Northern Kentucky University
Board of Regents Materials

September 9, 2015
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AGENDA
Northern Kentucky University

Regents Dinner
Tuesday, September 8, 2015 – 6:00 p.m.

6:00 p.m.
• Regents Dinner at President’s Home (Ft. Thomas, KY)

Joint Finance and Policy Meeting
NKU, Student Union, 104 – Wednesday, September 9, 2015 – 9:00 a.m.

9:00 a.m.
A. Joint Finance and Policy Committee:
   1. Marketing and Communications (Gentry, Martin)
   2. College of Informatics (Ott Rowlands, Kirby, Rink, Ryan, Ruschman, Schoster, Storm, Walker)
   3. Study Abroad (Student Presentation) (Ott Rowlands, Drabik, Harris, LeRoy, McGovern, Rouse)
   4. Health Innovation Center (Mearns, Ott Rowlands)

Board Lunch
NKU, Student Union 108 – September 9, 2015 – 11:30 a.m.

11:30 a.m.
Board of Regents Meeting
NKU, Student Union, 104 – Wednesday, September 9, 2015 – 1:00 p.m.

1:00 p.m.
• Call to Order
• Roll Call
• Approval of May 6, 2015, Board Minutes
• Approval of July 22, 2015, Board Retreat Minutes
• Presidential Comments
• Joint Finance and Policy Committee Summary, Secretary of the Board of Regents
• Audit Committee Report, Secretary of the Board of Regents

1:20 p.m.
B. Presidential Reports:
   1. Facilities Management Report (Hodges Moore)
   5. Organizational Changes Report (Hodges Moore)

1:40 p.m.
C. Presidential Recommendations:
   1. *Academic Affairs Personnel Actions
   2. *Non-Academic Personnel Actions
   3. *Major Gifts Acceptance
   4. *Naming Recommendations (Goggin, Steely/Pelfrey, Keyer-Scott, Cupito, Cline, Daniell, Bushee, Boothe, Giesmann/Trice)
   5. *Faculty Emeritus Status Appointments
   7. *Faculty Senate Constitutional Amendment
   8. *Organizational Changes Recommendations
   9. *Organizational Chart Update

2:00 p.m.
E. Executive Session

*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 Wendy Peek in the Office of the President, 572-5172, by 2 p.m., Monday, September 7, 2015).
Regent Dennis Repenning, Chair, called the regular meeting of the Board of Regents to order at 1:20 pm, Wednesday, May 6, 2015.

Roll Call: Richard Boehne, Jacqueline Emerine, Virginia G. Fox, John P. B. Jose, Terry Mann, Stephen A. Meier, Dennis Repenning, Nathaniel Smith, Elizabeth Thompson, Brenda Wilson

Other Attendees: Geoffrey S. Mearns, Kathryn Herschede, Wendy Peek, Tammy Knochelmann, Sara Sidebottom, Sue Ott Rowlands, Ken Ramey, Ken Bothof, Eric Gentry, Sue Hodges Moore, Kathleen Roberts, Kim Turner, Tracy Insko, Alex Lefebure, Bill Farro, Zachary Lawrence, Pat Moynahan, Joel Robinson, Russ Kerdolf, Kevin Kirby, Jeff Standen, Denise Robinson, Becky Porterfield, Cynthia Reed, Bill Thompson, Larry Blake, Vickie Natale, Melissa Gorbandt, Ken Kline, Tiffany Budd, Judy Voelker, Jeff Waple, Karen Zerhusen Krue, Tim Sofranko, Robert Prince, Kristi Horine, Mary Paula Schuh, Lori Southwood, Jan Hillard, Christian Gamm, Kim Scranage, Toni Wice, Erin Mulligan, Sara Kelley, Jack Cooper, Steve Weiss, Tim Totten, Joana Totten, Michael Curtis

Regent Stephen Meier seconded Regent Brenda Wilson’s motion to approve the minutes of the March 18, 2015 Board of Regents meeting. (Motion carried)

Presidential Comments:

Commencement

On Saturday, we will gather to celebrate the graduation of more than 1,600 students who have completed the requirements to earn their undergraduate, graduate, or law degree. Within this graduating class are students who have overcome great obstacles to achieve their dreams. Other students have left an enduring impact on our campus through their leadership and service. And still others have obtained outstanding academic achievements. We are proud of every graduate. We are especially proud of the 38 United States military veterans who will participate in our ceremonies on Saturday.

We will also celebrate the accomplishments of two outstanding individuals – Fred Hersch and Gary Webb.

Fred Hersch will receive an honorary degree, and he will be the commencement speaker in the morning ceremony. Mr. Hersch is an 8-time Grammy nominee and an internationally renowned jazz pianist. Mr. Hersch is a native of Cincinnati. On Friday night, he will generously perform a solo piano concert at 7:30 pm in Greaves Concert Hall. The concert is free and open to the public. We presently anticipate that more than 500 people will attend.
In the afternoon ceremony, we will bestow a posthumous degree on Gary Webb. Mr. Webb attended NKU in the 1970s, but he left for a full-time job with the *Kentucky Post* before he could complete his studies. Mr. Webb was an acclaimed journalist who won a Pulitzer Prize for his investigative reporting. Mr. Webb is perhaps most well known for his series of articles that alleged that the United States government turned a blind eye as Nicaraguan drug traffickers sold and distributed crack cocaine in Los Angeles to help fund the Nicaraguan Contras. Last year, Mr. Webb’s life story was made into a major motion picture entitled “Kill the Messenger.” Mr. Webb’s ex-wife, Susan Bell Stokes, and Mr. Webb’s three children – Ian, Eric, and Christine – will be at commencement to receive his posthumous degree.

**Enrollment Update**

I shared some good news related to enrollment at the Annual Budget Presentation last week.

As you may know, May 1st was the national priority decision day for new freshmen students. The Division of Enrollment & Degree management reports that we are up approximately 2 percent in confirmations. We are also experiencing growth for the first time in three academic years in graduate admissions. With regard to the law school, we have adjusted to the national decrease in law professionals and adjusted our admissions accordingly. Even though we are down in applications our first deposits are up 30 percent and we have received more first deposits for the Lunsford Academy compared to last year at this same time. Overall, at this time in the recruitment cycle, we are experiencing some positive gains.

**Celebration of Student Research and Creativity**

Earlier this morning, you heard about the Celebration of Student Research and Creativity. This special week of posters, speeches, performances, and exhibits highlights the remarkable academic and research capabilities of our students. I want to express my gratitude to Dr. Christine Curran and Dr. Zach Hart, who were the co-chairs of this special event, and to all of the committee members who worked so diligently to plan another outstanding celebration. I also want to thank the more than 130 faculty members who supervised the student projects. This Celebration is one of the hallmarks of our University’s commitment to student success by providing a personal educational experience.

**Faculty Awards**

Last week, I attended the Faculty Honors and Awards ceremony, which was organized by the Provost. We had the opportunity to recognize faculty members who were promoted to associate professor with tenure, and to recognize associate professors who were promoted to full professor. We also recognized and celebrated several award winners. I want to congratulate the following faculty members who were recognized:

- **Dr. James Walden** from the Department of Computer Science and Professor **Michael Mannheimer** from the Chase College of Law, winners of the Excellence in Research, Scholarship, and Creative Activity Award.
Dr. P.J. Ball from the Department of Chemistry, winner of the Michael C.C. Adams and Susan S. Adams Outstanding Non-Tenure Track Faculty Member Award.

Judge Karen Thomas from the Department of Accounting, Finance, and Business Law, who received the Part-time Faculty Excellence in Instruction Award.

Dr. Andrea Gazzaniga from the Department of English and Dr. David Raska from the Department of Marketing, Economics, and Sports Business for winning the Excellence in Teaching and Instruction Award.

Dr. Andrea Gazzaniga from the Department of Chemistry for winning the Excellence in International Education Award.

Professor Deborah Dempsey from the Department of Biological Sciences for winning the Excellence in Online or Technology Enhanced Teaching Award.

Professor Belle Zembrod from the Honors Program for winning the Excellence in Outreach and Engagement Award.

Dr. Steven Weiss from the Department of Communication for winning the Excellence in University Service Award.

Dr. K.C. Russell from the Department of Chemistry for winning the Excellence in Undergraduate Research Mentoring Award.

And finally, I want to recognize

Dr. Cecile Marczinski from the Department of Psychological Science, for winning the Frank Sinton Milburn Outstanding Professor Award. Dr. Marczinski will formally accept her award at the Fall Convocation, and she will be the December commencement speaker.

Again, I want to congratulate and recognize these faculty members, and all of the award nominees, for their outstanding service and dedication to our students and our University.

Staff Awards

In April, at the Employee Appreciation Breakfast, we also recognized three outstanding staff members for their excellent service to the University. These staff members were honored with the Regents Distinguished Service Award – the highest staff level awards at the University.

Please join me in congratulating:

Charles Bowen, Senior Systems Analyst in Information Technology,

Beth McCubbin, Academic Coordinator in the College of Education and Human Services, and

Frank Wilfong, HVAC Mechanic in Operations and Maintenance

We also recognized staff members who have achieved career milestones – including individuals who have reached 15, 20, 25, 30, and 35 years of service to our University. I again want to thank and congratulate these staff members for their dedicated service to our University.
Board of Regents  
May 6, 2015

Service to the Board of Regents

Just as commencement marks the end of one journey and the beginning of another journey for our graduates, the May meeting of the Board of Regents marks the last meeting for four of our Regents. Collectively, these individuals have 19 years of experience on our Board.

I want to express my gratitude to John Jose, Steve Meier, and Jacqueline Emerine who have faithfully served as our student, staff, and faculty Regents respectively. Each of them has contributed to the governance of our University, and they have ably represented our University and our students, staff, and faculty.

I also want to recognize Regent Brenda Wilson. Regent Wilson is concluding her second term; she has contributed 12 years of service to our University. Regent Wilson and her husband, Bill, were instrumental in the opening of our Grant County Center. Brenda has previously served as Chair of this Board. Brenda, I will miss your wise counsel, but I know that you will always be an active and vocal supporter of our great University. Thank you for your service.

Today also marks the last meeting as chair for Dennis Repenning. Over the past two years, Regent Repenning has led the Board with great passion. His affection for our University is evident in all that he has done. Mr. Repenning, thank you for your service as our chair.

Service to the University

Today also marks the last Board of Regents meeting for Vice President Ken Ramey. Ken has faithfully served our University for nearly 38 years. Our campus is demonstrably better because of his contributions. Virtually every physical space on this campus has been affected by Ken and his leadership. Ken started at NKU as a student and now he ends his career beloved by the students. Ken recently was recognized by the Student Government Association for his service, and the Inter-fraternity Council has named its annual award for Ken. Please join me in thanking Ken for his service, his leadership, and his dedication.

Mr. Chair, that concludes my report.

B. Presidential Reports:

1. Facilities Management Report (Vice President Ken Ramey)
   a. Health Innovation Center/Founders Hall Renovation
   b. Campus Recreation Center Expansion/Renovation
   c. Callahan Hall Roof Replacement
   d. Callahan Hall Dining Renovation
   e. Founders Hall Astronomical Observatory
   f. Switchgear Condition Assessment
   g. Exterior Door Security and Access Control
   h. Sustainability
2. **Research, Grants, and Contracts Report (February 1, 2015 – March 31, 2015)** (Provost and Executive Vice President Sue Ott Rowlands)

During the February 2015 and March 2015 time period, 12 grants were awarded. The total amount of money awarded was $416,374. From July 1, 2014 through March 31, 2015, the cumulative total number of grants awarded is 65 totaling $4,563,283.

3. **Fundraising Report (July 1, 2014 through March 31, 2015)** (Vice President Eric Gentry)

The Fundraising Report summarized fundraising resources committed from July 1, 2014 through March 31, 2015 totaling $5,091,066 in support of the University.

4. **Quarterly Financial Report (July 1, 2014 through March 31, 2015)** (Vice President Ken Ramey)

The Quarterly Financial Report depicted the financial activity of the University during the period from July 1, 2014 through March 31, 2015, compared to the annual budget and the prior year’s activity.

5. **Organizational Changes Report** (Vice President Ken Ramey)

The Organizational Changes Report reflected that Transfer Services will be organizationally re-assigned to Enrollment/Degree Management from the Office of the University Registrar.

C. **Presidential Recommendations:**

**Consent Agenda Items:** A motion was made by Regent John P.B. Jose and seconded by Regent Elizabeth Thompson to approve the following Presidential Recommendations as listed; C-1 through C-15. **(Motion carried)**

1. **Academic Affairs Personnel Actions:**

   a. **Transitions:**

   **Dr. Frank Braun**, from assistant professor and interim chairperson in the Department of Business Informatics, to chair and associate professor in the Department of Business Informatics, effective July 1, 2015; **Dr. Caryn Connelly**, from associate professor and interim chairperson in the Department of World Languages and Literatures, to chairperson in the Department of World Languages and Literatures, effective July 1, 2015; **Dr. John Farrar**, from director of CINSAM to professor in the Department of Chemistry, effective July 1, 2015; **Dr. Rudy Garns**, from associate professor in the Department of Sociology, Anthropology and Philosophy to the interim director of Integrative Studies, effective July 1, 2015 through June 30, 2016; **Mr. Ken Jones**, from professor and chairperson in the Department of Theatre and Dance to the director of the School of the Arts, effective July 1, 2015.
b. **Administrative Appointments:**

**Dr. Samantha J. Langley-Turnbaugh**, professor in the Department of Biological Sciences and vice provost for Graduate Education, Research, and Outreach, effective July 1, 2015.  
**Dr. Dale Scalise-Smith**, professor in the Department of Allied Health and dean of the College of Health Professions, effective August 1, 2015.

c. **Faculty Appointments:**

**Dr. James Ryan Alverson**, assistant professor in the Department of Teacher Education, effective August 7, 2015;  
**Dr. Amy Bacevich**, lecturer (non-tenure track renewable) in the Department of Teacher Education, effective August 7, 2015;  
**Ms. Amanda Brown**, assistant professor in the Department of Counseling, Social Work & Leadership, effective August 7, 2015;  
**Dr. Dorea Glance**, assistant professor in the Department of Counseling, Social Work & Leadership, effective August 7, 2015.

d. **Departures:**

**Ms. Pamela Atkinson**, lecturer, in the Department of Business Informatics, effective March 13, 2015;  
**Dr. Christopher Cook**, associate professor in the Department of Teacher Education, effective July 31, 2015;  
**Dr. Jayne Lancaster**, assistant professor in the Department of Advanced Nursing, effective June 30, 2015.

e. **Retirements:**

**Ms. Janalynn S. Anderson**, lecturer in Learning Assistance Programs, effective May 13, 2015;  
**Dr. Kent Curtis**, professor in the Department of Political Science, Criminal Justice and Organizational Leadership, effective May 16, 2015.  
*This recommendation is a change from Dr. Curtis’ original request to enter the Phased Retirement Program August 1, 2015.*

f. **Phased Retirement:**

**Dr. Bradford Scharlott**, associate professor in the Department of Communication, beginning August 10, 2015 and terminating at the end of the academic year 2016-17;  
**Dr. Marilyn Schleyer**, associate professor in the Department of Advanced Nursing, beginning August 11, 2014 and terminating December, 2015.  
*This recommendation is a change from Dr. Schleyer’s original request to complete the Phased Retirement Program in May of 2016.*  
**Mr. Mark Stavsky**, professor in the Chase College of Law, beginning August 10, 2015 and terminating at the end of the academic year 2016-17.

g. **Temporary Faculty Appointment:**

**Dr. Kristen Lovett**, Department of Political Science, Criminal Justice and Organizational Leadership, 2015-2016 Academic Year.
2. Academic Affairs First-Year Faculty Reappointments:

**Dr. Emily Shifley**, Department of Biological Sciences, 2015-2016 Academic Year; **Dr. Charlisa Daniels**, Department of Chemistry, 2015-2016 Academic Year; **Dr. Jessica Hindman**, Department of English, 2015-2016 Academic Year; **Dr. Mark Lancaster**, Department of Mathematics and Statistics, 2015-2016 Academic Year; **Dr. Kimberly Gelbwasser**, Department of Music, 2015-2016 Academic Year; **Dr. Jason Vest**, Department of Music, 2015-2016 Academic Year; **Dr. Nathan Lee**, Department of Physics and Geology, 2015-2016 Academic Year; **Dr. Arelys Madero-Hernandez**, Department of Political Science, Criminal Justice and Organizational Leadership, 2015-2016 Academic Year; **Dr. Justin Yates**, Department of Psychological Sciences, 2015-2016 Academic Year; **Ms. Tracey Bonner**, Department of Theatre and Dance, 2015-2016 Academic Year; **Dr. Susannah Coaston**, Department of Counseling, Social Work and Leadership, 2015-2016 Academic Year; **Dr. Neal Duchac**, Department of Counseling, Social Work and Leadership, 2015-2016 Academic Year; **Dr. Suk-hee Kim**, Department of Counseling, Social Work and Leadership, 2015-2016 Academic Year; **Dr. Haley Ericksen**, Department of Kinesiology and Health, 2015-2016 Academic Year; **Dr. Cory Scheadelr**, Department of Kinesiology and Health, 2015-2016 Academic Year; **Dr. Michael DiCicco**, Department of Teacher Education, 2015-2016 Academic Year; **Dr. Kimberly Yates**, Department of Teacher Education, 2015-2016 Academic Year; **Dr. Sookyung Cho**, Department of Communication, 2015-2016 Academic Year; **Dr. Qi Li**, Department of Computer Science, 2015-2016 Academic Year; **Ms. Andrea Brooks**, Steely Library, 2015-2016 Academic Year.

3. Appointment to Chair with Tenure and Promotion:

The Board of Regents approved Dr. Frank Braun, Department of Business Informatics for tenure and promotion beginning with the 2015-2016 academic year.

4. Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between February 18, 2015 and, April 7, 2015 received approval by the Board of Regents: Activations/Rehires; Reassignments, Reclassifications, Title/Status Changes, Promotions; Transfers; Contract/Temporary to Regular & Regular to Contract; Departures; Retirees; Administrative/Executive.

5. Academic Affairs Reappointment, Promotion, and Tenure (Corrected from March 2015):

The Board of Regents approved the following faculty for promotion beginning with the 2015-2016 academic year:

**Dr. Kristine Hopfensperger**, Department of Biological Sciences; **Dr. Lili Ma**, Department of Chemistry; **Dr. Jennifer Cellio**, Department of English; **Ms. Kelly Moffett**, Department of English; **Dr. Parmita Kapadia**, Department of English; **Dr. Tonya Krouse**, Department of English; **Mr. P. Andrew Miller**, Department of English; **Dr. Tamara O'Callaghan**,
6. Faculty Emeritus Status Appointments:

The Board of Regents approved the Emeritus status for the following individuals:

Dr. Jeffrey Williams, professor in the Department of History and Geography, effective July 1, 2015; Dr. James Ramage, professor in the Department of History and Geography, effective July 1, 2015.

7. Educational Specialist Degree in Teaching and Leading

The Board of Regents approved the Educational Specialist degree (Ed.S.) in Teaching and Leading in the Department of Teacher Education.

8. Masters of Legal Studies program at NKU Chase College of Law

The Board of Regents approved the Masters of Legal Studies program at NKU Chase College of Law.

9. Major Gifts Acceptance:

The Board of Regents officially accepted contributions totaling $525,000.00 received by the NKU Foundation Inc. and the University during the period February 1, 2015 through March 31, 2015.

10. 2016-2022 Capital Plan:

The Board of Regents adopted the 2016-2022 Capital Plan.
11. NCAA IPP Gender and Diversity Plans:

The Board of Regents approved the Diversity Issues Plan and Gender Issues Plan as part of the NCAA Institutional Performance Program (IPP).

12. Budget Authorization:

The Board of Regents approved the resolution establishing and approving the Fiscal Year 2015-16 Annual Unrestricted Operating Budget for Northern Kentucky University.

