

**Members present:** Tina Altenhofen, Cindy Ash, Tom Barnett, David Bauer, Chris Bowling, Tiffany Budd, Jeff Chesnut, Andi Clemons, Tiffany Freytag, John Gaffin, Debbie Kelly, Whitney Kessinger, Katie Lovold, Katy McBryan, Beth McCubbin, Sue Murphy-Angel, Donna Neace, Josh Neumeyer, Amberly Nutini, Kimberly Sanders, Dennis Sickinger, Steve Slone, Walter Smith, Lori Thaxton, Collette Thompson, Mary Ann Trumble, Pam Wagar, Kimberly Wiley, Carole Ziegler

**Members absent:** Tracy Brate, Angela Calhoun, Sara Conwell, Nick Gamble, Marilyn Taylor, Chris Witt, Robert Yelton

**Guests:** Janel Bloch, Eric Gentry, Grace Hiles, Sue Hodges Moore, Arnie Slaughter, Lori Southwood

- I. Call to Order – 12:35pm
- II. Approval of August 11, 2016 minutes: motion to approve made by Jeff Chesnut and seconded by Tom Barnett; approved by voice vote with no opposition or abstention
- III. Approval of New Member
  - A. Voting Item: Beth McCubbin, of the Department of Teacher Education, to fill the vacancy created by resignation of Rob Yelton of University Police
  - B. Motion to approve Beth's membership made by Debbie Kelly and seconded by Steve Slone; approved by voice vote with no opposition or abstention
- IV. Guest – Eric Gentry, Vice President of University Advancement
  - A. Description of university/foundation partnership (see slide presentation below)
  - B. Discussion begun in Nov 2015 of a new model which would move the University Advancement function outside the university and under the Foundation
    1. Alignment with both NKU Fuel the Flame and NKU Foundation Strategic plans
    2. Several potential benefits to the university, the advancement division, and employees of both
    3. Market efficiencies including ability to recruit qualified candidates without them having to enter KERS when they may not necessarily be here long enough to be vested
    4. Reviewing approximately 53 positions within the division one by one to determine the appropriate path forward (e.g., Amanda Nageleisen, whose role includes serving as the university's spokesperson, should not be employed outside the university); the restructure would include no elimination of positions
    5. A new MOU would be created between NKUF and NKU dividing support functions as shown on slide presentation
    6. Potentially, the agreement would yield over \$750,000 in personnel savings and a \$78,374 increase in operations expenses; overall, potential savings of \$676,776.
    7. Board of Regents passed a motion at its 9/8 meeting to continue exploring this option, with a target for a report/recommendation at the November board meeting
    8. Carole Ziegler asked how employees already in KERS would be affected; Eric indicated those with key vesting dates within 365 days would be allowed to stay in for that time frame; others would be reviewed individually, and additional time considered case by case. The goal would be for salary and benefits through NKUF to be comparable or better for employees.

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9. Tiffany Budd asked whether the process for accepting scholarships from companies for students would change as a result; Eric indicated it would not.
  10. Sue Murphy-Angel asked what effect the removal of these employees from the university might have on university benefits; Lori Southwood indicated we have enough employees to avoid any negative impact on our benefit packages.
  11. Further questions can be [emailed to Eric](#) as they arise.
- V. Liaison Reports
- A. Board of Regents – Staff Regent Arnie Slaughter
    1. Board presentations at the September meeting included opportunities in terms of new programs resulting from the new Health Innovation Center Facility
    2. President Mearns also made comments regarding sexual assault on campus, as well as the recent racial incident (Welcome Black/White Week posters) and resulting student protest; his remarks as sent out to the campus community in his regular follow-up email are included below.
  - B. Executive Team / Administration & Finance – Sr. VP Sue Hodges Moore
    1. Food Service: developing a new concept called the SU Travel Wagon where Abode used to be, offering themed cuisines from all over the world, similar to the food trailer last summer; a new pizza program is also being introduced for faculty/staff and students from catering
    2. Parking: Lots T, I, O, and M, as well as the drive between the Admin Center and Regents Hall have been renewed; campus visitors can obtain a parking pass in advance online; Lori Thaxton raised an issue related to the University Drive garage – Sue will refer the issue to Andy Meeks.
    3. Upcoming BB&T Arena events: 10/7 – Sadie Robertson; 10/8 – Amy Schumer; 10/?? - The 1975; 12/2-4 – American Girl Fashion Show
    4. Facilities Management: a new energy savings performance contract has been entered into, and will cover up-front costs of implementing efficiencies which will save money over time; progress continues on the connector road progress, and on target for completion by Fall 2017, with work beginning soon on the Johns Hill roundabout and reconfiguration of parking lots adjacent to the road; the US 27 property development RFP resulted in interview of 4 developers, and conversations will continue with one of those to negotiate a contract and move forward, involvement of the city of Highland Heights, Campbell County, and NKU Foundation; new maintenance management system which is GIS-based; open forums regarding the development of sustainability strategy will take place on 9/27, with final plan to be revealed on Earth Week.
    5. Strengths-based culture/development: work between NKU and the Mayerson Academy will provide resources to continue building on the professional development day in summer 2015; the resources will support training pilots, new VIA reports, support staff at the Academy, and other opportunities to be funded by Mayerson; Sue Hodges Moore, Lori Southwood, and Frank Braun from the College of Informatics are leading this effort; next steps include planning to clarify commitments of both NKU and Mayerson, development of training plans and timelines, and communication strategy; Tiffany Budd asked if training would be just for current managers, or also available to those interested in advancing to management positions; Lori & Sue indicated it will likely to start with current managers and then expand to those interested; Collette asked about use of full

