



SALMON P. CHASE COLLEGE OF LAW

COMMENCEMENT EXERCISES
FRIDAY, MAY 9, 2025



SALMON P. CHASE COLLEGE OF LAW

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ACADEMIC DEANS

Bethany Bowling
Dean, College of Arts and Sciences

Judith Daar
Dean, Salmon P. Chase College of Law

Ginni Fair
Dean, College of Education

Hassan R. HassabElnaby
Dean, Haile College of Business

Kevin G. Kirby
Dean, College of Informatics

Brianna Marshall
Interim Dean, W. Frank Steely Library

Abdou Ndoeye
Acting Dean, Honors College

Gannon Tagher
Dean, College of Health and Human Services

SALMON P. CHASE COLLEGE OF LAW

AMBASSADOR PATRICIA L. HERBOLD DEAN

Judith Daar

ASSOCIATE DEANS

John Bickers
Amy Halbrook
David MacKnight
Lawrence Rosenthal
Eric Young

FACULTY

Eric Alden
John Bickers
Tan Boston
Jennifer Brinkman
Anthony Chavez
Michelle Browning Coughlin
Judith Daar
Ursula Doyle
Sharlene Graham
Amy Halbrook
Jack Harrison
Dennis Honabach
Kenneth Katkin
Donald Kazee

Hon. Jennifer Kinsley
Alex Kreit
Danielle Lewis
Tobe Liebert
Michael Mannheimer
Kelly Meurer
Christopher Muzzo
Ljubomir Nacev
Lawrence Rosenthal
Jeffrey Standen
Rachel Wilhite
Eric Young
Marcia Ziegler

THE HISTORY OF CHASE COLLEGE OF LAW

Salmon P. Chase College of Law at Northern Kentucky University, founded in 1893, is widely known as “The Lawyer’s School” for its enduring commitment to preparing practice-ready attorneys. Originally an evening law school affiliated with the Cincinnati YMCA, Chase became part of NKU in 1972 and continues to provide flexible scheduling through full-time, part-time and evening programs—making legal education accessible for all learners from full-time students to working professionals.

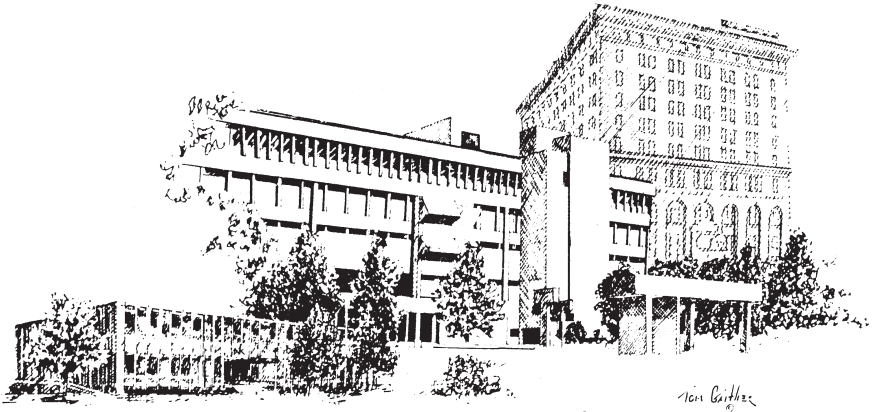
Chase offers a dynamic legal education through nationally recognized programs and specialized centers. The W. Bruce Lunsford Academy for Law, Business + Technology, supported by the largest gift in the law school’s history, provides innovative interdisciplinary training. Students can also build skills through the Center for Excellence in Advocacy, the Center for Law and Entrepreneurship and the Center on Addiction Law and Policy. Chase also emphasizes professional responsibility and public service through the David and Nancy Wolf Program in Ethics and Professional Identity.

Experiential learning is a hallmark of the Chase education. Students engage in real-world practice through a wide array of live-client clinics, externships and simulation-based courses in areas such as child and family law, constitutional litigation, business law and wrongful conviction. These experiences allow students to apply their knowledge while serving clients and communities throughout their law school career.