13. Property Acquisition (Melbourne Parcel):

The Board of Regents authorized the purchase of the 0.81 acre parcel located at 99 Harrison Avenue in Melbourne, Kentucky.

14. Sexual Misconduct Policy:

The Board of Regents approved the new Sexual Misconduct Policy.

15. Posthumous Degree:

The Board of Regents approved that Brandi Fisher receive a posthumous Master of Social Work.

D. Board Recommendation:

A motion was made by Regent Elizabeth Thompson and seconded by Regent Terry Mann to approve the following Board of Regents officers for 2015-2016: Chair, Regent Nathan Smith; Vice Chair, Regent Rich Boehne; Secretary, Regent Virginia Fox. (Motion carried)

E. Executive Session:

Regent John P.B. Jose seconded Regent Dennis Repenning’s motion to enter into executive session pursuant to KRS 61.810(1)(C) in order to discuss potential and pending litigation. (Motion carried)

No other matters were discussed. No final action was taken.
Board of Regents  
May 6, 2015

At 2:20 p.m., Regent John P.B. Jose seconded Regent Jacqueline Emerine’s motion to adjourn.  
(Motion carried)

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<td>Wendy J. Peek</td>
<td>Kathryn J. Herschede</td>
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<tr>
<td>Senior Administrative Assistant</td>
<td>Executive Assistant to the President/</td>
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<td>Office of the President</td>
<td>Secretary to the Board of Regents</td>
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I, Nathaniel Smith, 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 May 6, 2015, and that such matters are still in force and effect.

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Regent Nathan Smith, Chair, called the Board of Regents Retreat to order at 1:00 pm, Wednesday, July 22, 2015.

**Roll Call:** Richard A. Boehne, Richard L. Boyce, Virginia G. Fox, Terry L. Mann, Dennis Repenning, W. Lee Scheben, Arnie D. Slaughter, Nathaniel G. Smith, Elizabeth L. Thompson, Andrá Ward

**Other Attendees:** Geoffrey Mearns, Katie Herschede

**Oath of Office:**

Regent Nathan Smith performed the oath of office for the newly elected Regents: Richard L. Boyce, W. Lee Scheben, and Arnie D. Slaughter. The newly elected Regents swore or affirmed to uphold all stipulations of the oath and faithfully execute, to the best of their ability, the duties of Regent of Northern Kentucky University according to law.

**Affirmation of Election of Board Chair:**

Regent Dennis Repenning seconded Regent Terry L. Mann’s motion to affirm the election of Nathaniel G. Smith as Chair of the Board of Regents. *(Motion carried)*

**Board Self-Assessment:**

Regent Andrá R. Ward led the Board in its annual self-assessment.

**Review of Goals and Initiatives for 2014-2015:**

President Mearns reviewed activities and achievements related to strategic plan implementation, the health innovation center, a state funding model, marketing and communications, development, and athletics.

**Discussion and Setting of Outcomes and Expectations for 2015-2016:**

President Mearns proposed goals for 2015-2016 related to enrollment, state funding, development, facilities, athletics, and communications.
Presidential Compensation:

Regent Elizabeth L. Thompson seconded Regent Virginia G. Fox’s motion to direct $25,000 to the Mearns/Proud Scholarship Fund in the Northern Kentucky University Foundation. **(Motion carried)**

Regent Terry L. Mann seconded Regent Dennis Repenning’s motion to increase the President’s monthly housing allowance by $586.45. **(Motion carried)**

At 3:19 p.m., Regent Richard L. Boyce seconded Regent Andrá R. Ward’s motion to adjourn. **(Motion carried)**

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*Signature On File*

Kathryn J. Herschede  
Executive Assistant to the President/  
Secretary to the Board of Regents

I, Virginia G. Fox, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat held on July 22, 2015, and that such matters are still in force and effect.

*Signature On File*  
Virginia G. Fox  
Secretary of the Board of Regents
FACILITIES MANAGEMENT REPORT

1. Health Innovation Center/Founders Hall Renovation

The 2014 General Assembly provided $97 million in state bond funding for design and construction of the Health Innovation Center project which includes the full renovation of Founders Hall. The Health Innovation Center will be a comprehensive health science education and applied research facility located in the core of NKU’s campus. The project will position the university to be a leader in this field, to enroll and graduate professionals trained for the changing face of health education and wellness. To meet these goals, the university’s approach is collaborative and interdisciplinary, involving numerous academic disciplines, including those in health, social science, information science, and the physical and life sciences.

Project design is progressing on schedule; the 50% Design Development milestone was reached in July. Early bid packages, including site utilities, foundations and building structure will be bid in the November/December timeframe. Construction will begin in December. Project completion is expected in late spring 2018. Due to complexities of constructing the HIC against the west façade of Founders Hall, the decision has been made to close Founders at the end of January 2016. This decision ensures safety as well as a better-coordinated construction plan. It will remain offline throughout the construction period; the entire HIC-Founders Hall project will open concurrently.

Upon completion, the building will be light-filled, open and inviting. It will feature active learning classrooms as well as spaces designed to advance nursing and health science education, including a clinical suite; medical simulation suite; nursing, radiology and respiratory skills labs; a biopsychology and a neuroscience lab; advanced kinesiology lab; movement studio; innovation studios; offices; and a café and spaces designed to build community. The building features a dramatic split-level public space which connects the Central Plaza with the West Quad. The new building has been planned as a pair of wings or lofts oriented along the east-west direction to optimize solar orientation. The lofts are positioned directly adjacent to Founders Hall, creating multiple collaborative common areas. They are connected via bridges to Founders Hall across a narrow four story atrium space, joining the new construction with the existing building. A large skylight at the roof level will allow natural daylight to spill down through the atrium space.

Architect: CO Architects/GBBN
Engineers: CMTA, THP, Kleingers & Associates
Special Consultants: The Sextant Group, The Capital Projects Group, Vivian Llambi
Construction Manager: Turner Construction
Scope: $97,000,000
Health Innovation Center/Founders Hall Renovation (Continued)

An early phase of the project is to upgrade equipment capacity in the existing “Power Plant” building to support cooling for HIC/Founders. The project includes installing a new 2500 ton water chiller and four new cooling towers. The Power Plant building was originally designed to accept this additional equipment so no new space will be built as a part of this effort. The equipment has been bid and awarded. The bids for the installation contractor are due in mid-August. Installation is scheduled for later this year.

Engineers: KZF and THP
Contractor: TBD
Scope: $2,300,000 (included in the total $97,000,000 scope)
2. **Campus Recreation Center Expansion/Renovation**

This project, entirely funded by a student fee to support agency bond repayment, expands and renovates the A.D. Albright Health Center to create a modern campus recreation center. Omni Architects, in collaboration with Cannon Design, led the design effort. The project scope includes:

- Construction of artificial surface, lighted intramural fields and support building.
- A building expansion to increase campus recreation space.
- Renovation of the existing campus recreation center.

The Albright Health Center opened in 1984. Campus recreation and kinesiology are located on the first floor; athletics and the College of Health Professions (COHP) occupy the second and third floors. Campus recreation formerly occupied about 65,000 square feet on the first floor of the building and campus recreation activity spaces included three basketball courts; a 1/8 mile, four-lane track; three racquetball courts; a multipurpose room; fitness space; a six-lane, 25 yard by 25 meter pool; and locker rooms.

The design scheme includes a new entry, a new multi-activity pool, five basketball courts, a multi-purpose activity (MAC) court space, two racquetball courts, increased weight-fitness and locker room space, three group fitness rooms and new offices for campus recreation. In contrast to the former facility, the building is now characterized by a sense of openness and natural light. The project also includes 80-400 foot deep geothermal wells which will heat the pool water and provide heating/cooling for about 145,000 square feet, or 64% of the building’s total area.

Expansion and renovation work began in May of 2014. The atrium, new basketball court, new locker room and pools are substantially complete. The renovated basketball courts and track will be completed in mid-August. The MAC court and bouldering wall will be completed in September. Exterior construction activities include landscaping, sidewalks and site lighting. The building is currently tracking for LEED silver certification.

Project funding included construction of a new intramural field complex, completed in September 2013. Located behind University Suites, that facility has been a great addition to campus recreation facilities.

**Architect:** Omni Architects/Cannon Design  
**Engineers:** CMTA, BMFJ, Vivian Llambi  
**Special Consultants:** Sextant Group, Counsilman-Hunsaker  
**General Contractor for Intramural Fields:** Mark Spaulding Construction  
**Construction Manager for Main Building Renovation/Expansion:** Pepper Construction  
**Scope:** $48,331,788  
**Building Occupancy:** Full use of the new facility is targeted for fall 2015
Campus Recreation Center Expansion/Renovation (Continued)

Rendering - Aerial View from Southwest of Main Building Expansion

Atrium Space Looking Toward Johns Hill Road
3. **Callahan Hall Roof Replacement**

The roofing system on Callahan Hall has reached the end of its useful life. The roof has had several repairs over the past few months and continues to develop leaks. The roof drain and overflow systems have deteriorated and need replacement as well. The project includes removal and replacement of the entire roof system, roof drains and piping as required. The project will also include the installation of additional roof insulation where possible and new flashings.
**Callahan Hall Roof Replacement (Continued)**

The project is behind schedule due to weather delays. Substantial completion is scheduled for mid-August.

*Architect: GBBN  
Engineers: CMTA  
Contractor: A.W. Farrell  
Scope: $1,234,000*

---

**Callahan Hall Roof Projects**

4. **Callahan Hall Dining Renovation**

The dining area and kitchen in Callahan Hall has been renovated to reflect the needs of today’s residential dining experience for students. Although much of the kitchen equipment was still viable and could be reused, some has been upgraded to be more efficient. The renovated dining area’s design capitalizes on natural light from the existing skylight, and also from opening up the previous narrow corridors surrounding the dining area to allow views to the outside. Several different dining zones will support quiet, playful, relaxing, and communal dining areas. Construction is scheduled to be complete in September 2015.

The project has a scope of $2.5 million and will be completed by fall 2015.

*Architect: GBBN  
Engineers: CMTA  
Contractor: Turner Construction  
Scope: $3,585,000*
5. **Founders Hall Astronomical Observatory**

The Northern Kentucky University Physics and Geology Department has built an astronomical observatory for the purpose of being able to support undergraduate astronomy classes, provide for projects for upper level students, and support outreach sessions for members of the community.
Founders Hall Astronomical Observatory (Continued)

This new facility has been built on the roof of Founders Hall. The design includes safe and accessible routes travelling to and from the stair and elevator. A room on the fifth floor of Founders Hall will be used for storage, computers/control, and other support equipment. The structure will be about 700 square feet in size with vibration-isolated mounts for eight telescopes. The building has a roll-off roof to provide clear sight lines to the night skies, providing optimal viewing angles for the telescopes.

Construction began in May 2015. The project was substantially complete in late July. Occupancy is ongoing.

Architect: GBBN Architects
Engineers: KLH, THP
General Contractor: Century Construction
Scope: $540,000

6. Switchgear Condition Assessment

Switchgear is the equipment that distributes the electric power to the numerous internal electrical panels and systems in a building. The work associated with this project is to assess the condition of each building’s switchgear to identify maintenance requirements and develop a campus wide replacement schedule.

Duke Energy representatives toured the campus in January and have not yet completed their assessment report. Duke is providing this service free of charge and without any obligations. After reviewing the information, the next step in the process will be determined.
Switchgear Condition Assessment (Continued)

Engineers: TBD
General Contractor: TBD
Scope: $90,000
Anticipated Completion: TBD

7. **Exterior Door Security and Access Control**

Access to each main campus building during non-core hours is controlled by the Facilities Management custodial staff and University Police who manually lock and unlock each exterior door. Individuals requiring access during off hours are provided door keys in accordance with university policy and procedures. The primary risks associated with this approach are that keys can be lost or stolen and doors are sometimes inadvertently left unlocked. It is impossible to determine if doors are locked without visiting each building entrance. In addition, should the university experience a major security risk, a quick and efficient building lockdown could not be initiated.

To improve personal security and protect the university’s assets, this project will include installation of card access technology on main entrances to each building to permit after-hours access; installation of electronic and mechanical components on all entrance doors to enable lockdown capability based on a set schedule (end of day) or by the University Police in the event of a security threat or an unplanned closure; and the installation of card access technology on all doors to maintenance tunnels, reducing security risks associated with the campus tunnel infrastructure. With the new system, University Police dispatchers will be able to confirm all doors are secure limiting the risk of a door malfunction or prop open.

The project also includes a camera and intercom system for at least one entrance per building, enabling University Police to view and communicate with individuals and to permit or deny access as necessary when the building is closed.

Intercom installation is still ongoing. Cabling and network issues have held up progress but the contractor has now begun to install the intercoms on buildings.

**Contractor:** Aegis Protective Services
Scope: $550,000
Anticipated Completion: September 2015

8. **Sustainability**

In December 2007, NKU signed the American College and University Presidents Climate Commitment (ACUPCC) and, in so doing, joined over 650 other American colleges and universities which have pledged to actively work towards making their campuses “climate neutral” by a predetermined date. NKU’s target date is 2050.
Sustainability (Continued)

NKU’s third greenhouse gas inventory was completed and submitted as required by the ACUPCC. All departments contacted and assumptions made were documented to improve the consistency of the inventory from year to year. Improving the accuracy of the information will allow NKU to better measure progress as we move towards a goal of climate neutrality.

Tess Phinney was hired as NKU’s first Sustainability Manager and she began her role on July 8, 2015. This position will focus on developing a cohesive strategy to advance sustainability across campus by partnering with academic and operational areas of campus and engaging students and the community. Plans are currently underway for an office supply swap event on August 27. Work is also being done to reestablish a community garden on campus.
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 April 1, 2015 through June 30, 2015, and Fiscal Year 2014-15:

- During the April 1, 2015 – June 30, 2015 time period, 26 grants were awarded. The total amount of money awarded was $2,140,406.

- For Fiscal Year 2014-15, the cumulative total number of grants awarded is 91 totaling $6,729,869.
<table>
<thead>
<tr>
<th>College</th>
<th>Department</th>
<th>Principal Investigator</th>
<th>Title</th>
<th>Agency</th>
<th>Award Notice</th>
<th>Award Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Arts and Sciences</td>
<td>Biological Sciences</td>
<td>Erin Strome</td>
<td>Exploring the Role of Target Rapamycin (TOR) Complex One in Genome Stability</td>
<td>KY EPSCoR (NSF)</td>
<td>04/01/15</td>
<td>$25,000.00</td>
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<td>Haile/US Bank College of Business</td>
<td>Small Business Development Center</td>
<td>Rebecca Volpe</td>
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<td>U.S. Small Business Administration</td>
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<td>Kirsten Schwarz</td>
<td>Building STEAM: Training The Next Generation of Science Communication Scholars by Bridging the Gap between Visual Arts and Traditional STEM Sciences</td>
<td>Kentucky EPSCoR</td>
<td>04/07/15</td>
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<td>Biological Sciences</td>
<td>Christine Curran</td>
<td>KBRIN: Genetic Susceptibility to Developmental Neurotoxicants</td>
<td>University of Louisville Research Foundation</td>
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<tr>
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<td>Sara Runge</td>
<td>NWP SEED Teacher Leadership Development Grant</td>
<td>National Writing Project/FFT</td>
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<td>Mark Bardgett</td>
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<td>Brighton Center, Inc</td>
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<td>Student Affairs</td>
<td>Intercollegiate Athletics</td>
<td>Siobhan Ryan-Perry</td>
<td>REAL Responsible Education About Life CHOICES</td>
<td>National Collegiate Athletic Association</td>
<td>04/20/15</td>
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<td>College</td>
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<tr>
<td>Haile/US Bank College of Business</td>
<td>Entrepreneurship Institute</td>
<td>Sally Allen</td>
<td>Idea State University</td>
<td>Kentucky Science and Technology Corporation</td>
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<td>Will Peveler</td>
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<td>Kentucky Council on Postsecondary Education</td>
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<td>College of Education and Human Services</td>
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<td>Lynne Smith</td>
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<td>Kentucky Leveraged Adolescent Literacy and Learning Initiative 2016</td>
<td>Collaborative Center for Literacy Development</td>
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<td>KTIP Training &amp; Oversight FY 2016</td>
<td>Education Professional Standards Board</td>
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<td>College of Education and Human Services</td>
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<td>Steven Crites</td>
<td>Kentucky Traineeship in Special Education 2015 - 2016</td>
<td>U.S. Dept. of Education/KY State Dept. of Education</td>
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<td>Sarah Kasten</td>
<td>Mathematics Advanced Teaching Clinical Heuristic (MATCH)</td>
<td>Council on Postsecondary Education</td>
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<td>College</td>
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<td>Agency</td>
<td>Award Notice</td>
<td>Award Amount</td>
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<tr>
<td>Haile/US Bank College of Business</td>
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<td>Morteza Sadat-Hossiency</td>
<td>Advantage Kentucky Alliance Yr. 3</td>
<td>Western KY University</td>
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<td>Cindy Foster</td>
<td>City Heights Health Center at Ida Spence Mission: Pathways to Well-Being</td>
<td>Good Samaritan Foundation</td>
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<td>Educational Outreach &amp; NKU Connections</td>
<td>Vicki Berling</td>
<td>ACE Credit for Prior Learning Stimulus Grant</td>
<td>American Council on Education</td>
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<td>College of Informatics</td>
<td>Communication</td>
<td>Nicholas Zeman</td>
<td>Health Gamification Program</td>
<td>St. Elizabeth's Hospital Medical Center</td>
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<td>College of Arts and Sciences</td>
<td>Physics and Geology</td>
<td>Matthew Zacate</td>
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<td>Kentucky Campus Compact</td>
<td>Gayle Hilleke</td>
<td>AmeriCorps VISTA FY 15-16</td>
<td>Corporation for National and Community Service</td>
<td>06/30/15</td>
<td>$210,168.00</td>
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</tbody>
</table>

Total Number of Awards from April 1, 2015 thru June 30, 2015: **26**

Total Funds Awarded from April 1, 2015 thru June 30, 2015: **$2,140,406.00**

Total Number of Awards from July 1, 2014 thru June 30, 2015: **91**

Total Funds Awarded from July 1, 2014 thru June 30, 2015: **$6,729,869.00**
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 July 1, 2015 through July 31, 2015, Fiscal Year 2016.

- During the July 2015 time period, 7 grants were awarded. The total amount of money awarded was $876,010.
## NKU Office of Research, Grants and Contracts
### Grants Awarded Funding - July 1, 2015 thru July 31, 2015
#### FY 2016

<table>
<thead>
<tr>
<th>College</th>
<th>Department</th>
<th>Principal Investigator</th>
<th>Title</th>
<th>Agency</th>
<th>Award Notice</th>
<th>Award Amount</th>
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<tbody>
<tr>
<td>College of Education and Human Services</td>
<td>Counseling, Social Work, and Leadership</td>
<td>Jennifer Sharp</td>
<td>Northern Kentucky Center for Contemplative Pedagogy</td>
<td>Center for Contemplative Mind in Society</td>
<td>07/01/15</td>
<td>$5,000.00</td>
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<tr>
<td>College of Health Professions</td>
<td>Advanced Nursing Studies</td>
<td>Jennifer Cline</td>
<td>Brighton Health Initiative FY 15-16</td>
<td>Brighton Center, Inc.</td>
<td>07/01/15</td>
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<td>Academic Affairs</td>
<td>College of Arts and Sciences/Stats</td>
<td>Beth Sweeney</td>
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<td>Student Support Services</td>
<td>Upward Bound</td>
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<td>National Institutes of Health</td>
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<td>Office of Regional Stewardship</td>
<td>Scripps Howard Ctr for Civic Engag &amp; Nonprofit Dev</td>
<td>Mark Neikirk</td>
<td>Mayerson Student Philanthropy Project</td>
<td>Artswave</td>
<td>07/30/15</td>
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<td>Institutional Effectiveness</td>
<td>Institutional Research</td>
<td>Vickie Natale</td>
<td>KnowledgeWorks</td>
<td>KnowledgeWorks</td>
<td>07/30/15</td>
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</tbody>
</table>

Total Number of Awards from July 1, 2015 thru July 31, 2015: 7

Total Funds Awarded from July 1, 2015 thru July 31, 2015: $876,010.00
FUNDRAISING REPORT

The attached Fundraising Report summarizes fundraising resources committed from July 1, 2014 through June 30, 2015 totaling $5,985,654 in support of the university.

