals and state requirements.

BOARD OF REGENTS

RESOLUTION

AUTHORIZATION TO SELL and PURCHASE REAL PROPERTY

WHEREAS, the University owns 52 residential homes in Highland Heights neighborhoods surrounding campus;

WHEREAS, it is necessary to consolidate this portfolio and sell individual properties when appropriate given the expected financial benefit, protection of campus borders, alternative development opportunities, and other considerations bearing on the institution's best interests;

WHEREAS, as part of its Norse Neighborhood initiative, the University is creating a cluster of student-occupied homes on Clearview Drive, fostering a vibrant residential experience and enhancing student life opportunities, and is exploring opportunities to expand this initiative; and

WHEREAS, the Board of Regents is vested with governance of the institution under Kentucky law and retains authority to approve the purchase and sale of real property pursuant to its Bylaws and its Finance and Transactions Approval policy.

BE IT RESOLVED that the Board of Regents authorizes the sale of one or more of the University's residential homes on the following streets: Savoy Road, S. Main Avenue, Monroe Avenue, and Sunset Drive (north side only), on terms approved by the President and pursuant to state legal requirements and processes. Sales must be for market value determined via public listing, auction, or comparable competitive process. The Board shall be kept apprised of progress in selecting and marketing specific homes and of eventual sale terms.

BE IT FURTHER RESOLVED that the Board of Regents authorizes the acquisition of one or more privately owned residential homes on Clearview Drive, on terms approved by the President and pursuant to state legal requirements and processes. The Board shall be kept apprised of purchase opportunities when they arise and eventual purchase terms.

The authorizations described in this resolution expire on December 31, 2027, unless extended by the Board.

BOARD OF REGENTS

RESOLUTION

TEACHING FACULTY APPOINTMENT RENEWALS

WHEREAS, full-time teaching faculty appointments are subject to annual review and possible non-renewal based on a variety of factors, including budgetary considerations;

WHEREAS, under existing faculty policy language, non-renewal notices to full-time teaching faculty must be provided no later than March 31 each year;

WHEREAS, state operating appropriations for the 2027-28 biennium will not be determined until April 2026, and it is infeasible for the University to make renewal decisions until the University has greater certainty regarding state funding;

WHEREAS, Kentucky law vests the governance of the University in the Board of Regents; and

WHEREAS, it is in the best interests of the University to extend the deadline for notice of non-renewal to full-time teaching faculty.

BE IT RESOLVED that, notwithstanding any contrary University or faculty policy, notices of non-renewal to full-time teaching faculty in advance of the 2026-27 academic year must be provided no later than May 1, 2026.