Chase has earned national recognition for its excellence in business law, trial advocacy and public interest careers, including top rankings in bar passage and public service job placement. With a proud legacy of over 6,000 alumni serving as judges, legislators and leaders across sectors, Chase continues to shape ethical, skilled lawyers ready to lead and serve.



Class of 1929



Salmon P. Chase College of Law

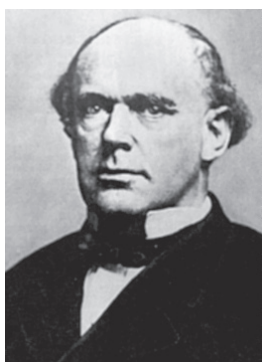
DEANS

Robert M. Ochiltree	1893 – 1916	William R. Jones	1980 – 1985
YMCA Officers	1916 – 1918	Henry L. Stephens, Jr.	1985 – 1992
Charles C. Benedict	1918 – 1919	W. Jack Grosse	1992 – 1993
Gilbert Bettman	1919 – 1929	David C. Short	1993 – 1999
Floyd Williams	1929 – 1936	Gerard A. St. Amand	1999 – 2006
Judge Stanley Mathews	1936 – 1952	Richard A. Bales (<i>interim</i>)	2006 – 2006
Ray P. Hutchens	1952 – 1967	Dennis R. Honabach	2006 – 2013
C. Nicholas Revelos	1967 – 1970	Jeffrey A. Standen	2013 – 2018
W. Jack Grosse	1970 – 1978	Michael Whiteman (<i>interim</i>)	2018 – 2019
Ovid C. Lewis	1978 – 1979	Judith Daar	2019 – Present
Glenn Wells (<i>interim</i>)	1979 – 1980		

Excerpts from The Lawyers' School, A Centennial History of Salmon P. Chase College of Law; C. Maxwell Dieffenbach, Stanley E. Harper, Jr., W. Jack Grosse, Gateway Publishing Company, Inc., 7850 Pfeiffer Rd., Cincinnati, Ohio 45242

SALMON PORTLAND CHASE

1808-1873



Salmon Portland Chase was born on January 13, 1808, in Cornish, New Hampshire, to Janet Ralston and Ithamar Chase. Ithamar died in 1817, leaving Janet with 10 children and few resources. At nine years old, Salmon Chase was sent to Ohio to live with his uncle—prominent Episcopal leader Bishop Philander Chase. He graduated from Dartmouth College and completed his legal studies under U. S. Attorney General William Wirt. He passed the Ohio bar examination in 1829 and opened a law practice in Cincinnati.

Chase strongly advocated for abolition and women's rights, championing the right to vote and the right to an education. During the 1830s and 1840s, he was known as the "Attorney General of Runaway Slaves" for his defense of freedom seekers and the citizens who harbored them.

Chase's dedication to the abolitionist movement was evident in his political career as well. He spoke about the "slave power conspiracy" of slave owners who attempted to seize control of the federal government. While serving as a city councilman in Cincinnati, Chase helped create the abolitionist-centered Liberty Party, which eventually merged into the Republican Party. In 1850, Chase was elected U. S. Senator of Ohio. He reportedly insisted that as a condition for his accepting the position, Ohio repeal its laws that legislated discrimination against Black people.

In 1856, Chase was elected governor of Ohio, where he served until 1860, when he was again elected U. S. Senator. In March 1861, President Abraham Lincoln appointed him Secretary of the Treasury. In this post, he created a unified nationwide banking system, developed the use of paper currency "greenback" bills—which continue to serve as today's federal paper money—and established the Internal Revenue Service.

In 1864, Chase was appointed Chief Justice of the Supreme Court by President Lincoln. As Chief Justice, Chase presided over Reconstruction-era civil rights cases and the impeachment of President Andrew Johnson. Chase is one of the few Americans to hold office in all three branches of the federal government.