The report includes:

1. Resources in support of the colleges, Steely Library, Go Norse Fund, NKU Fund For Excellence, Campus Program Initiatives, and WNKU.

2. Resources for Fiscal Year 2015.

Fundraising Resources FY 15 to Date by Designation
For the Period 7/01/14- 6/30/15

<table>
<thead>
<tr>
<th>Designation</th>
<th>FY15</th>
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</thead>
<tbody>
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<td>College of Arts and Sciences</td>
<td>$1,282,252</td>
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<td>College of Business</td>
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<td>College of Education &amp; Human Services</td>
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<td>College of Informatics</td>
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<td>Chase College of Law</td>
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<td>Go Norse Fund</td>
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<td>Steely Library</td>
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<tr>
<td>NKU Fund for Excellence</td>
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<tr>
<td>Campus Program Initiatives</td>
<td>$1,293,340</td>
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<tr>
<td>WNKU (membership &amp; underwriting)</td>
<td>$960,668</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$5,985,654</strong></td>
</tr>
</tbody>
</table>
ORGANIZATIONAL CHANGES REPORT

1. Academic Affairs

Enrollment and Degree Management
Career Services, Student Support Services, New Student Orientation and Parent Programs, and University Connect and Persist (UCAP) will be moved from the Student Affairs division to the Academic Affairs division. First Year Programs will be moved from university programs to enrollment and degree management.

The purpose of enrollment and degree management is to utilize a systematic set of activities and programming efforts to strategically manage the lifecycle of the student while maintaining optimal recruitment, retention, persistence and graduation rates.

The Department of Enrollment and Degree Management reorganization was implemented on July 1, 2015. Offices within the reorganized unit include: Office of Undergraduate Admissions, Office of Student Financial Services, Office of University Registrar, Transfer Services, New Student Orientation and Parent Programs, First-Year Programs, University Connect and Persist, Career Services, Student Support Services, and Veterans Resource Station.

The Veterans Resource Station will report to the assistant vice president for enrollment and student success. With a refocus on the life-cycle of the student and the cross-functional student support departments within the enrollment and student success unit this reporting relationship will be in strong alignment with the Station’s mission to “facilitate or coordinate programs and services that increase the likelihood of veterans, student service members and their family members completing their educational goals.” From the first-year experience to the interviewing preparations in career services, we have an opportunity to further strengthen our wrap-around support for our veterans in a proactive manner throughout the life-cycle of the student.

Graduate Education, Research and Outreach
The unit titled Associate Provost for Research, Graduate Studies, and Regional Stewardship is changed to the Vice Provost for Graduate Education, Research and Outreach. The position of the associate provost was vacated, and the position was changed to vice provost after a review of the portfolio. The portfolio of the vice provost includes the areas of graduate education, research, grants and contracts, and outreach, under which regional stewardship falls. The name of the unit was changed to reflect the scope of the unit.

Undergraduate Academic Affairs
The unit titled Vice Provost, University Programs was changed to the Vice Provost for Undergraduate Academic Affairs. The unit title Vice Provost, University Programs does not reflect the function of the vice provost and the units that report to the vice provost. The vice provost’s portfolio is focused on the academic undergraduate experience and includes Norse Advising, the honors program, curriculum, assessment, school based scholars, pathways programs, and other entities that focus on the academics in the undergraduate student life cycle.
Honors Program
The Honors Program now reports to the Vice Provost for Undergraduate Academic Affairs. The change in the reporting structure allows a better alignment with other undergraduate academic initiatives initiated through the vice provost.

Executive Leadership and Organizational Change
The Executive Leadership and Organizational Change (ELOC) program has moved to report to the dean of the Haile/US Bank College of Business. The ELOC program previously reported to the Department of Management. Historically all graduate programs in the college of business have formally reported to the dean of the college. This allows for formal alignment with the organizational chart with our overall system support.

Physics, Geology and Engineering Technology
The Department of Physics and Geology has been renamed the Department of Physics, Geology and Engineering Technology. Recently, the Department of Physics and Geology conducted a vote of its faculty regarding a change in the name to the Department to Physics, Geology and Engineering Technology. The faculty feels that this new name better reflects the function of this unit. No restructuring or reporting changes were made as a result of this name change.

Haile/US Bank College of Business
The college made a number of changes to reflect leadership shifts, potential market growth, faculty size (workload), and student credit hours generated to better prepare for RCM budget management. Construction management moved to a program status under the Department of Marketing, Sports Business and Construction Management. Economics realigned with finance for a revitalized Department of Economics and Finance. Accounting and Business Law maintains department status and no changes occur within the Department of Management. Under graduate programs, the former MBA director assumes the role of program administrator for both the MAAC and MBA programs and two faculty assume the roles of academic program director for the MBA and MAAC programs, respectively.

The structural re-configuration provides for a better workload balance for faculty and department chairs. With the exception of management (the largest department with multiple programs), the new departments are better balanced with both number of faculty and student credit hours generated. The workload balance coupled with a more direct market focus will better position the college as the new university budget model is implemented.

2. Student Affairs
The departures of the Vice President for Student Affairs and the Dean of Students provided the opportunity to reorganize the division. The Vice President for Student Affairs and Dean of Students positions have been combined into one position.
The division has created the new Office of Student Conduct, Rights and Advocacy which will continue to address all conduct concerns and recommendations.

The Assistant Vice President for Student Inclusiveness has assumed leadership for Upward Bound, Education Talent Search, and the Kentucky State L.E.A.P. (Leveraging Educational Assistance Partnership) grant. The Center for Student Inclusiveness will continue to include African American Programs and Services, Latino Programs and Services, LGBTQ Programs and Services, and Disability Programs and Services.

The Assistant Vice President for Student Support and Business Operations is now the Assistant Vice President for Student Engagement and Business Operations. Direct reports include the Early Childhood Center, Health, Counseling and Student Wellness, University Housing, Fraternity and Sorority Life, Student Engagement, Student Union and Programming, and Campus Recreation. This aligns the student engagement with the business operations of revenue generating units. This position will also retain responsibility for the oversight of budget and policy for Student Affairs.

3. University Advancement

University Marketing and Communications
The University Marketing and Communications department was restructured in response to the rapidly changing environment both within higher education and at NKU. The new structure will improve interdepartmental and university-wide collaboration and support a heightened focus on supporting the strategic goals of the university (including enrollment). Newly clarified positions call for specialists in specific roles, including a Director of Public Relations (external), Director of University Communications (internal), Social Media Specialist, Brand Manager, and Marketing Managers assigned to colleges.

Five employees from university printing will move to the University Marketing and Communications department. These employees have already been providing design services for university constituents and will continue to do so as part of the Marketing and Communications department. This change brings the design process (A-Z) under the same management, creating seamless customer service and management of the University’s identity standards.

Special Events to Donor Relations
The office of Special Events is being renamed to Donor Relations in order to reflect its primary function of donor stewardship and engagement. In addition to planning and implementing special events for current and prospective donors, the office also plays an important role in planning and developing communication strategies regarding the impact of donor contributions.
RECOMMENDATION:

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

ADMINISTRATIVE APPOINTMENTS:

**Dr. Darius Fatemi**, from assistant professor of accounting and business law to assistant professor of accounting and business law, and the academic program director of the Master of Accountancy Program, effective July 1, 2015.

**Dr. Sean Foley**, from associate professor in the Department of Marketing, Sports Business, and Construction Management to associate professor and director in the Department of Construction Management Program, effective July 1, 2015.

**Dr. Bertie Greer**, from professor in the Department of Management, to professor and chair in the Department of Management, effective July 1, 2015.

**Dr. Zachary Hart**, from chair and associate professor in the Department of Communication, and interim co-chair in the Department of Business Informatics to professor and chair in the Department of Communication, effective July 1, 2015.

**Mr. Michael Hatton**, from assistant professor and assistant chair of the Department of Theatre and Dance, to assistant professor and program head of theatre and dance, in the School of the Arts, effective July 1, 2015.

**Dr. Eric Knechtges**, from assistant professor in the Department of Music to associate professor and program head of music, in the School of the Arts, effective July 1, 2015.

**Dr. Madhura Kulkarni**, from assistant director and outreach and events coordinator of CINSAM to interim director of CINSAM, effective July 1, 2015.

**Dr. Greg Martin**, from associate professor in the Department of Marketing, Economics and Sports Business to associate professor in the Department of Marketing, Sports Business, and Construction Management and associate dean of the Haile/US Bank College of Business, effective July 1, 2015.

**Mr. Roger Brad McCombs**, from associate professor in the Department of Visual Arts to associate professor and program head of visual arts, in the School of the Arts, effective July 1, 2015.

**Mr. Thomas McGovern**, from professor and chairperson of the Department of Visual Arts to professor and associate director of the School of the Arts, effective July 1, 2015.

**Dr. Robert Russ**, from associate professor in the Department of Accounting, Finance and Business Law to associate professor and chair in the Department of Accounting and Business Law, effective July 1, 2015.
Dr. Sandra Spataro, from associate professor of management to associate professor of management and the academic program director of the Master of Business Administration Program, effective July 1, 2015.

Dr. J.C. “Duke” Thompson, from professor in the Department of Accounting, Finance and business Law to professor and chair in the Department of Economics and Finance, effective July 1, 2015.

FACULTY APPOINTMENTS:

Ms. Tracey R. Adams, assistant professor in the Department of Advanced Nursing Studies, effective August 10, 2015.

Dr. Chad Anderson, assistant professor in the Department of Business Informatics, effective August 10, 2015.

Dr. Holly Attar, lecturer (non-tenure track renewable) of music in the School of the Arts, effective July 1, 2015.

Dr. Debra Bryant, assistant professor in the Department of Nursing, effective August 10, 2015.

Dr. Francoise Knox-Kazimierczuk, assistant professor in the Department of Allied Health, effective August 10, 2015.

Dr. Tamuchin McCreless, assistant professor in the Department of Business Informatics, effective August 10, 2015.

Dr. W. Terry Ray, visiting professor in the Department of Advanced Nursing Studies, effective August 10, 2015.

Ms. Alessandra Rhinehart, assistant professor in the Department of Counseling, Social Work & Leadership, effective August 10, 2015.

Ms. Erika Sharkey, lecturer (non-tenure track renewable) in the College of Education and Human Services Advising Center, effective July 1, 2015.

Dr. Trung Tran, lecturer (non-tenure track renewable) in the Department of History and Geography, effective August 10, 2015.

Dr. Lynne Zajac, assistant professor in the Department of Advanced Nursing Studies, effective August 10, 2015.

Mini Vitas Follow
TRANSITIONS:

**Dr. Jan Hillard**, from associate provost for the Department of Research, Graduate Studies and Regional Stewardship to professor in the Department of Political Science, Criminal Justice and Organizational Leadership, effective August 15, 2015.

**Dr. Linda Marquis-Cate**, from professor in the Department of Accounting and Business Law and associate dean in the college of business, to professor in the Department Accounting and Business Law, effective July 1, 2015.

**Dr. Stephen Mueller**, from professor and interim department chair in the Department of Management to professor in the Department of Management, effective July 1, 2015.

**Dr. Ihab Saad**, from professor and department chair in the Department of Construction Management to professor in the Department of Marketing, Sports Business, and Construction Management, effective July 1, 2015.

**Dr. Kurt Sander**, from associate professor and chair in the Department of Music to associate professor of music in the School of the Arts, effective July 1, 2015.

Mini Vitas Follow

DEPARTURES:

**Dr. Matthew Asare**, assistant professor in the Department of Kinesiology and Health, effective May 16, 2015.

**Dr. Daryl Orth**, associate professor in the Department of Marketing, Sports Business, and Construction Management, effective July 1, 2015.

**Ms. Teresa Riley**, lecturer in the Department of Computer Science, effective May 16, 2015.

RETIREMENTS:

**Dr. Ann Dollins**, associate professor in the Department of Advanced Nursing, effective May 16, 2015. *This recommendation is a change from Dr. Dollins’ original request to enter the Phased Resignation Program August 11, 2014.*

**Dr. Carol Lawrence**, professor in the Department of Accounting, Finance, and Business Law, effective July 1, 2015.

**Mr. Peter Theuri**, chair and professor in the Department of Accounting, Finance, and Business Law, effective May 16, 2015.

**Dr. Ed Workman**, associate professor in the Department of Construction Management, effective July 1, 2015.
LEAVES, PAID/UNPAID:

**Dr. Kurt Sander**, associate professor of music in the School of the Arts, re-entry leave, effective for the fall semester 2015.

TEMPORARY FACULTY APPOINTMENTS:

<table>
<thead>
<tr>
<th>College of Arts and Sciences</th>
<th>Biological Sciences</th>
<th>Chemistry</th>
<th>CINSAM</th>
<th>English</th>
<th>History &amp; Geography</th>
<th>Mathematics &amp; Statistics</th>
<th>Music</th>
<th>Physics, Geology &amp; Engineering Technology</th>
<th>Political Science, Criminal Justice &amp; Organizational Leadership</th>
<th>Psychological Science</th>
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</thead>
<tbody>
<tr>
<td>Dr. Kathryn Higginbotham</td>
<td>Fiscal Year</td>
<td></td>
<td></td>
<td>Ms. Kristi Brock</td>
<td>Academic Year</td>
<td>Ms. Shelley Cain</td>
<td>Dr. Amy Gillingham</td>
<td>Dr. Chari Ramkumar</td>
<td>Ms. Kathryn Elvey</td>
<td>Ms. Rebecca Hazen</td>
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<tr>
<td>Dr. Stephen Linn</td>
<td>Academic Year</td>
<td>Dr. Michael Guy</td>
<td>Academic Year</td>
<td>Ms. Rhonda Davis</td>
<td>Academic Year</td>
<td>Mr. Michael Collins</td>
<td>Mrs. Katie Barton</td>
<td>Dr. Jeffrey Girton</td>
<td>Mr. Jeffrey Girton</td>
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<tr>
<td>Dr. Beatriz Russell</td>
<td>Academic Year</td>
<td>Dr. Michael Guy</td>
<td>Academic Year</td>
<td>Mr. Stephen Leigh</td>
<td>Academic Year</td>
<td>Ms. Chrystal Culbertson</td>
<td>Dr. Melody Rawlings</td>
<td>Dr. Melody Rawlings</td>
<td>Dr. Melody Rawlings</td>
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<tr>
<td>Mr. Reuben Bullard</td>
<td>Academic Year</td>
<td>Dr. Beatriz Russell</td>
<td>Academic Year</td>
<td>Ms. Wendy Hertzenberg</td>
<td>Fiscal Year</td>
<td>Ms. Marla Lemmon</td>
<td>Mr. Jeffrey Girton</td>
<td>Ms. Meredith Smith</td>
<td>Ms. Meredith Smith</td>
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<tr>
<td>Ms. Wendy Hertzenberg</td>
<td>Fiscal Year</td>
<td>Dr. Beatriz Russell</td>
<td>Academic Year</td>
<td>Ms. Kathleen Quinn</td>
<td>Academic Year</td>
<td>Ms. Barbara Phillips</td>
<td>Ms. Laura Urbanski</td>
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<td>Dr. Michael Guy</td>
<td>Academic Year</td>
<td>Ms. Kathleen Quinn</td>
<td>Academic Year</td>
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<td></td>
<td>Dr. Beatriz Russell</td>
<td>Academic Year</td>
<td>Ms. Meredith Smith</td>
<td>Academic Year</td>
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</tbody>
</table>
Dr. Smita Ward  Academic Year
Dr. Elijah White  Academic Year

**Sociology, Anthropology & Philosophy**
Dr. Gary Blahnick  Academic Year
Dr. Nicole Grant  Academic Year
Ms. Denise Knisely  Fall Semester
Mr. Dennis Miller  Academic Year
Dr. Nicole Roth  Academic Year
Dr. Michael Simonton  Academic Year
Ms. Kristina Vise  Academic Year

**Theater & Dance**
Ms. Heather Britt  Academic Year
Ms. Christina Jones  Academic Year

**Visual Arts**
Mr. David Martin  Academic Year
Mr. Brett Schieszer  Academic Year
Ms. Maren Carpenter –Fearing  Academic Year

**World Languages & Literatures**
Dr. Andrea Fieler  Academic Year

**US Bank/Haile College of Business**

**Accounting and Business**
Ms. Debbie Browning  Academic Year
Mr. Paul Croushore  Fall Semester
Ms. Elaine Guenthner  Fall Semester
Ms. Peggy Hussey  Fall Semester
Mr. James Kirtley  Academic Year
Ms. Lorraine Ruh  Academic Year
Ms. Marcia Vorholt  Academic Year

**Economics and Finance**
Mr. Edwin King  Fall Semester
Mr. Andrew Stout  Fall Semester
Mr. Alain Tourikian  Fall Semester

**Marketing, Sports Business & Construction Management**
Mr. Majed Dabdoub  Academic Year
Mr. C. Edward Heath  Academic Year
Mr. James Williams  Fall Semester

**Management**
Mr. Bruce Dellaposta  Fall Semester
Mr. Edwin Ericson  Fall Semester
Mr. Mark Gambill  Fall Semester
Ms. Priya Klocek  Fall Semester
Mr. Louis Manchise  Academic Year
Mr. Avi Ram  Fall Semester
Mr. Stephen Roush  Academic Year
Mr. John Wagner  Fall Semester
### College of Education and Human Services

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
<th>Time Period</th>
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</thead>
<tbody>
<tr>
<td>Counseling, Social Work &amp; Leadership</td>
<td>Mr. James Taylor</td>
<td>Academic Year</td>
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<tr>
<td></td>
<td>Ms. Rachael Winters</td>
<td>Academic Year</td>
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<tr>
<td>Kinesiology and Health</td>
<td>Mr. Keith Collins</td>
<td>Academic Year</td>
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<td></td>
<td>Mr. Wiley Piazza</td>
<td>Academic Year</td>
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<tr>
<td>Teacher Education</td>
<td>Dr. Brian Collier</td>
<td>Academic Year</td>
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<td>Ms. Joan Joseph</td>
<td>Academic Year</td>
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### College of Health Professions

<table>
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<tr>
<th>Department</th>
<th>Name</th>
<th>Time Period</th>
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<tbody>
<tr>
<td>Advanced Nursing</td>
<td>Ms. Sarah Sauntry</td>
<td>Academic Year</td>
</tr>
<tr>
<td></td>
<td>Ms. Jennifer Moreland</td>
<td>Academic Year</td>
</tr>
<tr>
<td>Allied Health</td>
<td>Dr. Melanie Cundiff</td>
<td>Academic Year</td>
</tr>
<tr>
<td>Nursing</td>
<td>Ms. Amber Thomas</td>
<td>Academic Year</td>
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### College of Informatics

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
<th>Time Period</th>
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<tbody>
<tr>
<td>Business Informatics</td>
<td>Mr. Anthony Burk</td>
<td>Academic Year</td>
</tr>
<tr>
<td></td>
<td>Ms. Crystal Summers</td>
<td>Fiscal Year</td>
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<tr>
<td>Communication</td>
<td>Mr. Patrick Flynn Ashley</td>
<td>Academic Year</td>
</tr>
<tr>
<td></td>
<td>Ms. Pamela K. Fisher</td>
<td>Academic Year</td>
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<tr>
<td>Computer Science</td>
<td>Ms. Cindy Bragg</td>
<td>Academic Year</td>
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<td></td>
<td>Dr. Timothy McCord</td>
<td>Academic Year</td>
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<td></td>
<td>Ms. Cynthia Thomas</td>
<td>Academic Year</td>
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### Undergraduate Academic Affairs

