



**SALMON P. CHASE
COLLEGE OF LAW**

COMMENCEMENT EXERCISES
FRIDAY, MAY 5, 2023



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SALMON P. CHASE COLLEGE OF LAW

AMBASSADOR PATRICIA L. HERBOLD DEAN

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Lawrence Rosenthal

FACULTY

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Jennifer Kreder

Alex Kreit

Danielle Lewis

Tobe Liebert

Michael Mannheimer

Christopher Muzzo

Ljubomir Nacev

Christopher Polito

Lawrence Rosenthal

David Singleton

Jeffrey Standen

Henry Stephens, Jr.

Brian van Pottelsberghe

THE HISTORY OF CHASE COLLEGE OF LAW

Salmon P. Chase College of Law is known for the strength of its people and its rich and storied history. Chase was initially founded in 1893 as an evening law school affiliated with the Cincinnati YMCA, and in 1972 it became a part of Northern Kentucky University. Chase is recognized as a trailblazer for offering an evening program, and many graduates have remarked that had it not been for the flexibility of attending classes in the evening, they would not have otherwise had an opportunity to earn their degrees.

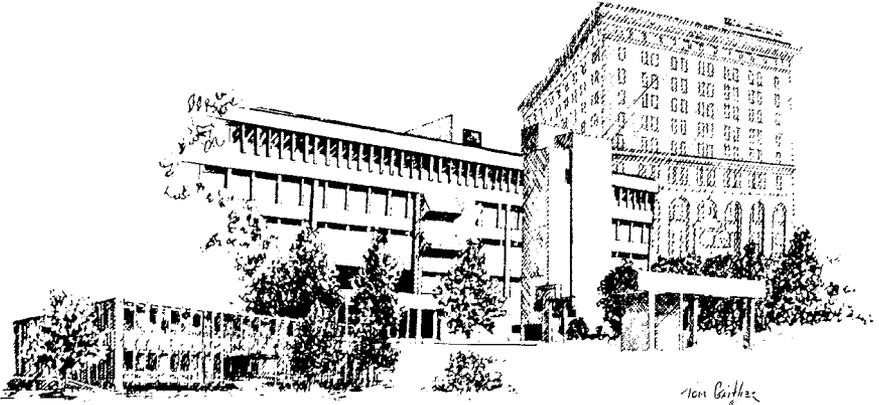
Chase is nationally recognized for its innovative programming. The W. Bruce Lunsford Academy for Law, Business + Technology and the Law + Informatics Institute provide a unique, technology-focused legal education. Chase also offers specialized opportunities for students to participate in two practice-focused centers, the Center for Excellence in Advocacy and the Center for Law and Entrepreneurship. These centers help students develop skills in litigation and dispute resolution, while gaining knowledge and training in the ecosystem of emerging business and technology.

Chase has a strong dedication to community service and helping those in need through programs like the Children's Law Center Clinic, the Constitutional Litigation Clinic, the Kentucky Innocence Project and the Chase Pro Bono Service Program. Chase's Small Business & Nonprofit Law Clinic students provide legal services to entrepreneurs, small businesses and nonprofit entities in the local community. Finally, the newly launched Center on Addiction Law & Policy aims to convene stakeholders around the ongoing problem of addiction.

Chase's ongoing commitment to excellence in legal education continues to prepare the next generation of practice-ready lawyers. At Chase, we build lawyers, and we build leaders.



Class of 1929



Salmon P. Chase College of Law

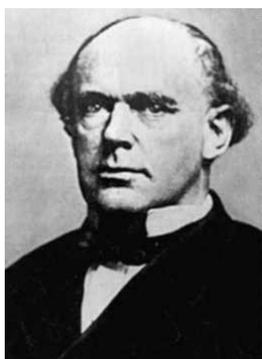
DEANS

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,

Heartfelt congratulations on achieving this momentous milestone in your life and career path. Graduating from law school is no small feat in ordinary times; doing so as a class that straddled a global pandemic is truly extraordinary. Many in the Class of 2023 arrived to a virtual campus in the fall of 2020, joining their part-time colleagues who had pivoted to remote instruction the previous spring. While the challenge has been steep, you have shown resilience and dedication to your legal studies in a way that uniquely prepares you to excel in your chosen profession. Early on, you mastered new technologies, embraced change, displayed flexibility and found new ways to connect with your peers, professors, employers and many others in your world. I am enormously proud of your accomplishments. Today, Chase is stronger for the time you graced our community.