As successful as Chase was in his legal and political careers, he suffered greatly in his personal life. He was married and widowed three times and lost all but two children during the 1830s and 1840s. Chase passed away in 1873 and is buried in Spring Grove Cemetery & Arboretum in Cincinnati.

GREETINGS FROM THE DEAN



**JUDITH
DAAR**

Dear Chase Graduates,

Congratulations on achieving this momentous milestone in your life and career path. Graduating from law school is a tremendous accomplishment, one that reflects extraordinary dedication, hard work, and talent. Please take some time to reflect on what this journey means to you, and how others have helped you along the way. The Class of 2025 will occupy a pivotal era in legal education and the practice of law. Many of you began your studies at the same time the world was introduced to the term “generative AI” with the release of ChatGPT in November 2022. In the ensuing years, much has been said and predicted about the impact of artificial intelligence on the practice of law. I’m confident you will embrace these technologies in ways that serve your clients while striving to maximize their ethical implementation into the legal system.

The practice of law is a high privilege. We are responsible to use our fund of knowledge to support and advance justice in a world filled with complexity, challenge, and division. During your time at Chase, national conversations have centered on a host of pressing issues that revolve around law. Among other topics, we have debated the interrelationship of the three branches of government, the meaning of free speech and academic freedom on campus, the role of race and ethnicity in university admissions and public life, and the constitutional protection of reproductive choice. You have the knowledge, skill and power to be a voice in this conversation, to shape the future into a more fair, just and compassionate place for all. I urge you to wield this power with reflection that what you do as lawyers matters. It matters to your clients, to your adversaries, to your employers, to your friends and family, and to Chase. We stand by you in times of triumph and moments of difficulty, a steadfast place to anchor throughout your life’s journey.

Today you join a cadre of over 6,000 Chase alumni across the nation and throughout the world. This robust community of attorneys, judges, lawmakers, entrepreneurs, business leaders, educators and so many more occupations welcome you and invite your active participation in the years to come. We are all enormously proud of your accomplishments. Today, Chase is stronger for the time you graced our community.

Your faculty and I celebrate with you and your loved ones as a new chapter opens onto your bright and promising future. As ever, we are cheering you on.

With warmest wishes,

A handwritten signature in cursive script, reading "Judith Daar".

Judith Daar

Ambassador Patricia L. Herbold Dean and Professor of Law

COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT



**THE HONORABLE
ANDY BESHEAR
GOVERNOR OF THE
COMMONWEALTH OF
KENTUCKY**

**TEAM
KENTUCKY.**

New
Kentucky
Home

The Board of Regents at Northern Kentucky University is privileged to award an honorary degree to Governor Andy Beshear.

DOCTOR OF LAWS

Governor Andy Beshear has guided Kentucky with steady, compassionate leadership through devastating natural disasters and the worst pandemic in a century and has overseen historic economic development, attracting thousands of new good-paying jobs in every corner of the commonwealth.

Under Gov. Beshear's leadership, Kentucky is on the greatest economic win streak of our lifetimes. Over the past five years, the Governor has announced a record \$35 billion in private sector investment, leading to the creation of more jobs than any other administration in state history.

He has positioned Kentucky as a leader in electric vehicle battery manufacturing, with four of the largest EV battery plants being built on planet Earth.

Kentucky's economy is booming.

The commonwealth was ranked No. 2 and No. 3 in per capita economic development in back-to-back years; Kentucky businesses are exporting more goods than ever before; and our tourism industry had its best two years ever in 2023 and 2024.

Under the Governor's fiscal management, the commonwealth has had upgrades from all three major bond-rating agencies.

Gov. Beshear continues to position Kentucky for growth by investing in our infrastructure, including high-speed internet, four-laning the Mountain Parkway, announcing the Brent Spence Bridge Companion Project, and bringing clean water to communities across Kentucky who haven't had it. And he announced the first new hospital in the West End of Louisville in over 150 years.

The state is welcoming more businesses, more families and more visitors to our New Kentucky Home.