<table>
<thead>
<tr>
<th>Program</th>
<th>Name</th>
<th>Time Period</th>
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<tbody>
<tr>
<td>Learning Assistance Programs</td>
<td>Ms. Natalie M. Williams</td>
<td>Academic Year</td>
</tr>
<tr>
<td>Mini Vitas Follow</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MINI VITA

Name: Darius Fatemi

Title: Assistant Professor of Accounting and Academic Director of the Master of Accountancy Program

Education: Ph.D., 2007, Accounting, Indiana University

MBA, Accounting, Indiana University

Ph.D., 1995, Physics, University of Virginia

B.A., 1990, Physics, University of Virginia

Experience: 2015 – Present, Assistant Professor and Academic Director of the Master of Accountancy Program, Northern Kentucky University

2010 – 2015, Assistant Professor, Northern Kentucky University

2007 – 2010, Assistant Professor, University of Denver

2006 – 2010, Assistant Professor, Cornell University

2005 – 2006, Visiting Professor, Cornell University

2005 – 2006, Assistant Professor, Yale University

2000 – 2005, Assistant Professor, Yale University
MINI VITA

Name: Sean Foley

Title: Associate Professor and Director of the Construction Management Program

Education: Ph.D., 2006, Educational Leadership and Administration, General, Miami University, Oxford

M.S.T., 2000, Industrial Engineering, Northern Kentucky University

B.S., 1993, Industrial Technology/Technician, Northern Kentucky University

Experience: 2015 – Present, Associate Professor and Construction Management Program Director, Northern Kentucky University

2011 – 2015, Associate Professor, Northern Kentucky University

2011 – 2012, Visiting Scholar, University of Washington

2007 – 2011, Associate Professor and Department Chair, Northern Kentucky University

2001 – 2007, Assistant Professor, Northern Kentucky University

2001 – 2001, Lecturer, Northern Kentucky University

1992 – 2000, Project Manager & Site Designer, Bayer Becker Engineers


1989 – 1989, Draftsperson, Trenwa

1986 – 1989, Sales, Pilot Home Center
MINI VITA

Name: Bertie Greer

Title: Chair and Professor of Management

Education: Ph.D., 1997, Business Administration, Kent State University
MBA, 1989, Management, University of Toledo
B.S., 1986, Mechanical Engineering, University of Toledo

Experience: 2015 - Present, Chair and Professor in the Management Department, Northern Kentucky University
2001 – 2015, Professor, Northern Kentucky University
1999 – 2001, Adjunct Professor, University of Detroit-Mercy
1998 – 1999, Assistant Professor, Oakland University
1997 – 1998, Visiting Assistant Professor, Bowling Green State University
1992 – 1995, Teaching Fellow, Kent State University
1993 – 1993, Instructor, Kent State University
1988 – 1989, Graduate Assistant, University of Toledo
1990 – 1991, Production Engineer, Ford Motor Company
1989 – 1990, Supervisor/Manufacturing Engineer, Ford Motor Company
1986 – 1988, Plant Engineer, Jeep Eagle/Chrysler
1982 – 1984, Engineering Co-op, Timken Roller Bearing
MINI VITA

Name: Dr. Zachary Hart

Title: Chair and Associate Professor of Communication and Interim Co-Chair of Business Informatics

Education: Ph.D., 2000, Communication, Michigan State University

M.S., 1989, Journalism, University of Illinois

B.A., 1988, Mass Communication, Western Illinois University

Experience: 2014 – 2015, Chair, Associate Professor of Public Relations, and Interim Co-Chair in the Department of Business Informatics, Northern Kentucky University

2013 – 2014, Chair and Associate Professor of Public Relations Department of Communication, Northern Kentucky University

2012 – 2013, Interim Chair and Associate Professor of Public Relations Department of Communication, Northern Kentucky University

2010 – 2011, Interim Chair and Associate Professor of Public Relations Department of Communication, Northern Kentucky University

2003 – 20010, Assistant Professor of Public Relations/Speech Communication, College of Informatics, Northern Kentucky University

1999 – 2003, Assistant Professor of Communication, Communication Department, College of Arts and Sciences, Concordia University
MINI VITA

**Name:** Michael Hatton

**Title:** Assistant Professor

**Education:**

**Experience:**
- 2011 – Present, Assistant Professor in Theatre, Northern Kentucky University
- 2005 – 2011, Lecturer in Theatre, Northern Kentucky University
- 2003 – 2005, Adjunct Instructor of Theatre and Speech, Virginia Commonwealth University
MINI VITA

Name: Eric Knechtges

Title: Associate Professor

Education:
- D.M., 2008, Music Composition, Indiana University
- M.M., 2005, Music Composition, Bowling Green State University
- B.M.E., 2001, Music Education, Michigan State University

Experience:
- 2009 – 2015, Assistant Professor, Music, Northern Kentucky University
- 2008 – 2009, Temporary Lecturer, Music, Northern Kentucky University
- 2005 – 2008, Assistant Instructor, Music, Indiana University
MINI VITA

Name: Madhura Kulkarni

Title: Assistant Director, Center for Integrative Natural Science and Mathematics

Education: Ph.D., 2010, Natural Resources, Cornell University

M.S., 2003, Environmental Science, University of Maryland-College Park

B.S., 1999, Biology, Duke University

A.B., 1999, Environmental Science and Policy, Duke University

Experience: 2012 – 2014, Interim Assistant Director, CINSAM, Northern Kentucky University

2012, Grant Writer for McNair Grant, Northern Kentucky University

2008 – 2011, Consulting Scientist, Clean Air Task Force
MINI VITA

Name: Greg Martin

Title: Associate Dean and Associate Professor of Marketing

Education: Ph.D., 1994, Business, University of Wisconsin-Madison

MBA, 1988, University of Arkansas

B.A., 1978, University of Arkansas

Experience: 2015 – Present, Associate Dean and Associate Professor in the Marketing, Sports Business and Construction Management Department, Northern Kentucky University

2008 – 2015, Associate Professor in the Marketing, Sports Business and Construction Management Department, Northern Kentucky University

1994 – 2008, Assistant Professor, University of West Florida
MINI VITA

Name: Roger Brad McCombs
Title: Program Head, Visual Arts

B.F.A., Sculpture, 1997, Washington University in St. Louis

Experience: 2015 – Present, Program Head, Visual Arts, Northern Kentucky University

2014 – 2015, Assistant Chair and Associate Professor of Art, Department of Visual Arts, Northern Kentucky University

2013 – 2014, Associate Professor of Art, Department of Visual Arts, Northern Kentucky University

2007 – 2013, Assistant Professor of Art, Department of Visual Arts, Northern Kentucky University

2005 – 2007, Art Coordinator and Assistant Professor of Art, Arts Program - Southern Campus, Ohio University

2004 – 2005, Visiting Assistant Professor, School of Art, Bowling Green State University

2002 – 2004, Lecturer, School of Art, Bowling Green State University

1999 – 2002, Graduate Assistant/Instructor, College of Fine Arts, Carnegie Mellon University
MINI VITA

Name:          Thomas McGovern
Title:         Associate Director, School of the Arts
Education:     M.F.A., Fine Arts, 1986, Tyler School of Art of Temple University
               B.F.A., Fine Arts, 1982 Massachusetts College of Art and Design
Experience:    2015 – Present, Associate Director, School of the Arts, Northern Kentucky University
               2002 – 15, Chair and Professor of Art, Department of Visual Arts, Northern Kentucky University
               1987 – 1995, Area Head, Sculpture, School of Visual Arts, Pennsylvania State University
               1999 – 2002, Assistant Director, School of Visual Arts, Pennsylvania State University
               1995 – 2002, Graduate Program Head, School of Visual Arts, Pennsylvania State University
MINI VITA

Name: Robert Russ

Title: Chair and Associate Professor of Accounting and Business Law

Education: Ph.D., 2006, Accounting, Virginia Commonwealth University

B.A., 1983, Accounting, Marietta College

Experience: 2015 – Present, Chair and Associate Professor in the Accounting and Business Law Department, Northern Kentucky University

2005 – 2015, Associate Professor, Northern Kentucky University

2000 – 2001, Accountant, Clifton Gunderson Certified Public Accountants

1998 – 2000, Controller, Crounse & Malchow


1983 – 1987, Staff Accountant, Butchart and Associates, PA-Certified Public Accountants
MINI VITA

Name: Sandra Spataro

Title: Associate Professor of Management and Academic Director of the Master of Business Administration Program

Education: Ph.D., 2000, Business Administration, University of California, Berkeley, Haas School of Business

M.A., Sociology, Stanford University

B.A., 1988, Economics, Stanford University

Experience: 2015 – Present, Associate Professor and MBA Program Director, Northern Kentucky University

2012 – 2015, Associate Professor, Northern Kentucky University

2010 – 2012, Visiting Professor, University of Utah

2006 – 2010, Assistant Professor, Cornell University

2005 – 2006, Visiting Professor, Cornell University

2005 – 2006, Assistant Professor, Yale University

2000 – 2005, Assistant Professor, Yale University
MINI VITA

Name: J.C. “Duke” Thompson

Title: Chair and Professor of Economics and Finance

Education: DBA, 1990, Finance, University of Kentucky

MBA, 1983, Finance, Youngstown State University

B.A., 1976, Accounting, Westminster College

Experience: 2015 – Present, Chair and Professor in the Economics and Finance Department, Northern Kentucky University

2005 – 2015, Professor, Northern Kentucky University

2002 – 2005, Professor, Eastern Kentucky University

1996 – 2002, Associate Professor, Eastern Kentucky University

1991 – 1996, Assistant Professor, Eastern Kentucky University

1988 – 1991, Visiting Assistant Professor, Bowling Green State University

1987 – 1988, Visiting Instructor, Eastern Kentucky University

1986 – 1988, Teaching Assistant, University of Kentucky

1983 – 1986, Assistant Professor, Westminster College
MINI VITA

Name: Tracey R. Adams

Title: Assistant Professor

Education: DNP, in progress, Nursing, Duke University

        MSN, 2012, Nursing, University of Cincinnati

        BSN, 2010, Nursing, University of Cincinnati

        JD, 1997, Law, Salmon P. Chase College of Law

        BA, 1993, Political Science, Miami University

Experience: 2014 – Present, Orthopedic Nurse Practitioner, Commonwealth Orthopedic Centers

        2012 – 2014, Certified Nurse Practitioner, Palliative Care, UC Health

        2010 – 2012, Critical Care Nurse, UC Health

        2009 – Present, Independent Contractor, Editorial Services, Wolters Kluwer Health

        1999 – 2009, Senior Quality Auditor, LexisNexis

        2006 – 2008, Paralegal Instructor, Beckfield College

        1999 – 1999, General Counsel, Finke Homes

        1999 – 2005, Adjunct Law Professor, Legal Writing & Research, Chase College of Law
MINI VITA

Name: Chad Anderson

Title: Assistant Professor

Education: Ph.D., 2011, Computer Information Systems, Georgia State University

M.B.A., 2006, Business Administration, Eastern Kentucky University

B.S., 1998, Occupational Therapy/Psychology, Eastern Kentucky University

Experience: 2011 – 2015, Assistant Professor, Department of Accounting & Information Systems, College of Business, University of Nevada, Reno

2010 – 2011, Temporary Instructor, Information Technology, Georgia State University

2008 – 2010, Associate Managing Editor, MIS Quarterly
MINI VITA

Name: Holly Attar

Title: Director of Music Preparatory and Lecturer of Music

Education: D.M.A., 2010, Viola Performance, University of Cincinnati
          M.M., 2004, Viola Performance, North Carolina School of the Arts
          B.M.E., 2000, Music Education, Central Michigan University

Experience: 2011 – Present, Director of NKU Music Preparatory, Adjunct Professor of Viola,
             Corbett Trio, NKU String Project Master Teacher
            
             2009 – 2011, Director of Career Services and Student Referral Service, University
             of Cincinnati College-Conservatory of Music
MINI VITA

Name: Debra Bryant

Title: Assistant Professor

Education: M.S.N., 2011, Nursing Administration, University of Cincinnati

B.S.N., 2000, Nursing, College of Mount St. Joseph

Diploma, Nursing, Good Samaritan School of Nursing

Experience: 2014 – Present, Administrative Shift Coordinator, Lindner Center of HOPE

2012 – Present, Nursing Instructor, Good Samaritan College of Nursing and Health Science

2012 – 2014, Registered Nurse, Lindner Center of HOPE, Cincinnati Children’s Hospital Medical Center

2010 – 2012, Clinical Manager, Pediatric Primary Care, Cincinnati Children’s Hospital Medical Center

Clinical Manager, A4 Central Rehabilitation, Cincinnati Children’s Hospital Medical Center

2007 – 2008, Nursing Instructor, Good Samaritan College of Nursing and Allied Health

2006 – 2008, Employee Health Nurse Specialist, Cincinnati Children’s Hospital Medical Center

2005 – 2006, School Nurse, Cincinnati Public Schools

2003 – 2005, Clinical Quality Health Assurance Coordinator, Every Child Succeeds

2004 – 2006, Agency Nurse, Tristate Medical


1995 – 2003, Public Health Nurse 2, Cincinnati Health Department

1992 – 2005, Staff Nurse, Good Samaritan Hospital
MINI VITA

Name: Francoise Knox-Kazimierczuk
Title: Assistant Professor

Education: Ph.D., 2015, Interdisciplinary Studies, Miami University
M.S., 2005, Dietetics and Chemistry, Ball State University
M.S., 2000, Health, Physical Education and Recreation, Illinois State University
B.A., 1997, Exercise Science & Fitness Management, Concordia University

Experience: 2013 – 2015, Adjunct Faculty, Department of Personal Fitness Training, Daymar College
2010 – 2011, Teaching Assistant, Department of Educational Leadership, Miami University
2007 – 2010, Adjunct Faculty, Department of Kinesiology and Health, Miami University
2006 – 2008, Adjunct Faculty, Department of Biological Sciences, Northern Kentucky University
MINI VITA

Name: Tamuchin McCreless

Title: Assistant Professor

           M.S., 2000, Health Care Administration, Trinity University
           B.S., 1997, Genetics, Texas A&M University

Experience: 2013 – 2015, Assistant Professor, School of Business & Economics, Fayetteville State University
             2011 – 2013, Senior Healthcare Economic Consultant, OptumHealth
MINI VITA

Name: W. Terry Ray

Title: Program Director/Assistant Professor of Clinical Nursing, Staff CRNA/Clinical Instructor, CRNA practice

Education: Doctor of Philosophy, 1997, Nursing Science; Physiology, University of Cincinnati, College of Nursing, Cincinnati, OH

Master of Science, 1992, Nursing, Adult Health Nursing; Nursing Education, University of Arkansas for Medical Sciences (UAMS), College of Nursing, Little Rock, AR

Certificate in Anesthesia, 1983, Nurse Anesthesia, Mayo Foundation School of Health Related Sciences, Rochester, MN

Bachelor of Science, 1978, Nursing, University of Central Arkansas, Conway, AR

Associate in Applied Science, 1974, Nursing, Phillips County Community College, Helena, AR

Experience: 2010 – Present, Program Director/Assistant Professor Clinical Nursing, University of Cincinnati, College of Nursing, Cincinnati, OH

2008 – Present, Staff CRNA/Clinical Instructor, CRNA practice, University of Cincinnati Medical Center, University of Cincinnati Physicians, Cincinnati, OH

2004 – 2005, Staff CRNA/Clinical Instructor, CRNA practice, University of Cincinnati Medical Center, University of Cincinnati Physicians, Cincinnati, OH

2003 – 2004, Staff CRNA, Little Rock Surgery Center, Little Rock, AR

1998 – 2001, Independent Contractor, Baptist Health Medical Center/Arkansas Anesthesia, P.A., Little Rock, AR

1999 – 1999, Instructor, Nursing Physiology/Pathophysiology, University of Arkansas for Medical Sciences, College of Nursing, Little Rock, AR

1994 – 1997, Clinical Instructor/Staff CRNA, Research Assistant, University Hospital, University Anesthesia Associates, Cincinnati, OH

1993 – 1994, Chief CRNA, Baptist Health Medical Center/Arkansas Anesthesia, P.A., Little Rock, AR
1989 – 1993, Assistant Chief CRNA, Baptist Health Medical Center/Arkansas Anesthesia, P.A., Little Rock, AR

1984 – 1989, Staff CRNA, Baptist Health Medical Center/Arkansas Anesthesia, P.A., Little Rock, AR

1979 – 1981, Coordinator for Critical Care Education, University Hospital, Department of Nursing, UAMS, Little Rock, AR

1978 – 1979, Head Nurse, Respiratory and Coronary Intensive Care, University Hospital, Department of Nursing, UAMS, Little Rock, AR

1977 – 1978, Assistant Patient Care Administrator, University Hospital, Department of Nursing, UAMS, Little Rock, AR

1974 – 1977, Staff and Charge Nurse, Coronary and Surgical Intensive Care Units, University Hospital, Department of Nursing, UAMS, Little Rock, AR
MINI VITA

Name: Alessandra Rhinehart
Title: Assistant Professor
Education: Doctoral Candidate, Counselor Education, University of Tennessee
M.A., Counseling, East Tennessee State University
B.S., Psychology, East Tennessee State University
Experience: 2011 – 2014, Graduate Teaching Assistant, University of Tennessee
2013, Career Counseling, University of Tennessee
2011, Psychotherapist, Mountain States Health Alliance
2008 – 2010, Graduate Assistant, East Tennessee State University
MINI VITA

Name: Erika Sharkey
Title: Lecturer

Education: M.A., School Counseling, Northern Kentucky University
B.S., Family Science, University of Kentucky

Experience: 2014 – 2015, School Counseling Intern, Practicum Student, Dayton High School & Southern Elementary
2014, Graduate Assistant, Northern Kentucky University
2013 – 2014, Family Service Worker, Hamilton County Head Start
2009 – 2013, Teacher, Bright Horizons Family Solutions, Woodland Early Learning Center
MINI VITA

Name: Trung Tran

Title: Lecturer (Renewable)

Education: Ph.D. University of Oklahoma, 2013
           M.E. Geographic Information Systems, Ho Chi Minh City University of Technology, 2004

Experience: 2014 – 2015, Lecturer, Department of Geography and Environmental Sustainability, University of Oklahoma
             2010 – 2013, Graduate Teaching Assistant (Instructor) Department of Geography and Environmental Sustainability, University of Oklahoma
             2007 – 2010, Graduate Research Assistant, Center for Spatial Analysis, University of Oklahoma
MINI VITA

Name: Lynne Zajac

Title: Interim MSN Program Director

Education: Ph.D., 2010, Nursing Education, University of Northern Colorado

MSN, 1994, Women’s Health, Case Western Reserve University

BSN, 1981, Nursing, Albright College

Experience: 2014 – Present, Interim MSN Program Director, Lourdes University, College of Nursing

2009 – Present, Graduate Faculty Professor, Nursing, Lourdes University, College of Nursing

2012 – 2014, Coordinator, Center for Nursing Scholarship, Lourdes University, College of Nursing

2004 – 2009, BSN Faculty Associate Professor, Nursing, Mercy College of Ohio

2000 – 2004, Assistant Chairman, Nursing Program, Owens Community College

1994 – 2000, ADN Faculty Assistant Professor, Nursing, Owens Community College

1987 – 1993, Adjunct Clinical Instructor, Nursing Fundamentals, Owens Community College
MINI VITA

**Name:** Jan William Hillard

**Title:** Professor

**Education:**
- Ph.D., Political Science, University of Cincinnati
- M.A., Political Science, University of Cincinnati
- B.A., Political Science, Hanover College

**Experience**
- 2007 – 2015, Associate Provost for Regional Stewardship, Northern Kentucky University
- 2005 – 2007, Assistant Vice President for Economic Initiatives, Northern Kentucky University
- 2005 – 2006, Interim Chair, Political Science and Criminal Justice, Masters of Public Administration Program, Northern Kentucky University
- 2003 – 2005, Associate Dean for Academic Affairs, Professor, Political Science, University of Cincinnati, Clermont College
- 2001 – 2002, Director of New Programs, 1999-2000, Associate Provost, University of Wisconsin, River Falls
- 1999 – 2000, Associate Provost, University of Wisconsin, River Falls
- 1995 – 2000, Director of Institutional Research, University of Wisconsin, River Falls
- 1995 – 1996, Co-Director, North Central Association Accreditation, University of Wisconsin, River Falls
- 1990 – 1995, Chair, Political Science Department, College of Arts and Sciences, University of Wisconsin, River Falls
- 1980 – 2003, Professor, Political Science, College of Arts and Sciences, University of Wisconsin, River Falls
- 1999 – 2003, Professor, Master of Management Program, University of Wisconsin, River Falls
MINI VITA