You enter the legal world at a time of heightened attention to the rule of law and its impact on every aspect of society. During your time at Chase, national conversations about the membership of the U.S. Supreme Court, the role of government in public health, elections, and racial and social justice have abounded, making even clearer the vital role that lawyers play in contemporary life. You have the knowledge, skill and power to be a voice in this conversation, to shape the future into a more fair, equitable and compassionate place for us 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 welcomes you and invites your active participation in the years to come. 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 that reads "Judith Daar".

Judith Daar
Ambassador Patricia L. Herbold Dean and Professor of Law

GREETINGS FROM THE CHASE ALUMNI COUNCIL



**LINDSAY
LAWRENCE '09**

Graduating Class of 2023,

CONGRATULATIONS! Graduating from law school is no small accomplishment. No one can ever prepare you for the challenges that you faced in law school. You spent countless hours studying, time away from friends and family, and now you are getting ready to face the bar exam in July. Take this time to enjoy graduation and the accomplishments you have achieved thus far. Being a lawyer is a true honor and is what I consider to be one of the most noble professions. The key to success is having respect for the profession, having respect for yourself while also obtaining respect from your clients and other members of the bar. Respect is not given, it is earned. This takes time so remember to be patient, always be humble and always do right by your clients.

The best is yet to come!

Lindsay Lawrence '09
Chair, Alumni Council

COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT



**THE HONORABLE
AFTAB PUREVAL
MAYOR,
CITY OF CINCINNATI**

The Board of Regents at Northern Kentucky University is privileged to award an honorary degree to the Honorable Aftab Pureval.

DOCTOR OF LAWS

Aftab Pureval is the 70th Mayor of Cincinnati. He was raised in Southwest, Ohio, the son of first-generation Americans. He is making history as Cincinnati's first Asian American mayor. As mayor, he is committed to serving Cincinnati's 52 neighborhoods. He has made equitable economic growth a top priority of his administration, as well as a comprehensive reform and improvement of public safety, affordable housing, and environmental action.

He served as Hamilton County Clerk of Courts from 2016 to 2021 and was the first Democrat to hold this office in over 100 years. During his tenure, he brought modern and professional reforms to the clerk's office. He paid a living wage to all employees and become the first county officeholder in Ohio to offer comprehensive paid family leave. By ending nepotism, by cutting waste, and by making the office more professional, he saved taxpayers millions of dollars.

Mayor Aftab graduated from The Ohio State University and the University of Cincinnati for law school. He resides in Clifton with his wife, Whitney, and their sons, Bodhi and Rami.

ORDER OF EXERCISES

ACADEMIC PROCESSIONAL

John Bickers
Kenneth Katkin
Grand Marshals

NATIONAL ANTHEM

Students from the School of the Arts

WELCOME

RECOGNITION OF FACULTY, STAFF AND PLATFORM PARTY

Matt Cecil
Provost and Executive Vice President for
Academic Affairs
Northern Kentucky University

SALMON P. CHASE AWARD

Shelby Adams

VALEDICTORY

John Gaffin, Part-Time Division
Paul Slater, Full-Time Division

PROFESSOR OF THE YEAR AWARDS

John Bickers
Kenneth Katkin
Professors 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

Bonita J. Brown
Interim President
Northern Kentucky University

The Honorable Aftab Pureval
Doctor of Laws

ADDRESS

The Honorable Aftab Pureval
Mayor, City of Cincinnati

PRESIDENTIAL REMARKS

Bonita J. Brown

PRESENTATION OF CANDIDATES FOR DEGREES

Judith Daar

CONFERRING OF DEGREES

Bonita J. Brown

SINGING OF ALMA MATER

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

Students from the School of the Arts

CLOSING

Judith Daar

RECESSIONAL

John Bickers
Kenneth Katkin
Grand Marshals

2023 CANDIDATES FOR DEGREES

Honors symbols legend on page 10.