The Governor and First Lady Britainy Beshear have two teenage children, Will and Lila. The family are members of Beargrass Christian Church and are loved by the First Dog, Winnie.

ORDER OF EXERCISES

ACADEMIC PROCESSIONAL

John Bickers
Grand Marshal

NATIONAL ANTHEM

Jathan Briscoe ('26)
Gabby Casto ('25)
Katie Chambers ('26)
Kelly Messer ('25)
Students from the School of the Arts

WELCOME

Diana McGill
Provost and Executive Vice President for
Academic and Student Affairs
Northern Kentucky University

GREETINGS FROM THE COURT

Justice Michelle M. Keller ('90)
Supreme Court of Kentucky

SALMON P. CHASE AWARD

James Lacey ('25)

VALEDICTORY

Matthew Carlin ('25), Full-Time Division
Lisa Mertz ('25), Part-Time Division

PROFESSOR OF THE YEAR AWARD

John Bickers
Professor of Law
Salmon P. Chase College of Law

DEAN'S REMARKS

Judith Daar
Ambassador Patricia L. Herbold Dean
Salmon P. Chase College of Law

CONFERRING OF HONORARY DEGREE

Cady Short-Thompson
President
Northern Kentucky University

Governor Andy Beshear
Doctor of Laws

COMMENCEMENT ADDRESS

The Honorable Andy Beshear
Governor of the Commonwealth of Kentucky

PRESIDENTIAL REMARKS

Cady Short-Thompson
President
Northern Kentucky University

PRESENTATION OF CANDIDATES FOR DEGREES

Judith Daar

CONFERRING OF DEGREES

Cady Short-Thompson

SINGING OF ALMA MATER

Original lyrics and melody by Charles Wiley
rev. Carolyn Hagner/harm. Kurt Sander

Jathan Briscoe ('26)
Gabby Casto ('25)
Katie Chambers ('26)
Kelly Messer ('25)
Students from the School of the Arts

CLOSING

Judith Daar

RECESSIONAL

John Bickers
Grand Marshal

2025 CANDIDATES FOR DEGREES

Honors symbols legend on page 15.

The following degrees will be awarded provided all requirements have been met:

SALMON P. CHASE COLLEGE OF LAW JURIS DOCTOR

Ashton M. Adams	Raven M. Herchenbach
Noah Arb ††	Nathanial C. Humphrey †
Veronica N. Archer	Sara Marie Jackson
Chelsea Ann Arnold-Davis	John Bernard Kaplan
Noah Jameson Banks	Kyle John Kazanfer
Charlie W. Bilott	Sarah D. Keffer
Logan C. Bohman	Madalynn Grace Lagadinos Kelly ††
Jarvis T. Booth	Tyler S. Kerker
Matthew F. Carlin †††	Morgan A. Knox
Leigh E. Cherni	Jacquelyn Annastasia Kovsky
Carolyn Chin	James A. Lacey †
Bobby J. Coleman †	Shanna H. Lewallen
Lillian T. Cortese ††	Ulis R. Lingar
Graham Cote	Chloe N. Lorenzen
Miranda Dampier	Alicia D. MacRae †
Kearstan Grace Dattilo	Nicole Marie Massarone
Avery C. Dietz ††	Rebekah Sue McCarty
Charles H. Doughman †††	Peyton E. McClinton †
Katelin M. Erwine	Maxwell D. McFarland
Joshua E. Faucett	Sean McMahon
Robert Freeman Fellows †	Lisa Mertz †††
Victoria Ferguson	Madison N. Miller
Steven D. Fisher	Allison A. Moore
Jillian Arin Fletcher	Maggie Eden Moore
Joseph Austin Gerwert †††	Janna M. Neyenhaus †††
Suzannah Jordan Gilbert	Cameron Michael Parker
Taylor Marie Gilmore †	Dayana Perez
Gaibriele C. Givens	Jared S. Pippen †
Kevin E. Graul	Lauren N. Poplin
Devin M. Grimsley	Morgan Porter †††
Davis C. Guthier	William C. Porter ††
Christopher J. Hackworth	Jessica Reiser
Aaron Haitz	Lauren H. Riney
Kamaya A. Henderson	Nicholas R. Roades
Amy M. Halusek	Carli S. Salchli