Name: Linda Marquis-Cate
Title: Professor

Education: DBA, 1978, Business Administration and Management, General, University of Kentucky

M.S., 1973, Accounting, University of Kentucky

B.S., 1972, University of Kentucky

Experience: 2004 – Present, Professor, Northern Kentucky University

2013 – 2015, Associate Dean and Professor, Northern Kentucky University

1997 – 2004, Professor and Chairman, Northern Kentucky University

1986 – 1997, Associate Professor and Chairman, Northern Kentucky University

1982 – 1986, Assistant Professor, University of Cincinnati

1978 – 1982, Assistant Professor, Tennessee Technological University

1981 – 1981, Visiting Assistant Professor, University of Tennessee

1977 – 1978, Instructor, University of Kentucky

1975 – 1977, Teaching Assistant, University of Kentucky
MINI VITA

Name: Stephen Mueller

Title: Professor

Education: Ph.D., 1994, International Management Studies, University of Texas at Dallas

M.S., 1989, Management and Administrative Science, University of Texas at Dallas

M.B.A., 1977, University of Texas at Arlington

B.S., 1969, Electrical Engineering, Purdue University

Experience: 2015 – Present, Professor, Northern Kentucky University

2007 – 2015, Interim Chair and Professor in the Management Department, Northern Kentucky University

2012 – 2013, Associate Dean and Professor, Northern Kentucky University

2010 – 2012, Professor, Northern Kentucky University

2004 – 2010, Associate Professor, Northern Kentucky University

2000 – 2004, Assistant Professor, Fort Worth, Texas

1994 – 2000, Assistant Professor, Miami, Florida
MINI VITA

Name: Ihab Saad

Title: Professor

Education: Ph.D., 1996, Construction Management, University of Kentucky
          M.S., 1994, Civil Engineering, General, Cairo University
          CER, 1990, Diploma Civil Engineering, Ain-Shams University
          B.S., 1984, Civil Engineering, Cairo University

Experience: 2015 – Present, Professor, Northern Kentucky University
            2013 – 2015, Chair and Professor in the Construction Management Department, Northern Kentucky University
            2011 – 2013, Associate Professor, Northern Kentucky University
            2008 – 2011, Associate Professor, University of Cincinnati
            2005 – 2007, Associate Professor, East Carolina University
            1999 – 2005, Assistant Professor, Bradley University
            1988 – 1991, Adjunct Assistant Professor, American University in Cairo
MINI VITA

Name: Kurt Sander

Title: Associate Professor of Music

Education: D.M. Music Composition Northwestern University, 1998

M.M. Music Composition 1994, University of Cincinnati-College Conservatory of Music

B.M. 1992, Music Composition, Cleveland State University

Experience: 2007 – Present Associate Professor of Music. NKU

2007 – 2015, Music Department Chair

2003 – 2006 Assistant Professor of Music, Northern Kentucky University

1998 – 2003, Assistant Professor and Program Coordinator of Music. Indiana University SE
MINI VITA

Name: Kathryn Poland Higginbotham

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2009, Molecular and Human Genetics, Baylor College of Medicine
           B.S., 2002, Biochemistry, Cell and Molecular Biology, University of Tennessee, Knoxville

Experience: 2009 – 2012, Postdoctoral Fellow, Division of Medical Genetics, Vanderbilt University Medical Center
MINI VITA

Name: Stephen C. Linn

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 1990, Molecular Genetics, Biochemistry and Microbiology, University of Cincinnati College of Medicine

M.S., 1982, Microbiology, University of Illinois

B.S., 1979, Microbiology, Purdue University

Experience: 2008 – 2015, Part-time Faculty, Biology, Northern Kentucky University

2014 – 2015, Postdoctoral Associate, Chemistry, Northern Kentucky University

2011 – 2014, Postdoctoral Associate, Biology, Northern Kentucky University

2008, Adjunct Professor, Biology, Xavier University

2005 – 2007, Visiting Assistant Professor, Biology, University of Dallas

2002 – 2004, Instructor, Biology, Georgia Institute of Technology

2001 – 2002, Research Scientist, Biology, Georgia Institute of Technology

1998 – 2001, Postdoctoral Associate, Biochemistry, Emory University School of Medicine

1994 – 1998, Research Associate, Critical Care, Cincinnati Children’s Hospital Research Foundation

1990 – 1994, Postdoctoral Associate, Molecular Genetics, University of Cincinnati College of Medicine
MINI VITA

Name: Michael Guy

Title: Assistant Professor

Education: Ph.D., 2008, Biochemistry, University of Wisconsin-Madison

B.S., 2002, Chemistry, Utah State University

Experience: 2014 – 15, Research Assistant Professor, Biochemistry, University of Rochester

2009 – 14, Postdoctoral Research Associate, Biochemistry, University of Rochester
MINI VITA

Name: Beatriz Russell

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2009, Molecular Genetics, Biochemistry and Microbiology, University of Cincinnati

M.A., 2002, Cell Biology and Biochemistry, Boston University

B.S., 1998, Biology, University of Miami, Coral Gables

Experience: 2010 – 12, Adjunct Instructor, Chemistry, Northern Kentucky University

2012 – 13, Lecturer (temporary), Chemistry, Northern Kentucky University

2013 – 14, Adjunct Instructor, Chemistry, Northern Kentucky University

2014, Lecturer (temporary), Chemistry, Northern Kentucky University
MINI VITA

Name: Reuben (Rick) G. Bullard, Jr.

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. Candidate (A.B.D.), Geology, University of Cincinnati

M. S., 2001, Geology, University of Cincinnati

M. A., 1996, Near Eastern Archaeology, Cincinnati Christian University

B. A., 1982, Near Eastern Archaeology and Biblical Studies, Cincinnati Christian University

Experience: 2013, Lecturer, CINSAM, Northern Kentucky University

2000 – Present, Lecturer, Geology, Northern Kentucky University

2012 – Present, Lecturer, Geology, Ancient History, Cincinnati Christian University

2007 – 2012, Assistant Professor, Geology, Ancient History, Cincinnati Christian University

2002 – 2006, Lecturer, Geology, Cincinnati Christian University

1986 – 2004, Lab Instructor, Geology, University of Cincinnati

1986 – 1994, Instructor, Photography, Cincinnati Christian University
MINI VITA

Name: Wendy Hertzenberg

Title: Outreach Specialist (Non-Tenure Track Temporary Faculty)

Education: M.A., 1998, Education, Georgetown College

B.A., 1990, Education, Northern Kentucky University

B.A., 1986, Advertising & Public Relations, Morehead State University

Experience: 2011 – 2015, Instructional Coach, Southern Elementary/Pendleton County Schools

2008 – 2011, Staff Developer, Campbell Ridge Elementary/Campbell County Schools

1997 – 2008, Primary Teacher/Collaboration, Reiley Elementary/Campbell County Schools

1993 – 1997, Primary Teacher, Grant’s Lick Elementary/Campbell County Schools

MINI VITA

Name: Kristi Brock

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 2001, English and Comparative Literature, University of Cincinnati

B.A., 1988, Journalism, Northern Kentucky University

Experience: 2001 – Present, Lecturer, Northern Kentucky University

1999 – 2001, Academic Tutor, University of Cincinnati

1999 – 2001, Freelance Writer, Cincinnati Enquirer/Kentucky Enquirer
MINI VITA

Name: Rhonda Davis

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 2012, English, Northern Kentucky University

B.A., 1996, Philosophy, University of North Carolina-Asheville

Experience: 2012 – Present, Adjunct Instructor, English, Northern Kentucky University

2012, Teaching Assistant, English, Northern Kentucky University (Recipient of 2012-2013 Part-Time Faculty Teaching Award)
MINI VITA

Name: Stephen Leigh

Title: Lecturer (non-tenure-track temporary)

Education: MA, Creative Writing, 2005 Antioch University McGregor

BFA, Art Education, 1974, University of Cincinnati

Experience: 2006 – Present, Lecturer, Creative Writing & English, Northern Kentucky University

2001 – 2006, Adjunct Instructor, Creative Writing & English, Northern Kentucky University
MINI VITA

Name: Connie Bruins

Title: Lecturer (non-tenure track temporary)

Education: Ph.D., Geography, University of Cincinnati, 2005

M.A., Environmental Science, Miami University, 1982

B.A. Biology/Biological Sciences, Malone College, 1979


2012 – 2013, Part-time adjunct faculty, Department of History and Geography
MINI VITA

Name: Mary Bucklin

Title: Lecturer (non-tenure-track temporary)


M.A., 1995, Non-fiction Writing/English, The University of Iowa

M.S., 1984, Education, Indiana University at Fort Wayne

B.S., 1975, Physical Education for Women, Iowa State University

Experience: 2001 – Present, Lecturer Northern Kentucky University Women’s and Gender Studies Program

1999 – 2001, University of Cincinnati Department of English Composition

2000 – Present, Adjunct Instructor Wilmington College, Cincinnati Branches

1998 – 2001, Northern Kentucky University Women’s Studies Program

1989 – 1994, Kirkwood Community College Department of English

1986 – 1989, Assistant Professor (Coordinator of Women’s Athletics and Coach) Upper Iowa University Physical Education Department

1978 – 1984, High School English and PE Teacher Bishop Luers High School, Fort Wayne, IN

1976 – 1978, 7-12 English & K-12 PE Teacher Lohrville Community Schools, Lohrville, IA
MINI VITA

Name: Joseph Lombardi

Title: Lecturer (non-tenure-track temporary)

Education: M.S.L.S., 2006, Library Science, University of Kentucky

M.A., 2002, History, Ohio University

B.A., 1995, History, Miami University

Experience: 2013 – 2014, Lecturer, History, Northern Kentucky University

2009 – 2012, Adjunct Lecturer, History, Northern Kentucky University
MINI VITA

Name: Kathleen M. Quinn

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. Candidate, Classics, University of Cincinnati (A.B.D. with degree expected Fall 2013)

M.A., 1999, Classics, University of Cincinnati

M.A., 1996, Archaeology, Cornell University

B.A., 1992, Archaeology and Latin, The College of Wooster

Experience: 2011 – Present, Lecturer, Ancient and Early European History, Northern Kentucky University (Department of History and Geography)

2005 – Present, Adjunct Instructor, Latin Language, Northern Kentucky University (Department of World Languages and Literatures)

2003 – 2011, Adjunct Instructor, Ancient and Early European History, Northern Kentucky University (Department of History and Geography)

2010 – 2011, Faculty, Latin Language, Saint Ursula Academy

2006 – 2010, Adjunct Faculty, Latin Language, Saint Ursula Academy

2006 – 2007, Adjunct Instructor, Composition and World Literature, Northern Kentucky University (Department of English)

2004, Adjunct Instructor, Classics, Xavier University

2003 – 2004 & 2007, Adjunct Instructor, Classics, University of Cincinnati

2001 – 2002, Visiting Instructor, Classics, University of Cincinnati
MINI VITA

Name: Meredith Smith

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. Candidate, Educational Studies, University of Cincinnati


B.A., 2006, Communication, University of Cincinnati, B.A. minor, African Studies, University of Cincinnati

Experience: 2011, African American Studies, Chatfield College

2008 – Present, Lecturer, Women’s and Gender Studies, Black Studies, Northern Kentucky University

MINI VITA

Name: Shelley Cain

Title: Instructor (non-tenure-track, temporary, renewable)


B.S., Mathematics, Northern Kentucky University, Highland Heights, KY (1992-1997)

A.A., Pre-Business, University of Cincinnati, Cincinnati, OH (1990-1992)


Experience: 1999 – 2013, Instructor, Mathematics, Northern Kentucky University

2005 – 2007, Instructor, Mathematics, University of Cincinnati Clermont College

2004 – 2004, Instructor, Adult Education, Great Oaks Institute of Technology

1997 – 1998, Graduate Assistant, Mathematics, University of Kentucky

MINI VITA

Name: Michael F. Collins

Title: Lecturer (non-tenure-track temporary)

Education: Rank I program, 1982, Northern Kentucky University

M.S., 1976, Mathematics, Xavier University

B.S., 1972, Mathematics, University of Kentucky

Experience: 2000 – 2013, Lecturer, Mathematics and Statistics, Northern Kentucky University


MINI VITA

Name: Chrystal Culbertson

Title: Lecturer (non-tenure-track temporary)

Education: M.A., Mathematics, Miami University, 2005 Concentrations: Sequences in Algebra, Real Analysis, and Topology


2009 – 2011, GRE and GMAT Test Prep Instructor NKU Community Connections, Highland Heights, KY; Courses: Review of basic Arithmetic, Geometry, Algebra, and Statistics

2007 – 2008, High School Mathematics Teacher Powell County High School, Stanton, KY; Courses: Geometry, Algebra II, and Pre-calculus


2003 – 2005, Teaching Assistant Miami University, Oxford, OH; Courses: Precalculus, and assistant to Calculus students

2000 – 2003, Peer Tutor Pikeville College, Pikeville, KY; Courses: Discrete Mathematics, Calculus, and Statistic
MINI VITA

Name: Marla Lemmon

Title: Instructor (non-tenure-track temporary)

Education: M.S., 2010, Mathematics, University of Cincinnati

B.S., 2008, Mathematics, Northern Kentucky University

Experience: 2011 – Present, Instructor, Mathematics and Statistics, Northern Kentucky University

2010 – 2011, Adjunct Instructor, General Education, ITT Technical Institute (Norwood, OH campus)

2010, Adjunct Instructor, General Education, Beckfield College (Springdale, OH campus)

2008 – 2010, Teaching Assistant, Mathematics, University of Cincinnati
MINI VITA

Name: Barbara Phillips

Title: Lecturer (non-tenure track temporary)


Graduate work in education at the University of Cincinnati, 1996-97

Graduate work in mathematics at Rice University, 1981-1982

B. A. in mathematics at Hanover College, 1981

Experience: 2004 – Present, Instructor, NKU (Math Dept.)

1990 – 2004, Instructor, University of Cincinnati (University College)

1989 – 2000, Instructor, Cincinnati State College (Development Dept.)

1985 – 1989, Instructor, University of Missouri – Columbia (Math Dept.)

1984 – 1985, Instructor, University of North Carolina (Math Dept.)

1983 – 1984, Teacher, St. Pius School, Houston, TX
MINI VITA

Name: Laura Urbanski

Title: Lecturer (full-time non-tenure-track temporary)

Education: M.S., 1992, Mathematics, Cleveland State University

B.S., 1990, Mathematics Education, Bowling Green State University

Experience: 2008 – Present, Lecturer, Mathematics, Northern Kentucky University

2005 – 2008, Instructor, Mathematics, University of Cincinnati Clermont College

1992 – 1997, Instructor, Mathematics, Miami University Middletown
MINI VITA

Name: Amy Gillingham

Title: Lecturer of Cello (non-tenure-track temporary)

Education: D.M.A., 2010, Cello Performance, Music Theory Cognate, University of Cincinnati College-Conservatory of Music

M.M., 2006, Cello Performance, University of Cincinnati College-Conservatory of Music

B.M., 2004, Cello Performance, North Carolina School of the Arts

Experience: 2013 – Present, Lecturer of Cello, Northern Kentucky University

2012 – Present, Director of NKU String Project, Northern Kentucky University

2011 – Present, Faculty, Music Preparatory Department, Northern Kentucky University

2000 – Present, solo, chamber, and orchestral performer 2012–2013, Adjunct Professor of Music, Northern Kentucky University

2011 – 2012, Instructor of Cello, Cincinnati Music Academy

2011 – 2012, Fine Arts Faculty, Indiana Wesleyan University

2009 – 2011, Instructor of Music Theory, University of Cincinnati College-Conservatory of Music

2007 – 2011, Instructor of Cello, Loveland Public Schools, Ohio

2005 – 2008, Instructor of Cello and Substitute Classroom Music Teacher, Cincinnati Hills Christian Academy
MINI VITA

Name: Mary Kathryn “Katie” Barton

Title: Lecturer of Music Education, Assistant Director of Choral Studies

Education:
Master of Arts in Teaching, 1999, University of Louisville; Louisville
B.M.E., 1998, Major: Music, University of Louisville

Experience:
2014 – Present, Lecturer of Music Education, Assistant Director of Choral Studies
2010 – 2014, Adjunct Faculty, Northern Kentucky University
2007 – Present, Director of Music Ministry, St. Timothy Parish, Union, Kentucky
2000 – 2008, Choral Director, Lloyd Memorial High School and Tichenor Middle School
1996 – 2007, Choral Director, Holy Spirit Parish
MINI VITA

Name: Chari Ramkumar

Title: Lecturer, Dept of Physics and Geology, Northern Kentucky University

Education: Ph.D., 1996, Physics, Indian Institute of Technology, New Delhi, India

M.S., 1990, Physics, Indian Institute of Technology, New Delhi, India

B.S., 1988, Physics, MK University, Madurai, India

Experience: 2002 – Present, Lecturer, Dept of Physics and Geology, Northern Kentucky University, Highland Heights, KY

2000 – 2002, Post-doctoral Research Associate, Physics, Texas Tech University, Lubbock, TX

1997 – 2000, Post-doctoral Research Associate, Applied Physics, University of Tokyo, Japan

1997, Research Scientist, Institute of Plasma Research, Gujarat, India

1991 – 1996, Research Fellow, Physics, Indian Institute of Technology, New Delhi, India
MINI VITA

Name: Kathryn Elvey

Title: Lecturer (NTTT)

Education: Ph.D. Candidate, Criminal Justice, University of Cincinnati

M.A., 2010, Religion, Wake Forest University

B.A., 2008, Religion, University of Mary Washington

Experience: 2009 – Present, Adjunct Instructor, University of Cincinnati

2005 – 2014, Research Assistant, University of Cincinnati
MINI VITA

Name: Jeffrey M. Girton

Title: Lecturer (NTTT)

Education: M.S., 2013, Executive Leadership & Organizational Change, Northern Kentucky University

M.A., 2005, Theology, Xavier University

B.A., Kentucky Christian University

Experience: 2000 – Present, Adjunct Faculty, Northern Kentucky University

2010 – 2014, Support Specialist, Student Achievement Programs & Services, Northern Kentucky University

2006 – 2010, Residence Hall Director, Xavier University
MINI VITA

Name: Melody S. Rawlings

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2012, Educational Leadership, Northern Kentucky University

M.S., 2003, Science in Technology, Northern Kentucky University

B.S., 1994, Business Education, Northern Kentucky University

Experience: 2004 – 2013, Lecturer, Organizational Leadership, Northern Kentucky University

2005 – 2012, Project Director, Carl D. Perkins Basic Grant, Northern Kentucky University

2003 – 2004, Lecturer, Organizational Systems Technology and Organizational Leadership, Northern Kentucky University

1994 – 2003, Cooperative Education Director, Northern Kentucky University
MINI VITA

Name: Rebecca Hazen

Title: Lecturer (non-tenure-track temporary)

Education: MS Industrial-Organizational Psychology, Northern Kentucky University, May 2008

BA Psychology, Cum Laude, Northern Kentucky University, May 2004

BA Philosophy, Cum Laude, Northern Kentucky University, May 2004

Experience: 2012 – Present, Full-Time Lecturer, Psychological Science, Northern Kentucky University

2008 – 2012, Part-Time Faculty, Psychological Science, Northern Kentucky University
MINI VITA

Name: Smita Desai Ward

Title: Lecturer (non-tenure-track temporary)