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

SALMON P. CHASE COLLEGE OF LAW JURIS DOCTOR

Hadiyo A. Abdullahi

Sean M. Adams

Shelby Layne Adams

Linda Karen Ahting

Allison Nicole Anderson

Alexander C. Antonopoulos

Jonathan Dominic Asebrook †††

Luke A. Babb

Alan D. Bailey †††

Tara K. Bailey

Michael Cameron Bishop ††

Bryan A. Bond

Daniel J. Bricking III

Sydney Katherine Brogli

Sarah K. Brown ††

Jacob P. Buerger ††

Austin Ollis Burnett

Dylan W. Cadet

Megan E. Campbell

Christian H. Chadwell

Diana S. Chandler

Anna Mackenzie Collins

Lewis Collins

Taylor J. Cox

Joseph Robert Dolgas

James Harold Drew II

Hunter M. Eickhoff

Benjamin A. Ellison

Daniel Steven Emlinger ††

Jessica Antoinette Ernst

William C. Erwin

Benjamin J. Fooks ††

John Marshall Gaffin †††

Kelsay Ashton Goldsberry

David Austin Gross

Chelsey F. Hall

Wesley Hamilton

Justin Tyler Haubner †

Torey Layne Hawkins †

Matthew J. Hayden

Hannah M. Heinmiller

Ryan C. Helfrich

Tiffany Amber Holskey ††

Kenneth B. Hopper IV

Andrew B. Hughes

Stephen J. Hurlburt

Benson J. Jones

Kimberly Kelly

Samantha T. Kleem ††

Thomas M. Koopman, Jr.

Grace Ann Marie Kuntz †††

Samantha B. Lanyi †††

Elisabeth LeDuc

Jacob Alexander Lentsch †

Jennifer Linsey †

David Wayne Littrell III

Jessica M. Lowe

Alec J. Marcum

Andrew P. Marcum †

David Marshall †

Peyton Mathes

Ian Keyes Mc Namara

Samuel B. McAlpin

Sheena M. McGee

Patrick K. McNamara

Nolan Patrick McNamee

Emily Taylor Mentzel

Ethan Hunter Merk

Zachary B. Metz

Joseph H. Middendorf

Kaitlyn L. Miller

Austin Keith Mitchell

Melissa R. Mullins †

Claire E. Murphy

Caroline Murray ††

Kathleen Elizabeth Nelson

2023 CANDIDATES FOR DEGREES

SALMON P. CHASE COLLEGE OF LAW JURIS DOCTOR (CONTINUED)

Taylor A. Neukam
Lucas W. Neville
Tyler C. O'Brian
Jacob M. Ottaway †
Jose A. Palacio
Kimberly D. Phelps
Nicholas M. Plymale
Eric Lloyd Poore
Corey A. Redmon
Hannah L. Reese
Jamie L. Reynolds ††
Rachel A. Richardson
Tristan H. Riley ††
Theodore J. Roberts ††
Eric Levi Rodenberg
Shelby G. Sanford
William Scaggs

Justin Seibert
Theodora Augusta Siegel
Paul J. Slater †††
Heather Janene Stewart
Kaitlin M. Stewart
Harrison Quinn Taylor
Collin G. Threet
Alison C. Trianfo †
Tyler S. Tucker †
Douglas Paul Tumeo
Daniel Ryan Turner
Kristin A. Waid
Jessica Lee Wilkerson †††
Lisa Christina Will
Mariah Marie Woeste
David York

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.

2023 CANDIDATES FOR DEGREES

MASTER OF LEGAL STUDIES

Stacy Auterson

Mark Anthony Comley II

Amanda L. Connell

Trevina Nicole Davis

Mikayla Diemer

Leonora Edwards

Cheryl Johnson Floyd

Abigail P. Gall

Staci Monique Garlington

Mariia Griazina

Zachary James Hale, Jr.

Quinn Heltzel

Michael David James

William Vassall Makell

Jenna Marrie

Thea Miller

Joseph Charles Patterson

Ciara Price

Paige Ann Marie Rothan

Maranda J. Russell

Zachary Whittacre

Ahad Yonus

AUGUST 2022 GRADUATES

Nicholas D. Zerbe

DECEMBER 2022 GRADUATES

James Harold Drew II

Jessica Antoinette Ernst

Hannah M. Heinmiller

Sheena M. McGee

Patrick K. McNamara

Taylor A. Neukam

Lucas W. Neville

Theodora Augusta Siegel

AUGUST 2023 GRADUATES

Hadiyo A. Abdullahi

Mega E. Campbell

John Marshall Gaffin

Alec J. Marcum

Eric Lloyd Poore

William Scaggs

CHASE ALUMNI PRESENTING COMMENCEMENT HOODS TO GRADUATES

The Honorable William Fooks '96, *father of Benjamin Fooks*

Michael Hawkins '95, *father of Torey Hawkins*

Richard Jones '79, *father of Benson Jones*

Gary McGee '81, *father of Sheena McGee*

Lauren Spuzzillo '20, *sister of Jacob Lentsch*

Sarah Stacy '18, *cousin of Kaitlin Stewart*

Nathaniel Truitt '20, *cousin of Heather Stewart*

Michelle Turner '91, *mother of Daniel Turner*

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.