2025 CANDIDATES FOR DEGREES

Samantha J. Schiffman	Ashlee A. Taylor ††
Avalyn Ann Schuehler	Jacob M. Taylor
Katherine P. Shearer †	Nathan Thacker †
Thomas A. Sheffer ††	Joseph A. Valentine
Ethan Sheppard	George Ryan Waford †
MacKenzie Frances Anna Sloan	Abigail Ward ††
Jessica Smiley-Bright	Cassandra J. Ward
Caroline Elizabeth Smith ††	Benjamin Wehrle ††
Samuel Paul Smith	Jacob A. Weis
Victoria R. Smith †	Sarah Grace Wells
Logan T. Sparks ††	Mia D. Williams
Sara N. Spivey	Summer Williams
Aaron M. Sprinkles †††	Hannah Melinda Woods †
Zachary A. Suman	Lonnie L. Yarnell
Nicolas J. Tammaro	Alexander M. Zeller

HONORS SYMBOLS

SUMMA CUM LAUDE

††† Students who attain a grade point average of 3.650 to 4.333 are graduated summa cum laude.

MAGNA CUM LAUDE

†† Students who attain a grade point average of 3.400 to 3.649 are graduated magna cum laude.

CUM LAUDE

† Students who attain a grade point average of 3.150 to 3.399 are graduated cum laude.

Beginning with the entering class of 2022, graduation honors designations will be based on the following standards:

SUMMA CUM LAUDE

††† Top 5% of graduating class

MAGNA CUM LAUDE

††† Top 15% of graduating class

CUM LAUDE

† Top 30% of graduating class

2025 CANDIDATES FOR DEGREES

CERTIFICATE OF EXCELLENCE IN ADVOCACY

Ethan Sheppard

MASTER OF LEGAL STUDIES

Brandie Dawn Ashcraft

Taylor Joel Aubrey

Mia Katherine Bohaty

Matthew Aaron Curtsinger

Erin Kathleen Edwards

Thomas Joseph Ferguson III

Michael Gene Folk

Essengo Goz

Kathryn Holderman

Kristian Lorraine Niziol Howard

Justin Patrick McCormick

Rhianna McCormick

Molly McKee

Reagan T. Montgomery

Chloe Skylar Mullins

Devyn Nance

Mindy Naugle

Dakota Starr Palmer

Julia Francesca Parks

Anna Grace Simpson

David Derick Smith Jr

Brandon Tirozzi

Andrew Craig Wieder

Cheyenne Young

DECEMBER 2024 GRADUATES

Jarvis T. Booth

Madalynn Grace Lagadinos Kelly

Rebekah Sue McCarty

William C. Porter

Thomas A. Sheffer

Caroline Elizabeth Smith

Sara N. Spivey

Aaron M. Sprinkles

AUGUST 2024 GRADUATES

Sean McMahon

Ulis R. Lingar

Cameron Michael Parker

Avalyn M. Schuehler

Alexander M. Zeller

CHASE ALUMNI PRESENTING COMMENCEMENT HOODS TO GRADUATES

James Dietz ('95) and Representative Stephanie Dietz ('94)

father and mother of Avery Dietz

B. Scott Graham ('94)

father of Carli Salchli

GREETINGS FROM THE CHASE ALUMNI COUNCIL



J.B. Lind ('08)

Dear Graduates,

Congratulations on your well-earned achievement. Enjoy this moment. Your graduation represents the culmination of years of hard work, sacrifice and dedication that very few understand. As you begin your legal career, I am reminded of Abraham Lincoln's advice to an aspiring lawyer offered in 1855:

"Always bear in mind that your own resolution to succeed is more important than any other one thing."

Your resolve will be tested. Clients will depend on your every word. Indeed, it is the very privilege of representing others that distinguishes our great profession. Like the NKU Chase alumni that have come before you, we know you will meet this challenge.