Education: Psychology Internship/Post-Doctoral Work, 1994-1996

Ph.D., 1996, Purdue University-Clinical Psychology

M.S., 1991, Purdue University-Clinical Psychology

B.A., 1987, Northern Kentucky University, Summa Cum Laude, University Honors Scholar

Experience: 2012 – Present, Lecturer at Northern Kentucky University 1994-1995, Internship at Danville, Illinois VA Medical Center

2011, Private Practice Relocation to Northern Kentucky

2005 – 2011, Clinical Psychologist at Alpine Clinic Medical Center

1995 – 2005, Post-Doctoral Work and Clinical Psychologist at Purdue University’s Counseling and Psychological Services Center; Adjunct Faculty in Department of Psychological Science
MINI VITA

Name: Elijah J. White

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2012, Experimental Psychology, University of Cincinnati

M.A., 2008, Psychology, University of Cincinnati

B.A., 2005, Psychology, University of Cincinnati

Experience: 2012 – 2015, Adjunct Professor, Psychology, University of Cincinnati and University of Cincinnati Blue Ash

2012 – 2015, Freelance Data Analyst
MINI VITA

Name: Gary Blahnik

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 1989, Humanities, Union Institute and University

Ed.D., In progress, Counseling, University of Cincinnati

M. Ed., 2004, Counseling, Xavier University

M.A., 2007, Philosophy, University of Cincinnati

M.A., 2006, English, Xavier University

B.A., 1975, Linguistics and Religion, California State University System

Experience: 1996 – Present, Lecturer, Northern Kentucky University

1994 – Present, Adjunct Professor, Xavier University

1991 – Present, Adjunct Professor, Union Institute and University
MINI VITA

Name: Nicole Grant

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., Sociology, State University of New York at Binghamton, 1989

M.S., Sociology, State University of New York at Binghamton, 1985

B.A., Sociology, State University of New York at Binghamton, 1983

Experience: 2002 – Present, Lecturer (non-tenure-track temporary) Sociology, NKU

1995 – 2002, Instructor, part-time, Sociology, NKU & University of Cincinnati

1991 – 1995, Assistant Professor, Ball State University

1989 – 1991, Assistant Professor, NKU

1988 – 1989, Visiting Assistant Professor, Ramapo College of New Jersey
MINI VITA

Name: Denise E. Knisely

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 2013, Anthropology, University of Cincinnati

B.A., 2003, Anthropology, Millersville University

B.A., 1997, History, York College of Pennsylvania

Experience: 2013 – Present, Lecturer, Anthropology, Northern Kentucky University

2011 – 2012, Graduate Assistant, University of Cincinnati

2011, Field School Staff, University of Cincinnati

2000 – 2001, Technology Training Coordinator, York County Library, York, PA

1999 – 2000, Facility Manager, Martin Library, York, PA

1997 – 1999, Technology Instructor, Martin Library, York, PA

2012 – 2013, Visitation Enhancement Specialist, Cincinnati Museum Center


2004 – 2007, Archaeological Field Technician, Pinedale CRM Associates, Carlisle, PA

2001 – 2002, Archaeology Lab Technician, Millersville University, Millersville, PA
MINI VITA

Name:    Dennis D. Miller

Title:   Lecturer (non-tenure-track temporary)

Education:  M.A., 1982, Philosophy, Tulane University of Louisiana
            B.A., 1975, Religion, Cumberland University

Experience:  1985 – Present, Lecturer, Philosophy, Northern Kentucky University
MINI VITA

Name: Nicole M. Roth

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2012, Archaeology, University of Sheffield

M.A., 2008, European Prehistory, University of Sheffield

B.A., 2006, Anthropology, University of Louisville

Experience: 2013 – Present, Lecturer, Anthropology, Northern Kentucky University

2013 – Present, Adjunct Instructor, Special Topics in Anthropology (Archaeology of Death), University of Louisville

2009 – 2010, First Year Tutor, The Origins of Humanity and World Civilizations, University of Sheffield

2006, Volunteer Teaching Assistant, Zooarchaeology, Anthropology, University of Louisville
MINI VITA

Name: Michael J. Simonton

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D., 2010, Social Anthropology, National University of Ireland-Galway

M.A., 1977, Anthropology, The Ohio State University

B.A., 1976, Anthropology, University of Dayton

Experience: 2001 – 2013, Lecturer, Anthropology, Department of Sociology, Anthropology, and Philosophy, Northern Kentucky University

2000 – 2001, Adjunct Instructor, Anthropology, Department of Sociology, Anthropology, and Philosophy, Northern Kentucky University

2008 – 2013, Adjunct Assistant Professor of Anthropology, Department of Anthropology, University of Cincinnati

2000 – 2013, Adjunct Professor of Sociology and Biology, Wilmington College Cincinnati Campus

1985, Part-time Faculty, Anthropology, The Ohio State University, Marion Regional Campus

1985, Part-time Faculty, Anthropology, Urbana University Dayton Campus

1979 – 1985, Graduate Teaching/Research Associate, Anthropology, Department of Anthropology, The Ohio State University
MINI VITA

Name: Kristina E. Vise

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 2000, Sociology, University of Cincinnati

B.S., 1998, Applied Cultural Studies, Northern Kentucky University

Experience: 2007 – Present, Lecturer, Northern Kentucky University
MINI VITA

Name: Heather Britt

Title: Lecturer (non-tenure-track temporary)

Education: School for the Creative and Performing Arts
            Oberlin Dance Collective, Rhythm & Motion, Certificate

Experience: 2008 – 2014, Lecturer, Advanced Dance, Northern Kentucky University

            2005 – 2013, The Otto M. Budig Academy of Cincinnati Ballet

            1995 – 2005, Dance Repertory/San Francisco

            2000, Landini Dance Company

            2002 – 2004, Potrezebie Dance Project
MINI VITA

Name: Christine C. Jones

Title: Lecturer (non-tenure-track temporary)

Education: M.F.A., 1987, Acting, Drama, University of Virginia

          B.F.A., Acting Performance, Florida State University

Experience: 2005 – 2013, Lecturer, Theatre Arts, Northern Kentucky University
MINI VITA

Name:  David Martin

Title:  Lecturer (non-tenure-track temporary)

Education:  M.A. Candidate, Visual Studies and Art History, University of Kentucky

M.F.A., 2013, University of Kentucky


Experience:  2015, Part-time Instructor, Photography, Northern Kentucky University

2014 – 2015, Adjunct Instructor, Photography/Visual Culture, Art Academy of Cincinnati

2011 – 2014, Adjunct Instructor, Photography, University of Kentucky
MINI VITA

Name: Brett Schieszer

Title: Lecturer (non-tenure-track temporary)

Education: M.F.A., 2011, Printmaking, Arizona State University
          B.F.A., 2007, Printmaking, The University of Kansas School of Fine Art
          B.A., 2006, Studio Art, Graceland University

Experience: 2014, Adjunct Instructor, Art Academy of Cincinnati
             2014, Adjunct Instructor, Northern Kentucky University
             2012, Lecturer, Buffalo State College
             2008 – 2011, Teaching Assistant, Instructor of Record, Arizona State University
             2004 – 2006, Teaching Assistant, Shawnee Mission Summer Enrichment
MINI VITA

Name: Maren Carpenter-Fearing

Title: Visiting Assistant Professor of Art

Education: MDes., 2011, Graphic Design, University of Cincinnati

B.S., 2006, Graphic Design, University of Cincinnati

Experience: 2014 – 2015, Lecturer in Art, Northern Kentucky University

2011 – 2012, Visiting Assistant Professor, University of Cincinnati

2006, Freelance designer
MINI VITA

Name: Andrea Fieler

Title: Lecturer (non-tenure-track temporary)

Education: Doctor of Philosophy, German Studies, University of Cincinnati, 2009

Certificate of Enhanced Pedagogy, University of Cincinnati, 2006

Master of Arts, German Studies, University of Cincinnati, 2004

University of Cincinnati, Department of German Studies, 2002-2009

RWTH Aachen University, Germanistisches Institut, Germany, 2000-2002

Abitur (High School Diploma), 1999

Kaiser-Karls-Gymnasium, Aachen, Germany, 1991-1999

Experience: 2014 – Present, Lecturer, Department of World Languages and Literatures, Northern Kentucky University

2012 – 2014, Adjunct Instructor, Department of World Languages and Literatures, Northern Kentucky University

2012 – 2013, Advisor for freshmen/sophomore students, Department of Psychological Sciences, Northern Kentucky University

2012, General Education Advisor, A&S Advising Center, Northern Kentucky University, Freelance Copyeditor for Dover Publications, Adjunct Instructor of German, Department of German Studies, University of Cincinnati

2009 – 2010, Adjunct Instructor of German, Department of World Languages and Literatures, Northern Kentucky University

2010, General Education Advisor, A&S Advising Center, Northern Kentucky University

2006, Assistant Coordinator GER 201, 202, 203, Department of German Studies, University of Cincinnati

2004 – 2005, Assistant Coordinator GER 101, 102, 103, 203, Department of German Studies, University of Cincinnati
2003 – 2008, Teaching Assistant, Department of German Studies, University of Cincinnati

MINI VITA

Name: Deborah Browning

Title: Lecturer (non-tenure-track temporary)

Education: M.A., 1998, Accounting, University of Indianapolis

C.P.A., 1987, licensed in Indiana, Ohio and Kentucky

B.S., 1986, Accountancy, University of Indianapolis

Experience: 2000 – 2012, Senior Manager, Business Tax Services, Ernst and Young, LLP

1997 – 2000, Tax Manager, Deloitte and Touche, LLP


1986 – 1996, Senior Tax Accountant, American States Insurance Company
MINI VITA

Name: Paul Croushore

Title: Adjunct Faculty

Education: M.S., 1994, Taxation, Capital University

JD, 1991, Law, Capital University

Experience: 2015 – Present, Adjunct Faculty, Northern Kentucky University
MINI VITA

Name: Elaine Guenthner

Title: Adjunct Faculty

Education: MAcc, Accounting, Northern Kentucky University

Experience: 2015 – Present, Adjunct Faculty, Northern Kentucky University
MINI VITA

Name: Peggy Hussey

Title: Adjunct Faculty

Education: M.S., 1990, Business Administration-Information Systems, Xavier University

B.S., 1986, Business Administration-Accounting, Ohio State University

Experience: 2000 – Present, Author, Self Employed

2003 – 2005, Adjunct Faculty, Colorado Technical University

2003 – 2005, Accounting Manager, Controlled Marketing Conferences


1997 – 2000, Coordinator for Principles of Accounting, Northern Kentucky University

1996 – 1997, Adjunct, Southern Ohio College

1994 – 1996, Tutor, Self Employed

1989 – 1994, Analyst/System Team Leader, Cincinnati Bell Information Systems

1978 – 1989, Senior Actuarial Systems Analyst, Community Mutual Blue Cross/Blue Shield

1980 – 1984, Assistant Resident Controller, General Motors Corporation, Lordstown, Ohio
MINI VITA

Name: James Kirtley
Title: Lecturer (non-tenure-track temporary)

Education: M.B.A., 1975, Xavier University
B.B.A., 1969, Banking and Finance, Marshall University

Experience: 2010 – Present, Lecturer, Accounting, Northern Kentucky University
2010 – 2011, Adjunct Instructor, Accounting, Xavier University
2010 – 2010, Adjunct Instructor, Accounting, Northern Kentucky University
2005 – 2009, Adjunct Instructor, Westminster College and Youngstown State University
1995 – 2005, Director, Materials Management/Logistics, General Motors Corporation, Lordstown, Ohio
1991 – 1992, Superintendent, Trim Department Operations, General Motors Corporation, Lordstown, Ohio
1990 – 1990, Adjunct Instructor, Purchasing, Kent State University
1981 – 1983, Adjunct Instructor, Youngstown State University
1980 – 1984, Assistant Resident Controller, General Motors Corporation, Lordstown, Ohio
MINI VITA

Name: Lorraine Ruh

Title: Lecturer (non-tenure-track temporary)

Education: M.B.A., 1975, University of Kentucky

B.A., 1973, Psychology, Centre College

Experience: 1989 – Present, Lecturer and Co-op Coordinator, Northern Kentucky University

1988 – 1989, Training Instructor, Laventhol and Horwath, Certified Public Accountants

1982 – 1987, Assistant Professor, Economics and Management, Centre College

1979 – 1982, Accounting Supervisor, Burroughs Corporation

1978 – 1979, Public Accounts Auditor, Commonwealth of Kentucky

1977 – 1978, Instructor, Accounting and Business, Southeastern Christian College

1975 – 1977, Special Assistant, Council of State Governments
MINI VITA

Name: Marcia Vorholt

Title: Lecturer

Education: M.B.A., 1981, University of Cincinnati

B.B.A., 1975, University of Cincinnati

B.A., 1999, University of Pune

Certified Public Accountant, Certification obtained in 1976

Experience: Present, Lecturer, Accounting, Xavier University

Present, Consultant, Professional Consulting Services

1975 – 2009, Senior Audit Manager, Grant Thornton, LLP

1979 – 1981, Lecturer, University of Cincinnati
MINI VITA

Name: Edwin King
Title: Adjunct Faculty

Education: M.S., 2011, Business and Management: Finance, University of Maryland
           B.S., 2006, Business Administration, Murray State University

Experience: 2015 – Present, Campaign Director, Comer for Governor
            2014 – 2015, Field Representative, United States Senator Rand Paul of Kentucky
            2012 – 2014, Director of Finance and Operations, Lakeside Christian Church
            2011 – 2012, Finance Lecturer, Northern Kentucky University
            2010 – 2011, Regulatory Analyst, Financial Industry Regulatory Authority
            2007 – 2010, Legislative Correspondent, United States Senator Jim Bunning of Kentucky
            2006 – 2007, Credit Manager, Wells Fargo Financial, Inc.
MINI VITA

Name: Andrew Stout

Title: Adjunct Faculty

Education: M.S., 2007, Finance, University of Cincinnati

B.S., 2001, Finance and Accounting, University of Cincinnati

Experience: 2014 – Present, Adjunct Professor, University of Cincinnati

2012 – Present, Adjunct Professor, Thomas More College

2008 – 2011, Adjunct Professor, Northern Kentucky University

2013 – Present, Managing Director of Investments, Simply Money

2006 – 2013, Senior Investment Officer, MCF Advisors
MINI VITA

Name: Alain Tourikian

Title: Adjunct Faculty

Education: CER, 1992, Financial Management, BAI Graduate School

M.S., 1986, Business Administration, Finance, Xavier University

B.S., 1981, Accounting, Northern Kentucky University

1979, Accounting, University of Kentucky

Experience: 2008 – Present, Senior Vice President, First Financial Bank

2004 – 2008, Senior Vice President/Treasurer, Integra Bank

2000 – 2004, Vice President-Investment Portfolio, Provident Financial Group

1994 – 2000, Vice President-Corporate Funding Manager, One Valley Bancorp, Inc.

1993 – 1994, Vice President/Finance, Virginia Beach Federal Savings

1982 – 1993, Assistant Vice President, PNC Bank
MINI VITA

Name: Majed Dabdoub

Title: Lecturer (non-tenure-track temporary)

Education: M.S., 1989, Civil Engineering, General, University of Cincinnati
            B.S., 1986, Civil Engineering, General, Ohio University

Experience: 2005 – Present, Adjunct Faculty, Northern Kentucky University
            1991 – 2005, Instructor, Northern Kentucky University
            1987 – Present, Senior Building Plans Examiner and Analyst, City of Cincinnati
MINI VITA

Name: C. Edward “Chip” Heath

Title: Lecturer (non-tenure-track temporary)

Education: M.B.A., 1994, Northern Illinois University
B.S., 1992, Finance, University of Illinois

Experience: 1993 – Present, Management Consultant, Heath Enterprises

2011 – Present, Lecturer, Marketing, Economics & Sports Business, Northern Kentucky University

2008 – 2011, Visiting Instructor, Eastern Kentucky University

2007 – 2008, Lecturer, Psychology, University of Kentucky

2004 – 2006, Lecturer, Marketing, University of Kentucky

2003 – 2004, Lecturer, Northern Kentucky University

2002 – 2003, Visiting Assistant Professor, Marketing, Xavier University

2000 – 2002, Assistant Professor, Marketing, Xavier University

1999 – 2000, Visiting Assistant Professor, Marketing, Northern Illinois University

1996 – 1999, Teaching Assistant, University of Kentucky
MINI VITA

Name: James Williams

Title: Adjunct Faculty

Education: M.S., 2015, Architectural History and Theory, University of Cincinnati, DAAP
MBA, 2013, Business Administration, Thomas More College
B.S., 2010, Construction Management, Northern Kentucky University

Experience: 1999 – 2005, Regional Manager Cable Technical Services (CTS), Cincinnati, OH
2000 – 2004, Vice President-Investment Portfolio, Provident Financial Group
1984 – 1998, GTE Cable Trouble Repairman and heavy equipment operator
MINI VITA

Name: Bruce DellaPosta

Title: Adjunct Faculty

Education: Ed.D., 2014, (ABD) Grand Canyon University

M.S., 2010, Mount Vernon Nazarene University

B.S. Business Administration - Mount Vernon Nazarene University

Experience: 2015 – Present, Adjunct Faculty, Northern Kentucky University

2012 – Present, Adjunct Faculty, Cedarville University

2012 – Present, Adjunct Faculty, Ohio Christian University
MINI VITA

Name: Edwin “Eddie” Ericson

Title: Adjunct Faculty

Education: MBA, 2010, University of Phoenix

B.S, 2002, University of Phoenix

Experience: 2015 – Present, Adjunct Faculty, Northern Kentucky University
MINI VITA

Name: Mark Gambill

Title: Adjunct Faculty

Education: DBA, 2002, Management, Nova Southeastern University

MBA, 1992, Management, Xavier University

JD, 1980, Law, Capital University Law School

B.A., 1977, Psychology, Miami University

Experience: 2012 – Present, Adjunct Professor, College of Mt. St. Joseph

2012 – Present, Adjunct Professor, American Public University System

2011 – Present and 1992-1995, Assistant Professor, Wilmington College

2010 – 2012, Adjunct Professor, Cincinnati Christian University

2007, Adjunct Professor, Coles College of Business, Kennesaw State University

2006, Adjunct Professor, Terry College of Business, University of Georgia

2005, Adjunct Professor, School of Business, Clayton State University

2000, Adjunct Professor, Indiana Wesleyan University

2000 – 2013, Adjunct Professor, Williams College of Business, Xavier University
MINI VITA

Name: Priya Klocek

Title: Adjunct Faculty

Education: M.Ed., 2002, Human Resources Development, Xavier University

B.S., 1998, Business Administration – College of Mount St. Joseph

Experience: 2010 – 2012 and 2015, Adjunct Faculty, Northern Kentucky University

2009 – 2011, Adjunct Faculty, Great Oaks
MINI VITA

Name: Louis Manchise

Title: Lecturer (non-tenure-track temporary)

Education: B.B.A., 1965, Management and Business Administration, Baruch College, (City College of New York)

Experience: 2007 – Present, Lecturer, Management, Northern Kentucky University

2000 – 2007, Director of Mediation Services, Sub-Region E-04, Federal Mediation Service, Cincinnati, Ohio

1992 – 2007, Adjunct Professor, University of Cincinnati

1984 – 1992, Instructor, College of Business, Northern Kentucky University


1969 – 1973, Regional Manager of Industrial Relations, National Can Corporation, New York/Cleveland/Baltimore


MINI VITA

Name: Avi Ram

Title: Adjunct Faculty

Education: MBA, 1990, Tel-Aviv University

B.S., 1985, Industrial Engineering and System Analysis, Tel-Aviv University

Experience: 2015, Adjunct Faculty, Northern Kentucky University
MINI VITA

Name: Stephen Roush

Title: Lecturer/Haile Practice Professorship in Human Resource Management (non-tenure-track temporary)

Education: SPHR, 1998, Certified Senior Professional in Human Resources, UCLA

Ed.D, 1982, Organizational Development/Adult and Continuing Education, Virginia Tech

M.S., 1980, Virginia Polytechnic Institute and State University

B.S., 1978, Northeast Missouri State University (now Truman University)