2023 SALMON P. CHASE AWARD RECIPIENT



**SHELBY
ADAMS**

Shelby Adams is receiving the Salmon P. Chase Award of Chase College of Law for 2023 as the graduating student whose law-related volunteer work best represents the spirit of advocacy Salmon P. Chase displayed as a lawyer before his political and judicial careers.

Like Chase, who as a Cincinnati lawyer in the mid-1800s advocated for the powerless, Ms. Adams has worked diligently on behalf of children and for impoverished adults in the criminal justice system.

At the Children's Law Center, a not-for-profit law firm in Covington, she sought out educational and housing opportunities to help resolve problems some children and teens faced. At the Office of the Hamilton County (Ohio) Public Defender, she defended individuals who were unable to afford a lawyer. In the Constitutional Litigation Clinic at Chase, she represented incarcerated individuals in claims of denied rights.

Ms. Adams brought with her to Chase a motivation, shaped by her childhood in rural Appalachia, to become a lawyer to be able to help and protect individuals marginalized in society. Following graduation and admission to the bar, she will continue her pursuit of equal representation as a staff lawyer with the Hamilton County Public Defender.

SALMON P. CHASE COLLEGE OF LAW PROFESSOR OF THE YEAR AWARD RECIPIENTS



**JOHN
BICKERS**

By selecting Professor John Bickers and Professor Kenneth Katkin as a Professor of the Year, the Salmon P. Chase College of Law graduating Class of 2023 is recognizing the classroom engagement and enthusiasm of two professors who, by coincidence, both teach Constitutional Law.

Professor Bickers immediately engages students in the classroom topic of the day through related theme music that plays as they enter the room. When the music ends, class begins, typically highlighted by a robust question-and-answer exchange in the Socratic method of legal education or with mock Supreme Court hearings, with students taking on roles of lawyers and justices.



**KENNETH
KATKIN**

Professor Katkin engages students through a storytelling-like teaching style that often frames the law of a Supreme Court case with the history that surrounded it. He gladly remains after classes to discuss students' academic interests with them, and conducts review sessions that often continue longer than four hours.

Professor Bickers has been a member of the Chase faculty since 2006 and serves as associate dean for faculty development, responsible for promoting legal research and scholarship among faculty members. Prior to joining the faculty, he taught law classes at the United States Military Academy at West Point, and was a lawyer in the Army Judge Advocate General Corps. As a JAG officer, he practiced as a prosecutor, a defense attorney and an administrative law attorney.

Professor Katkin appears frequently in local and regional media as an analyst for current legal issues and trials. Prior to coming to Chase in 2000, he litigated constitutional and telecommunications law cases with the Washington, D.C., firm of Wiley, Rein & Fielding. Before entering private practice, he was a law clerk for Judge David M. Ebel of the United States Court of Appeals for the Tenth Circuit, in Denver

As Professor of the Year, professors Bickers and Katkin are grand marshals of the Chase commencement ceremony, leading the academic procession and reading the names of students receiving degrees.

IN MEMORIAM



**CIERRA CHANTÉ
ALLEN**

Cierra Chanté Allen started at NKU Chase College of Law in August of 2019 as a part-time, evening student. She was tragically killed in an act of gun violence during her third year of law school. One of her classmates penned a letter about this exceptional woman who left a lasting mark on the Class of 2023.

Cierra Allen was, and remains, at the very heart of the Class of 2023. The Class came to know Cierra in its first week of Legal Analysis and Problem Solving. From LAPS and in every class after, she never failed to ask the tough questions while also lighting up a room with her smile and laughter. She was a true joy to know both in and outside of class.

Cierra was a tremendously hard worker. She chose to go to law school to become a beacon of justice after also having earned a master's degree, while working a full-time job, and raising two young boys. Despite her busy schedule as a single, working mother, Cierra demonstrated her dedication to success by preparing for every class, every week. Even with as respectable of an academic resume as Cierra's, being a mother was one of her proudest accomplishments. It was apparent to everyone that she was going to go far in the field of law. She loved challenges and sought justice. She was never afraid to speak her mind or stand up for what she believed in.

As the Class of 2023 approaches the goal that Cierra had set for herself, it is tempting to say that we will always carry Cierra with us in our hearts. In truth, Cierra also still carries us in hers. It is our challenge, our privilege, and our obligation to carry Cierra with us in our lives to passionately seek justice in all that we do, despite it being lost in her leaving this world.

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, Licentiatees 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 Marshals are John Bickers and Kenneth Katkin.

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. **MC230056**

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