We are all rooting for your success and look forward to your collective impact on the legal profession.

J.B. Lind ('08)
Chair, Alumni Council

THE SALMON P. CHASE AWARD



*Photo courtesy of
Cincinnati Museum Center.*

NKU's Chase College of Law created the annual Salmon P. Chase Award to recognize a graduating student for selfless advocacy on behalf of others. It is named for Chief Justice Salmon P. Chase, inspired by Chase's extensive advocacy on behalf of the oppressed and his condemnation of the legality of the Fugitive Slave Act of 1793. In recognition of his passion, dedication and advocacy, Chase was presented with a sterling silver pitcher, recently added to the Cincinnati Museum Center's extensive Chase collection, which is inscribed as follows:

"A Testimonial of Gratitude to Salmon P. Chase, from the Colored People of Cincinnati, for his various public services in behalf of the oppressed, and particularly for his eloquent advocacy of the rights of man, in the case of Samuel Watson, who was claimed as a fugitive slave, February 12, 1845."

Chase College of Law students, peers and faculty nominate a graduating student for this award to recognize their service and advocacy as a voice for others.

2025 SALMON P. CHASE AWARD RECIPIENT



**JAMES
LACEY ('25)**

James Lacey ('25) is a dedicated advocate for justice, equity and community empowerment. Throughout law school, Lacey has balanced rigorous academic pursuits with full-time work in community service, pro bono legal advocacy and mentorship. As senior manager of the Community Resource Coordination Department at Activities Beyond the Classroom, a Cincinnati-based nonprofit, Lacey leads efforts to provide academic support, financial relief, and essential social services to underserved students and families. His work focuses on dismantling systemic barriers that disproportionately impact communities of color, ensuring that all students have access to the resources necessary for success.

A devoted member of Alpha Phi Alpha Fraternity, Inc., Lacey has led monthly service initiatives aimed at uplifting Black youth and families, mentoring young men through the Alpha Esquires Program, facilitating college readiness workshops and organizing quarterly mobile food drives in partnership with Freestore Foodbank to combat food insecurity in Cincinnati.

At the heart of Lacey's journey, however, is his family. The lessons instilled by his parents and siblings have shaped his commitment to service, resilience and justice. His parents led by example, teaching him the value of hard work, integrity and standing up for those who cannot advocate for themselves. His siblings, through their own successes, reinforced the importance of perseverance and collective uplift. It is their unwavering support that has fueled his determination to push forward, knowing that every step he takes reflects the foundation they built together.

Inspired by the legacy of Salmon P. Chase, Lacey remains committed to advancing justice, equity, and advocacy in both his legal career and community work. His dedication exemplifies the ideals of service and leadership, making a lasting impact on those he serves.

SALMON P. CHASE COLLEGE OF LAW

PROFESSOR OF THE YEAR AWARD RECIPIENT



**PROFESSOR
JOHN
BICKERS**

The Salmon P. Chase College of Law graduation class selected Professor John Bickers to receive the Professor of the Year Award because he represents all of the best in a law professor: He is knowledgeable, professionally engaged and approachable.

Professor Bickers, who teaches Constitutional Law and Professional Responsibility, is known among students for the well-organized, thoughtful manner in which he conducts classes—yet with an inviting style. He typically begins classes, not with a ponderous intonation, but with music. When the recorded music—often selected to reflect the day's topic—ends after students have arrived, class begins. That is when students experience the excellence in teaching for which he is known.

Outside the classroom, Professor Bickers engages in the type of legal research and writing that enhances his ability to convey to students both traditional legal concepts and new approaches. He has published articles in significant law reviews and written amicus curiae briefs, or friend of the court briefs that bring important issues to judges' attentions. The Supreme Court of the United States cited one law review article he wrote as part of the basis for an opinion that affected the law throughout the nation.

Prior to joining the Chase faculty in 2006, Professor Bickers served in the United States Army Judge Advocate General Corps as a prosecutor, a defense lawyer, an administrative lawyer and supervised an Army law office in Germany. He also taught courses in law at the United States Military Academy at West Point.