Experience: 2009 – 2013, Vice President, Human Resources/North America, General Cable Corporation, Highland Heights, Kentucky

2000 – 2009, Chief Human Resources Officer (CHRO), Roper Corporation (General Electric Subsidiary), Lafayette, Georgia

1997 – 2000, Vice President/Officer-Human Resources, Alflex Corporation (Subsidiary of Commonwealth Industries), Long Beach, California


1984 – 1990, Human Resource Organizational Development Team Leader, ARCO/Logan Aluminum Incorporated, Russellville, Kentucky
MINI VITA

Name: John A. Wagner

Title: Adjunct Faculty

Education: 1990, MBA, Xavier University

1973, B.S., Business Administration, Northern Kentucky University

Experience: 2015, Adjunct Faculty, Northern Kentucky University
MINI VITA

Name: James E. Taylor

Title: Lecturer

Education: M.S.W., 2007, University of Alabama

B.S.W., 2006, University of Alabama at Birmingham

Experience: 2012 – 2015, Northern Kentucky University, Lecturer

2011, University of Alabama at Birmingham, Course Instructor

2008-2011, University of Alabama, Teaching Assistant

2010, Course Instructor

2011 – 2011, Organizer, Relief Drive for Alabama Tornado Victims The University of Alabama, Gadsden Center
MINI VITA

Name: Rachael Winters
Title: Lecturer
Education: MSW, University of Kentucky
BS, English, Ball State University
Experience: 2014 – 2015, Lecturer, Northern Kentucky University
2007 – 2014, Director, Emergency Shelter of Northern Kentucky
2011 – 2013, Adjunct Faculty, Northern Kentucky University
2009, Flood Relief Worker, Vista/AmeriCorps
2000 – 2009, Program Coordinator, Welcome House
1994 – 2000, Case Manager, Welcome House
MINI VITA

Name:    Keith Collins
Title:    Lecturer
Education:  MS, Clinical Exercise Physiology, Indiana University
           BS, Kinesiology, Indiana University
           BA, Psychology, Indiana University
Experience:  2011 – 2015, Director, Epoch Wellness
           2011 – 2012, Adjunct Instructor, Daymar College
           2005, Health & Fitness Specialist, TriHealth
           2004, Intern, Life Center Health & Conditioning Club
MINI VITA

Name: Wiley Piazza

Title: Lecturer

Education: PhD-ABD, Post M.A. Advanced Study in Exercise Physiology (65 hours), University of Illinois at Urbana Champaign

M.A. in Exercise Physiology, 1977, University of Texas at Tyler

B.S. in Sports Administration and Coaching, 1974, University of Southern Mississippi at Hattiesburg

A.A. in Physical Education, 1972, Hinds Community College, Raymond, Mississippi

Experience: 2014 – 2015, Lecturer, Northern Kentucky University

2013, Adjunct Instructor, Northern Kentucky University

2011 – 2012, Director, Projects and Initiatives, Whole Person Wellness Solutions

2000 – 2011, Lecturer, Northern Kentucky University

2000 – 2006, Vice-President, Montague, Eippert & Associates

1994 – 2000, Manager/Exercise Physiologist, Cardiac Rehabilitation and Wellness Center, Cancer Treatment Center and Diabetes Center, The St. Luke Hospitals

1989 – 1994, Wellness Coordinator, Human Resources, Northern Kentucky University
MINI VITA

Name: Brian Collier
Title: Lecturer

Education: PhD, Education Administration, Miami University
          MEd, Curriculum & Teacher Leadership, Miami University
          BS, Education, Central State University

Experience: 2014 – 2015, Lecturer, Northern Kentucky University
            2010 – 2014, Teaching Assistant, Miami University
            2011, Research Assistant, Miami University
            2008 – 2011, Graduate Assistant/Consultant, Miami University
            2010 – 2011, Substitute Teacher, Hamilton City Schools
            2004 – 2008, Student Assistant/Student Mentor & Tutor, Central State University
MINI VITA

Name: Joan Joseph
Title: Lecturer

Education: Rank 1, Georgetown College
MA, Education, Northern Kentucky University
BS, Music Education, University of Kentucky

Experience: 2014 – 2015, Lecturer, Northern Kentucky University
2010 – 2013, Instructional Coach, Kenton County Schools
1983 – 2010, Classroom Teacher, Kenton County Schools
MINI VITA

Name: Sarah Sauntry

Title: Lecturer (non-tenure-track temporary)

Education: MSN, 2001, University of Illinois

BSN, 1980, College of Mount St. Joseph

Experience: 2003 – Present, Pediatric Nurse Practitioner, HIPPA Officer, Northern Kentucky Pediatric Group

2004 – 2013, Assistant Professor, Clinical Nursing, University of Cincinnati College of Nursing

2009 – 2012, Coordinator of Pediatric Master’s Programs (Pediatric Nurse Practitioner-Primary and Acute Care; Neonatal Nurse Practitioner), University of Cincinnati College of Nursing


1994 – 2000, Family Care Consultant, Outpatient Pediatric Orthopaedics, Children’s Memorial Medical Center

1989 – 1994, Assistant Director of Nursing Outpatient Department, Pediatric Orthopaedics, Cincinnati Children’s Hospital Medical Center

1987 – 1989, Staff Nurse Emergency Department, Cincinnati Children’s Hospital Medical Center
MINI VITA

Name: Jennifer Marie Moreland

Title: Advanced Registered Nurse Practitioner

Education:

- MSN, 2011, Family Practice, Northern Kentucky University
- BSN, 2004, Nursing, Northern Kentucky University
- ADN, 2003, Nursing, Northern Kentucky University

Experience:

- 2012 – Present, Advanced Registered Nurse Practitioner, Commonwealth Orthopaedic Centers
- 2010 – 2011, Chemical Peel Specialist, Elements Medical Spa
- 2007 – 2010, Theory Instructor/Clinical Coordinator, Brown Mackie College
- 2006 – 2007, Clinical Instructor, Beckfield College
- 2003 – 2009, ICU Registered Nurse/Transitional Care Unit Staff Nurse, St. Luke Hospital East
MINI VITA

Name: Melanie Cundiff

Title: Lecturer (non-tenure-track temporary)

Education: Ph.D. in Education, 2013 – Present, Indiana Wesleyan University

MBA, 2012, Indiana Wesleyan University

BHS, 2008, NKU

AAS, Respiratory Care, 2002, NKU

Diploma, Medical Assisting, 1997, N. Kentucky Technical College

Experience: 2010 – Present, Respiratory Therapist Educator, CCHMC Critical Care Transport Team

2007 – Present, Respiratory Therapist, CCHMC Critical Care Transport Team

2013 – 2014, St. Elizabeth Healthcare System, Respiratory Care Education

2001 – 2007, Respiratory Therapist, CCHMC PICU

2000 – 2007, Respiratory Therapist, Good Samaritan Hospital

1998 – 2000, Respiratory Therapist student, Good Samaritan Hospital

1997 – 1999, Medical Assistant, Fragge Allergy and Asthma Clinic
MINI VITA

Name: Amber Thomas

Title: Lecturer (academic year - full time temporary)

Education: MSN, 1997, Critical Care Trauma, University of Cincinnati

BSN, 1996, Nursing, University of Cincinnati

BS, 1993, Biology, Duke University

BA, 1993, History, Duke University

Experience: 2013 – 2014, Temporary Lecturer, Nursing, Northern Kentucky University

2009 – Present, Clinical Nurse, CVICU, University of Cincinnati Medical Center

2000 – 2009, Clinical Nurse, Critical Care Float Pool, University of Cincinnati Medical Center

2007 – 2008, Assistant Professor, Nursing, Northern Kentucky University

2004 – 2006, Adjunct Faculty, Nursing, Northern Kentucky University

1997 – 2000, Clinical Nurse, Coronary Care Unit, University of Cincinnati Medical Center

1996 – 1997, Staff Nurse, Madeira Health Care
MINI VITA

Name: Anthony Burk

Title: Lecturer

Education: M.S., 2013, Computer Information Technology, Northern Kentucky University

B.A., 1979, Accounting & Psychology (Double Major), Georgetown College

Experience: 2014 – 2015, Lecturer, Department of Business Informatics, Northern Kentucky University

2012 – 2014, Adjunct Professor, Media Informatics, Northern Kentucky University

2011 – 2012, Instructor, Psychology, University of Michigan
MINI VITA

Name: Crystal Summers

Title: Lecturer/Program Coordinator

Education: M.S., 2012, Business Administration, Sullivan University
          M.S., 2011, Managing Information Technology, Sullivan University
          M.S., 2009, Health Informatics, Northern Kentucky University
          B.S., 2004, Business Education/Operating Systems Technology, Northern Kentucky University

Experience: 2010 – 2015, Instructor, Business Informatics, Northern Kentucky University
            2015, Instructor, Information Technology, Georgia Piedmont Technical and Community College
            2012 – 2013, Instructor, Gateway Technical and Community College
            2008 – 2013, Instructor, Chatfield College
MINI VITA

Name: Patrick Flynn Ashley

Title: Lecturer

Education: B.A., 2013, Communication Studies, Northern Kentucky University
           M.A., 2013, Communication, Northern Kentucky University

Experience: 2013 – 2015, Graduate Assistant, Department of Communication, Northern Kentucky University
             2014 - 2014, New Student Orientation, Marymount University
             2013 – 2013, Interim Regional Communication Officer, Cincinnati/Dayton Region of the American Red Cross
             2010 – 2010, New Student Orientation, Northern Kentucky University
MINI VITA

Name: Pamela K. Fisher

Title: Lecturer

Education: M.A., 2013, English, Miami University

Experience: 2013 – 2015, Lecturer, Department of Communication, Northern Kentucky University

2013, Lecturer, Department of English, University of Cincinnati

2011 – 2013, Lecturer, Department of English, Miami University

2004, Project Editing, Stanford University

1990 – 1994, Art Institute of California, San Diego

1989 – 1991, California Community College
MINI VITA

Name: Cindy Bragg

Title: Lecturer

Education: M.S., 2012, Computer Information Systems, Boston University

B.S., 1994, Mathematics, University of Kentucky

Experience: 2014 – 2015, Instructor, Department of Computer Science, Northern Kentucky University

2013 – 2014, Instructor, Department of Computer Science, Boston University

2011 – 2013, Instructor, Bluegrass Community and Technical College

2010 – 2010, Graduate Assistant, Boston University
MINI VITA

Name: Timothy McCord

Title: Lecturer

Education: M.S., 2004, Computer Science, Northern Kentucky University

Ph.D., 1995, Music Theory, University of Cincinnati

M.M., 1992, Music Theory, University of Cincinnati College Conservatory of Music

B.S., 1985, Jazz Studies, University of Cincinnati College Conservatory of Music

Experience: 2010 – 2014, Lecturer, Department of Computer Science, Northern Kentucky University

2012 – 2013, Senior Technical Consultant, NetCracker Technology

2008 – 2012, Senior Technical Consultant, Convergys Information Management Group
MINI VITA

Name: Cynthia Thomas

Title: Lecturer

Education: M.S., 2014, Digital Forensics, University of Central Florida

B.S., 2011, Computer Information Technology, Northern Kentucky University

B.S., 2004, Animal Sciences, University of Kentucky

Experience: 2014 – 2015, Lecturer, Computer Science, Northern Kentucky University

2004 – 2014, Lecturer, Computer and Information Technology, Fayette County Waste Management Department
MINI VITA

Name: Natalie M. Williams

Title: Lecturer (non-tenure track temporary)

Education: Master of Arts, Education, 2008, University of Central Florida

B.A., 2001, Organizational Communication, University of Central Florida

Experience: 2014 – 2015, Lecturer, Learning Assistance Programs, Northern Kentucky University

2010 – 2014, Instructional Designer and Adjunct Instructor, University of Cincinnati

2011, Developmental Reading Instructor, Gateway Community & Technical College

2010, Adjunct English Instructor, College of Southern Nevada

2008, ESOL/EAP Instructor, Seminole Community College
RECOMMENDATION:

That the attached non-academic personnel actions receive Board of Regents approval.

BACKGROUND:

The following categories of non-academic personnel actions which occurred between April 8, 2015 and August 11, 2015 require approval by the Board of Regents:

1. Activations/Rehires
2. Reassignments, Reclassifications, Title/Status Changes, Promotions
3. Transfers
4. Contract/Temporary to Regular & Regular to Contract
5. Departures
6. Retirees
7. Administrative/Executive
<table>
<thead>
<tr>
<th>NAME</th>
<th>DEPARTMENT</th>
<th>TITLE</th>
<th>EFF. DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baldwin, Jeffrey</td>
<td>Athletic Development</td>
<td>Sr. Asct Athletic Director for External Ops.</td>
<td>08/01/2015</td>
</tr>
<tr>
<td>Belis, Christina</td>
<td>CINSAM</td>
<td>Manager</td>
<td>06/29/2015</td>
</tr>
<tr>
<td>Boyd, Jeffrey</td>
<td>Locksmith</td>
<td>Locksmith</td>
<td>08/03/2015</td>
</tr>
<tr>
<td>Brannen, John</td>
<td>Men’s Basketball</td>
<td>Head Coach – Men’s Basketball</td>
<td>04/08/2015</td>
</tr>
<tr>
<td>Briggs, Chelsey</td>
<td>Counseling, Social Work &amp; Leadership</td>
<td>Training Assistant</td>
<td>05/12/2015</td>
</tr>
<tr>
<td>Bushle, David</td>
<td>University Marketing</td>
<td>Manager</td>
<td>07/01/2015</td>
</tr>
<tr>
<td>Carroll, Natalie</td>
<td>PP – Custodial Services</td>
<td>Custodian</td>
<td>04/28/2015</td>
</tr>
<tr>
<td>Chesnut, Casey</td>
<td>Counseling, Social Work &amp; Leadership</td>
<td>Training Assistant</td>
<td>05/29/2015</td>
</tr>
<tr>
<td>Clark, Shawnia</td>
<td>Univ. Connect &amp; Persist</td>
<td>Associate Director</td>
<td>08/03/2015</td>
</tr>
<tr>
<td>Conyers, Victoria</td>
<td>Office of Admissions</td>
<td>Administrative Secretary</td>
<td>06/29/2015</td>
</tr>
<tr>
<td>Dwyer, Sean</td>
<td>Men’s Basketball</td>
<td>Assistant Coach</td>
<td>04/17/2015</td>
</tr>
<tr>
<td>Exxes, Nevin</td>
<td>Music</td>
<td>Technician</td>
<td>07/27/2015</td>
</tr>
<tr>
<td>Fields, Eric</td>
<td>Institutional Research</td>
<td>Business Analyst</td>
<td>04/01/2015*</td>
</tr>
<tr>
<td>Forrester, Maddie</td>
<td>Budget Office</td>
<td>Senior Budget Analyst</td>
<td>06/08/2015</td>
</tr>
<tr>
<td>Gleason, Kathryn</td>
<td>Softball</td>
<td>Head Softball/Adm. Coordinator</td>
<td>07/30/2015</td>
</tr>
<tr>
<td>Hollingsworth, Kelly</td>
<td>PP – Custodial Services</td>
<td>Custodian</td>
<td>06/22/2015</td>
</tr>
<tr>
<td>Kloentrup, Lisa</td>
<td>PP – Custodial Services</td>
<td>Custodian</td>
<td>07/21/2015</td>
</tr>
<tr>
<td>Litzinger, Clint</td>
<td>PP – Custodial Labor</td>
<td>Building Services Materials Handler</td>
<td>06/03/2015</td>
</tr>
<tr>
<td>Loftis, Rachel</td>
<td>LGBTQ Programs &amp; Services</td>
<td>Coordinator</td>
<td>08/01/2015</td>
</tr>
<tr>
<td>Mozzocco, Elizabeth</td>
<td>WNKU Programming</td>
<td>Assistant Program Director</td>
<td>06/01/2015</td>
</tr>
<tr>
<td>Nageleisen, Amanda</td>
<td>Marketing &amp; Communications</td>
<td>Director of Public Relations</td>
<td>05/26/2015</td>
</tr>
<tr>
<td>Niece, Clinton</td>
<td>HVAC/General Maintenance</td>
<td>HVAC/General Maintenance Mechanic</td>
<td>04/28/2015</td>
</tr>
<tr>
<td>Nored, Ronald</td>
<td>Intercollegiate Athletics</td>
<td>Assistant Men’s Basketball Coach</td>
<td>04/27/2015</td>
</tr>
<tr>
<td>Pape, Holly</td>
<td>PP – Operations &amp; Maintenance</td>
<td>Specialist, Work Control</td>
<td>05/04/2015</td>
</tr>
<tr>
<td>Partin, Ethan</td>
<td>PP – Custodial Services</td>
<td>Custodian</td>
<td>07/14/2015</td>
</tr>
<tr>
<td>Phinney, Terese</td>
<td>PP – Facilities Management</td>
<td>Manager, Environmental Sustainability</td>
<td>07/08/2015</td>
</tr>
<tr>
<td>Pope, Samuel</td>
<td>Athletics Communication</td>
<td>Director of Sports Communication</td>
<td>07/01/2015</td>
</tr>
<tr>
<td>Rack, Anthony</td>
<td>Men’s Basketball</td>
<td>Director of Men’s Basketball Operations</td>
<td>04/20/2015</td>
</tr>
<tr>
<td>Ragland, David</td>
<td>Men’s Basketball</td>
<td>Assistant Coach, Men’s Basketball</td>
<td>05/06/2015</td>
</tr>
<tr>
<td>Rebold, Kristin</td>
<td>Biological Sciences</td>
<td>Academic Coordinator</td>
<td>06/15/2015</td>
</tr>
<tr>
<td>Rechtin, Timothy</td>
<td>Public Safety – Field Operations</td>
<td>Public Safety Officer</td>
<td>07/27/2015</td>
</tr>
<tr>
<td>Schievink, Brooke</td>
<td>Marketing &amp; Communications</td>
<td>Coordinator</td>
<td>05/18/2015</td>
</tr>
<tr>
<td>Schmitz, Thomas</td>
<td>PP – Custodial Services</td>
<td>Custodian</td>
<td>05/12/2015</td>
</tr>
<tr>
<td>Speights, Christa</td>
<td>Physics &amp; Geology</td>
<td>Coordinator</td>
<td>07/13/2015</td>
</tr>
<tr>
<td>Stagg, Erik</td>
<td>IT – Infrastructure &amp; Operations Group</td>
<td>Lead Network Administrator</td>
<td>06/01/2015</td>
</tr>
<tr>
<td>Steffen, Kimberly</td>
<td>Office of Admissions</td>
<td>Specialist</td>
<td>07/06/2015</td>
</tr>
<tr>
<td>Taylor, Scott</td>
<td>IT – Enterprise Systems Group</td>
<td>SAP BI Developer</td>
<td>07/01/2015</td>
</tr>
<tr>
<td>Wiley, David</td>
<td>Campus Recreation</td>
<td>Coordinator, Intramurals</td>
<td>08/03/2015</td>
</tr>
<tr>
<td>Wright, Jonathan</td>
<td>CINSAM</td>
<td>Lab Coordinator</td>
<td>04/27/2015</td>
</tr>
<tr>
<td>Zippin, Angela</td>
<td>Inclusive Excellence</td>
<td>Project Coordinator</td>
<td>05/04/2015</td>
</tr>
<tr>
<td>NAME</td>
<td>DEPARTMENT</td>
<td>TITLE</td>
<td>STATUS</td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------------------------------------------</td>
<td>-------------------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>Baker, Eileen</td>
<td>IT – Academic Technology Group</td>
<td>Training Developer</td>
<td>Reclassification</td>
</tr>
<tr>
<td>Barnes, Barbara</td>
<td>AVP Student Engagement &amp; Bus. Ops.</td>
<td>Administrative Assistant II</td>
<td>Reclassification</td>
</tr>
<tr>
<td>Campbell, Matthew</td>
<td>IT – Infrastructure &amp; Operations Group</td>
<td>Systems Analyst III</td>
<td>Reclassification</td>
</tr>
<tr>
<td>Clark, Ryan</td>
<td>Marketing &amp; Communications</td>
<td>Writer/Digital Specialist</td>
<td>Reassignment</td>
</tr>
<tr>
<td>Cole, Christopher</td>
<td>Marketing &amp; Communications</td>
<td>Director, Univ. Communications</td>
<td>Reassignment</td>
</tr>
<tr>
<td>Danzo, Amy</td>
<td>Testing Services</td>
<td>Director, Testing Services</td>
<td>Reclassification</td>
</tr>
<tr>
<td>Decker, Melissa</td>
<td>Economics &amp; Finance</td>
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### TRANSFERS
04/08/15 – 08/11/15

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### CONTRACT/TEMPORARY TO REGULAR & REGULAR TO CONTRACT
04/08/15 – 08/11/15

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**RETIREES**

04/08/15 – 08/11/15

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<td>New Hire</td>
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<td>Retirement</td>
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*Not on previous report*
RECOMMENDATION:

The Board of Regents officially hereby accepts contributions totaling $559,943.67 received by the NKU Foundation Inc. and the University during the period April 1, 2015 through July 31, 2015 per the list below.

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. This recommendation includes major contributions of $25,000 or more for the designated period.

Gift Detail and Summary Report
Gifts Greater than $25,000 (4/01/15 - 07/31/15)

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<th>Fund Description</th>
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<th>Stocks</th>
<th>In-Kind/Other</th>
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<td>Keyer-Scott Women's Golf Scholarship</td>
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<td>$49,943.67</td>
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<td>7/13/2015</td>
<td>W. Frank Steely &amp; Martha J. Pelfrey Social Studies Scholarship</td>
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</table>
RECOMMENDATION:

The Board of Regents hereby approves the following naming actions:

(1) The naming of a scholarship in support of students enrolled in the Salmon P. Chase College of Law “The Professor Edward P. Goggin Endowed Scholarship”.

(2) The naming of an endowed scholarship in support of students who are pursuing degrees in social studies education “The W. Frank Steely and Martha J. Pelfrey Social Studies Scholarship”.

(3) The naming of a scholarship in support of a member of the NKU Women’s Golf Team “The Keyer-Scott Women’s Golf Scholarship Endowment”.

(4) The naming of an endowed undergraduate scholarship in support of students pursuing an undergraduate degree in Journalism “The Mary Carmen Cupito Memorial Scholarship”.

(5) The naming of a scholarship in support of students pursuing a master’s degree in Social Work “The Claudia Cline Master of Social Work Endowed Scholarship”.

(6) The naming of an endowed scholarship in support of activities of the MINjas student organization in the College of Informatics and activities of the Association of English Graduate Students within the College of Arts and Sciences “The Shawn Daniell Student Organization Award”.

(7) The naming of a scholarship in support of students with financial need and academic achievement who are pursuing a major in geology “The Jonathan Bushee Memorial Scholarship”.

(8) The naming of a scholarship in support of students enrolled in degree programs who seek to participate in academically rigorous and culturally immersive study abroad opportunities “The Leon E. Boothe International Scholarship”.

(9) The naming of a scholarship in support of a student-athlete competing on the intercollegiate men's cross-country team at NKU “The Larry Giesmann and Laura Trice Endowed Scholarship”.

BACKGROUND:

Naming actions in connection with private gifts are governed by NKU Administrative Regulation-II-4.0-2, section 2.2. NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.
After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

(1) The university has received a major gift commitment in support of students enrolled in the Salmon P. Chase College of Law.
   Donor: Edward P. Goggin
   Naming Gift: $100,000
   Naming: The Professor Edward P. Goggin Endowed Scholarship

Professor Edward P. Goggin helped launch the careers of countless attorneys by serving as a valuable resource and trusted mentor during his 30 years as a professor with NKU Chase College of Law. Professor Goggin joined the faculty in 1972, retired in 1998, and taught part-time until 2003. He was a member of the National Academy of Arbitrators. Professor Emeritus Goggin passed away August 4, 2014.

(2) The university has received a major gift commitment in support of students who are pursuing degrees in social studies education.
   Donor: Martha J. Pelfrey
   Naming Gift: $50,000
   Naming: The W. Frank Steely and Martha J. Pelfrey Social Studies Scholarship

Dr. W. Frank Steely, the founding president of Northern Kentucky University, served as NKU's president from December 1969 to September 1975 and taught history until 2001.

Martha Pelfrey and Dr. Steely married in 1983 and enjoyed many years of marriage until Dr. Steely’s death in November, 2010. Ms. Pelfrey also earned a bachelor’s of arts degree (1979) in elementary education from Northern Kentucky University. She served on NKU’s College of Education and Human Services Advisory Board and is a longtime member of the Friends of Steely Library. Ms. Pelfrey resides in Cold Springs, KY.

(3) The university has received a major gift commitment in support of a member of the NKU Women’s Golf Team.
   Donor: Robert Scott and Kim Keyer-Scott
   Naming Gift: $49,944
   Naming: The Keyer-Scott Women’s Golf Scholarship Endowment

A four-time All-American, Kim Keyer-Scott ‘05 helped NKU capture two Great Lakes Valley Conference titles in women’s golf and emerged as one of the best women’s golf players in the nation.

(4) The university has received a major gift commitment in support of students pursuing an undergraduate degree in Journalism.
Donor: Robert Cupito; memorial gifts
Naming Gift: $26,155
Naming: The Mary Carmen Cupito Memorial Scholarship

Mary Carmen Cupito (September 26, 1954 - February 3, 2015) was an associate professor of journalism and began teaching at NKU as a temporary lecturer in 1992. Mary also had a 30+ year career as a journalist and public relations practitioner with a focus on writing about medical and health issues. She worked for The Cincinnati Post, The St. Petersburg Times, The Columbus Dispatch, and as a freelance writer.

(5) The university has received a major gift commitment in support of students pursuing a master’s degree in Social Work.
   Donor: Convergys Corporation
   Naming Gift: $25,000
   Naming: The Claudia Cline Master of Social Work Endowed Scholarship

   The gift establishing this scholarship was contributed by Convergys Corporation upon the retirement of Ms. Claudia L. Cline. Ms. Cline served seventeen years with Convergys Corporation, retiring in June 2015 as Executive Vice President and General Counsel. Ms. Cline has held executive positions in legal and operations over her 17 years with Convergys. Prior to her most recent position, she served as General Counsel for Convergys’ Customer Management line of business. She also held the position of Senior Vice President of CM Operations Support, responsible for workforce management agent training delivery and curriculum, quality and reporting. Prior to joining Convergys, she served as a partner with Frost and Jacobs LLP.

   Ms. Cline earned her bachelor's degree in Sociology from the University of California, Los Angeles, and earned her Law Degree from the University of Southern California.

(6) The university has received a major gift commitment in support of activities of the MINjas student organization in the College of Informatics and activities of the Association of English Graduate Students within the College of Arts and Sciences.
   Donor: Charles Heffner and memorial gifts
   Naming Gift: $17,174
   Naming: The Shawn Daniell Student Organization Award

   Shawn Daniell was a NKU student in the Masters of Arts in English program when she died suddenly in her sleep at home in April, 2014. At 36, Shawn was a fiercely creative, encouraging, and loving woman. She was an ardent believer in inclusion, diversity, and personal creative expression for both herself and others. A gifted artist, a published author, and an assistant editor for literary publications, Shawn was working on a new painting and graphic novel at the time of her death.
Shawn graduated from Genesee Community College (Batavia NY), SUNY Brockport, and Northern Kentucky University with degrees (respectively) in Graphic Design, Fine Art, and Media Informatics. Shawn was to receive her Masters of Arts degree in English from NKU in December, 2014. She lived in Naples, Italy; Cairo, Egypt; western New York; and Northern Kentucky.

(7) The university has received a major gift commitment in support of students pursuing with financial need and academic achievement who are pursuing a major in geology.
   Donor: Joan Bushee and memorial gifts
   Naming Gift: $11,100
   Naming: The Jonathan Bushee Memorial Scholarship

Jonathan Bushee served as a faculty member of NKU’s geology department for 25 years. He earned a degree in geology from San Diego State University and a graduate degree in geology from the University of California at Berkeley. He began his teaching career as a university professor with Case Western Reserve University.

He served in the U.S. Air Force and received a Good Conduct Medal. Jonathan is survived by his wife of 44 years, Joan, who along with many others contributed in support of this scholarship named in recognition of all he contributed to his students and to the university.

(8) The university has received a major gift commitment in support of students enrolled in degree programs who seek to participate in academically rigorous and culturally immersive study abroad opportunities.
   Donor: Hardy Foundation and honorarium gifts
   Naming Gift: $5,765 and ongoing
   Naming: The Leon E. Boothe International Scholarship

Dr. Leon Boothe served as President of Northern Kentucky University, 1983 – 1996. While president of NKU, Dr. Boothe’s leadership was instrumental in expanding the physical plant, enhancing the University's reputation, and approving a proliferation of academic programs.

(9) The university has received a major gift commitment in support of a student-athlete competing on the intercollegiate men's cross-country team at NKU.
   Donor: Larry Giesmann and Laura Trice
   Naming Gift: $25,000
   Naming: The Larry Giesmann and Laura Trice Endowed Scholarship

This is a name change – Laura Trice is being added to the previously named Larry Giesmann Endowed Scholarship.

Laura Trice and spouse Larry Giesmann are long-time supporters of NKU Athletics. They support NKU through their attendance at numerous alumni and university events. They are loyal basketball fans and have held season tickets for many years.
RECOMMENDATION:

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

**Dr. Kent Curtis**, professor in the Department of Political Sciences, Criminal Justice, and Organizational Leadership, effective May 16, 2015.

**Dr. Ray McNeil**, professor in the Department of Physics and Geology, effective July 1, 2014.

Mini Vita Follows

BACKGROUND:

The faculty member recommended for Emeritus status has received the endorsement of the faculty, the dean, the provost, and the president.
MINI VITA

Name: Dr. Kent Curtis
Title: Professor

Education: Ed.D., 1976, Adult Technical Education, University of Cincinnati
M.Ed., 1966, Guidance and Counseling, Xavier University
A.B., 1961, Biology, Center College of Kentucky

Experience: 1979-present, Professor of Organizational Leadership, Dept. of PSC, CJ, & OL
1977-1979, Associate Provost, NKU
1970-1977, Registrar and Director of Admission, NKU
MINI VITA

Name: Raymond C. McNeil

Title: Associate Professor (tenured)

Education: Ph.D., 1980, Astronomy, The Ohio State University
Dissertation: "The Distribution of G5-K5 Stars in a Region at the South Galactic Pole"

B.S., 1968, Astronomy (Physics and Mathematics Minor), University of Illinois

Experience: 1986 – 2014, Associate Professor of Astronomy, Department of Physics and Geology, Northern Kentucky University

1980 – 1986, Assistant Professor of Astronomy, Department of Physical Sciences, Northern Kentucky University
RECOMMENDATION:

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

BACKGROUND:

The Faculty Senate passed the following amendment to the Faculty Handbook at its May 2, 2014 meeting in regard to allowing for an extension of the probationary period for exceptional circumstances.

PROPOSAL: Change Part I, Section VII. Tenure, G. Time as follows:

CURRENT TEXT:

Part I, Section VII. Tenure

G. Time

Normally a faculty member will be considered for grant of tenure during the faculty member’s sixth year of probationary appointment, including University-recognized credit for prior service, upon the faculty member’s application. A faculty member may request grant of tenure in an earlier year, but only faculty of extraordinary merit may be approved for early grant of tenure. Denial of early tenure is not a basis for non-reappointment.

PROPOSED CHANGE:

Part I, Section VII. Tenure

G. Time

Normally a faculty member will be considered for grant of tenure during the faculty member’s sixth year of probationary appointment, including University-recognized credit for prior service, upon the faculty member’s application. A faculty member may request grant of tenure in an earlier year, but only faculty of extraordinary merit may be approved for early grant of tenure. Denial of early tenure is not a basis for non-reappointment.

A faculty member may be allowed to pause the RPT process for up to two years and extend the probationary period under very limited circumstances with or without taking a full or partial leave of absence by making a formal request to the department chair.

1. Acceptable reasons for extending the probationary period include the primary care for a newborn or adopted child, serious and prolonged illness, or instances for the candidate or extended family that negatively impact performance. Other exceptional circumstances not mentioned above may be reviewed and the candidate awarded an extension if deemed appropriate by the Provost.
2. The RPT process may be paused and the probationary period may be extended in one-year increments. The candidate may apply for a one-year extension for the same event following the application process described below. An individual may request to extend the RPT process for a second time (for a separate or the same reason than the first request), but the total extension during the probationary period may not exceed 2 years.

3. A formal request in writing must be given to the department chair clearly stating reasons for pausing the RPT process. The application will then proceed to the Dean and to the Provost. If possible, the request should occur substantially prior to the scheduled submission of the tenure application so that due consideration to the request may be given. Once the application has been submitted, the Chair, Dean, and Provost are asked to review the request as expeditiously as possible with special regard for the RPT calendar.

4. Candidates granted an extension are expected to meet only the criteria stated in University-approved tenure policies and letters of appointment. The candidate will participate in annual review for merit but not for tenure evaluation. The RPT evaluation following the exemption should consider all work submitted by the candidate.

5. Should a candidate be denied an extension of the probationary period by either the Chair, Dean, or Provost, the appeals process shall follow the guidelines put forward in the Faculty Handbook, Section XV. Grievances, as defined in section C. Complaint Process.
RECOMMENDATION:

That the amendment to the Faculty Senate Constitution, as outlined below, receive Board of Regents approval.

AMENDMENT TO THE FACULTY SENATE CONSTITUTION

Unanimously approved by the Faculty Senate on April 27, 2015

Article VII. C. of the Faculty Senate Constitution currently reads as follows:

C. Reassigned time shall be allotted to the following members of the Executive Committee
   President – 50%
   Curriculum Committee Chair – 25%
   Faculty Benefits Chair – 25% for Fall Semester
   Professional Concerns Chair – 25%

The proposed amendment would replace the current language with the following:

C. Reassigned time or stipends shall be allotted to the following members of the Executive Committee as follows:
   President – 50% reassigned time
   Curriculum Chair – 25% reassigned time
   Faculty Benefits Chair – 25% reassigned time for Fall Semester
   Professional Concerns Chair – 25% reassigned time
   Budget Committee Chair – 25% reassigned time
   Vice President – stipend (amount set by Provost)
   Secretary – stipend (amount set by Provost)
   Parliamentarian – stipend (amount set by Provost)

Rationale

The duties of the Budget Committee as set forth in Article VII. E. of the Faculty Senate Constitution. These duties include reviewing, analyzing, recommending, and reporting to the Faculty Senate on all matters pertaining to the budget, including:

- the University’s budget proposal
- the University’s annual operating budget in at least the preliminary, intermediate, and final stages of its development
- salary data relating to the University’s salary policy and appointment
- major capital expenditure proposals submitted by the administration
- informing the Faculty Senate of actions and proposals of the Legislature, Governor’s Office, Council on Higher Education, and other agencies, public and private, which might affect aspects of the university programs and governance for which the Faculty Senate has responsibility
This is an extensive charge – greater, one can reasonably conclude, than that of any other Faculty Senate committee. But these functions have not been carried out in many years; not through any fault of the Budget Committee, but because the time required to even partially fulfill this mandate is excessive and unreasonable given that the Budget Committee chair receives no reassigned time whatsoever. In recent years, it has been difficult to impossible to find anyone even willing to serve as Budget Committee chair in a reduced role, due to the time demands. In the current academic year, the Budget Committee has been de facto disbanded due to the lack of a chair.

This is a matter of great concern at any time, but especially so in an environment where budget concerns are so very pressing. It is critical to collegial governance and faculty morale that communication and transparency between the administration be fostered. Providing the Budget Committee chair with reasonable reassigned time will be of significant benefit to the faculty and administration of the University.

The other Senate Executive Committee positions included in this proposed amendment also involve significant effort with no compensation. A reasonable stipend for these positions will appropriately compensate the position-holders for their efforts as well as serve as an incentive to qualified faculty who may serve in these positions in the future.
ORGANIZATIONAL CHANGES RECOMMENDATION

To further enhance the administrative functions of the University, the following two organizational changes are recommended for Board ratification:

1. **Administration and Finance / Institutional Effectiveness**

   The Division of Institutional Effectiveness is being consolidated with the Division of Administration and Finance. After careful consideration of our budget challenges, as well as the skills and experience of our leadership team, these changes will result in a more streamlined administration. The Office of Institutional Research and Office of Planning and Performance, previously in Institutional Effectiveness, will move to the Division of Administration and Finance.

   The position of University Budget Director is being converted to a Chief Financial Officer. The CFO will provide leadership, management, and policy advice on all strategic and technical matters pertaining to the fiscal management of the University. The Budget Office and the Office of the Comptroller will report to the CFO, who in turn will report to the Senior Vice President for Administration and Finance.

   Information Technology will become a unit within the Division of Administration and Finance. The purpose of the change is to align non-academic IT services with other administrative analytic/reporting functions. Academic technology will remain in Academic Affairs, enabling the staff to focus on providing instructional design and support services to faculty, staff, and students.

   The Metropolitan Education & Training Services (METS) Center will remain in Academic Affairs.

   WNKU will move from the Division of Administration and Finance to the Division of University Advancement. WNKU is being re-aligned to University Advancement in order to enhance collaboration of fundraising and engagement efforts in support of the radio station. Additionally, the re-alignment will facilitate information exchange enabling the university to better understand an alumni’s or donor’s overall support to the university.

2. **University Advancement / Government and Community Relations**

   The function of government and community relations is being re-aligned with University Advancement. Upon the retirement of Vice President of Government and Community Relations Joe Wind, effective August 1, 2015, the position has changed to an Assistant Vice President for Government, Corporate, and Foundation Engagement and will report to the Vice President of University Advancement. The Assistant Vice President will work directly with the President on government advocacy efforts. In addition to cost-savings, the restructure will align primary relationships associated with external resource development within the University Advancement division under the leadership of the Vice President for University Advancement.
RECOMMENDATION:

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

BACKGROUND:

The attached organizational chart reflects all NKU Administrative updates through September 9, 2015. The reporting lines listed are for Director level and above, but include; individuals who directly report to the President; Department Chairs under Academic Affairs; Coaching areas under Intercollegiate Athletics; and the Manager of the Bookstore/Follet and Food Services/Chartwells, which are separate entities from the University.
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<tr>
<th>Administrative and Finance</th>
<th>Business Operations and Administrative Services</th>
<th>Human Resources</th>
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<tbody>
<tr>
<td>President: Geoffrey S. Means</td>
<td>Senior Vice President: Vickie Natale</td>
<td>Director: Michael Mannheimer</td>
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<tr>
<td>Assistant to the President: Tammy Knochelmann</td>
<td>Director: Cathy Cartwright</td>
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<tr>
<td>Senior Associate Dean: Bert Brown</td>
<td>Assistant Vice President: Victoria Roberts</td>
<td>Visiting Professor: Virgil F. Martin</td>
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<th>College of Arts &amp; Sciences</th>
<th>College of Business</th>
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<td>President: Michael Mannheimer</td>
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<th>Enrollment and Degree Management</th>
<th>Intercollegiate Athletics</th>
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<tr>
<td>Senior Vice President: Vickie Natale</td>
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<tr>
<td>Vice President: Jeanine Wilkison</td>
<td>Assistant Vice President: Karim Fadazi</td>
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<th>Legal Affairs and General Counsel</th>
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<td>Director: Michael Mannheimer</td>
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<td>Assistant Vice President: Stephen Nienaber</td>
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<td>Senior Director: Julie Shirk</td>
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<td>Administrative Services: Sarah K. Glick</td>
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<tr>
<th>Chief Financial Officer/ Treasurer</th>
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<td>Michael Holton</td>
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</tbody>
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Approved by the NKU Board of Regents Effective September 9, 2015

This chart indicates functional areas at or below the director level.