HISTORY OF ACADEMIC COSTUME

The history of academic dress reaches far back into the early days of the oldest universities. A statute of 1321 required that all "Doctors, Licentiates and Bachelors" of the University of Coimbra wear gowns. In England, in the second half of the 14th century, the statutes of certain colleges forbade "excess in apparel" and prescribed the wearing of a long gown. It is still unknown whether academic dress finds its sources chiefly in ecclesiastical or in civilian dress. Gowns may have been counted necessary for warmth in the unheated buildings frequented by medieval scholars. Hoods seem to have served to cover the tonsured head until they were superseded by skull caps. These were themselves displaced by a headdress somewhat like those now recognized as "academic." Both Cambridge and Oxford have made academic dress a matter of university control to the extent of minor details and have repeatedly issued revised regulations governing it. In 17th-century Oxford, it was prescribed that any tailor who departed from the authorized design "by a nail's breadth" in the making of any article of collegiate costume was to be punished by the vice-chancellor of the university.

European institutions continue to show a great diversity in their specifications of academic dress, while American colleges and universities have adopted, through the Intercollegiate Bureau of Academic Costume and the American Council of Education, a standard code of dress for academic ceremony. Created in 1902, the Intercollegiate Bureau of Academic Costume serves as a source of information and guidance in such matters and, through occasional review by the American Council of Education, these standards have been adopted and followed by hundreds of colleges and universities in the United States.

For all academic purposes, including trimmings of doctors' gowns, edgings of hoods and tassels of caps, the color associated with law is purple.

Those wearing academic costumes wear caps in the academic processions and throughout the ceremony. Members of the university governing body are entitled to wear doctoral gowns. The regents' regalia is a gold gown with three black chevrons and trim and an eight-sided tam with gold tassel. This attire is distinctive of the Board of Regents of Northern Kentucky University.

GRAND MARSHAL

The Grand Marshal is Professor John Bickers, 2025 Professor of the Year Award recipient.

THE UNIVERSITY MACE

The mace, which traces its roots to medieval weaponry, has become a symbol of scholarship and integrity for universities since the 11th century. Today, the university's grand marshal carries the mace to indicate the solemnity of the occasion and the confirmation of the academic process.

Northern Kentucky University's mace is rich in symbolism. The spiral base, made of walnut-stained mahogany, suggests growth, evolution and higher achievement. The gold-leaf flame, inspired by NKU's official seal, the lamp of learning, symbolizes eternal light and learning. The gold and white braided cords flowing from the base of the flame represent purity, as well as NKU's school colors.

The mace was presented as a gift to the university from the Northern Kentucky University Foundation, Inc. It was designed by Kari Messner ('91) and was sculpted by local artist Jack True.

This publication was prepared by Northern Kentucky University and printed with state funds (KRS 57.375). Northern Kentucky University is committed to building a diverse faculty and staff for employment and promotion to ensure the highest quality of workforce and to foster an environment that embraces the broad range of human diversity.

The university is committed to equal employment opportunity, affirmative action, and eliminating discrimination. This commitment is consistent with an intellectual community that celebrates individual differences and diversity as well as being a matter of law.

Discrimination against any individual based upon protected status, which is defined as age, color, disability, gender, national origin, race, religion, sexual orientation, or veteran status, is prohibited. The university will provide equal opportunity to all employees in regard to salaries, promotions, benefits, and working conditions and will monitor these areas to ensure that any differences that may exist are the result of bona fide policies and procedures and are not the result of illegal discrimination. **MC250034**

ALMA MATER

Northern, let your vision lead us,
hearts of women, men and youth.
Help us seek the higher virtues,
guide us to the greater truth.
Northern, Northern, alma mater,
may our lives enrich your name.
And in time leave us, your children,
better far than when we came.

Original lyrics and melody by Charles Wiley
Revised by Carolyn Hagner
Harmonization by Kurt Sander