VIA survey/report with student employees, and Lori/Sue indicated this could be explored as the initiative moves forward.

6. New Budget Model: Central Unit Allocation committee presentation sessions by administrative units provided information on what each does and their associated budgets, to inform the committee's work during the 2017-18 budget process which begins in October; the current FY is operating in a hybrid fashion – loaded budgets for FY17 are based on past years, and revenue allocation will begin to follow the new model.
  7. State Performance-based funding initiative: the model proposed by NKU to address historical disparities seems to have good momentum behind it within the work group formed to make recommendations to the legislature/governor
- C. Human Resources – Sr. Director Lori Southwood
1. 2016 Benefits Fair will take place Thu 9/22 from 11am-3pm in SU ballroom
  2. Annual Benefits Enrollment will take place Tue 10/25 at 12pm through Wed 11/9 at 4:30pm; help sessions will be available in Steely Library, as well as one-on-one if desired.
  3. FERPA and Unlawful Harassment training is available online for faculty, staff, and student employees – emails from Workplace Answers contains links; supplemental training regarding unlawful harassment is coming soon for supervisors; those who miss the email can request it again by contacting Lori Southwood
  4. ALiCE training will be offered the week of Nov 7 – watch *This Week* and the university calendar for times and locations
  5. Reduction in Force update: a total of 35 employees have been impacted by involuntary reductions – 8 have transitioned to outsourced positions in same role, employed by another entity; 4 retired voluntarily; 4 transitioned to other positions within NKU through the usual hiring process; 2 resigned voluntarily; a voluntary reduction in work schedule program is being piloted in the College of Arts & Sciences
  6. Fair Labor Standards Act update: HR is working with departments and finalizing communication to employees and managers which will likely go out at the end of next week to those affected.
- D. Faculty Senate – Dr. Janel Bloch
1. Revisions to the Faculty Senate Constitution will take place over the course of the year
  2. Committee work is just beginning; the budget committee will continue working on the faculty budget priorities survey results from last year, helping faculty understand budget layouts, and the new budget model
- E. Student Government Association – Will Weber / Ellen Wilshire (no report)
- VI. President's Report – Dave Bauer
- A. A Thank You breakfast with President Mearns will take place on 11/16 from 7:30-9:00am in SU 104
  - B. Benevolent Association volunteer fundraising committee – Collette Thompson and Erika Jay from HR will co-chair, and recruitment of volunteers for the November Souper Lunch will be forthcoming

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- C. Request from the provost for 3 people to serve on the SACSCOC accreditation committee – those interested should contact Dave Bauer or Katie Lovold; Tiffany Budd asked if faculty serving on the committee receive reassigned time
- VII. Standing Committees:
- A. Benefits – **report**
  - B. Constitution & Bylaws – no report
  - C. Credentials & Elections – **report (with new meeting schedule)**
  - D. Outreach – **report**
    - 1. Committee members will begin to attend SGA and Faculty Senate meetings, and report highlights which may be of interest to Staff Congress in future months.
  - E. Policies – **report**
  - F. Scholarship – **report**
- VIII. University Committees:
- A. Benevolent Association – no report
  - B. Food Service Advisory – no report
  - C. IT Advisory Committee – **report**
    - 1. Beta testing of the new student portal (one.nku.edu) is currently underway
    - 2. Learning Management System workgroup is reconvening regarding spring pilots for the two options – Blackboard Ultra and Canvas
  - D. Regent’s Distinguished Service Award – no report
  - E. Sustainability Strategy Work Group – **report**
    - 1. Tiffany Budd and Chris Bowling will represent Staff Congress on this newly-formed committee
  - F. Transportation – **report**
  - G. Wellness - **report**
- IX. Ad-Hoc Committee
- A. Roundtable Discussion – **reminder to submit questions via the website or submission boxes**
- X. Old Business
- XI. New Business
- A. A question was asked about the timing of the release of the 2016-17 basketball schedule; an email response addressing the question appears at the end of the minutes.
  - B. Donna Neace asked a question regarding food service requirements for fraternity events, like a grill out; it was suggested that the student group contact Arnie Slaughter, Andy Meeks, or Kim Vance with questions, and to learn about the exemption request
  - C. FuelNKU is in need of donations – fliers are available for sharing in departments
  - D. Walter Smith gave an explanation of an online petition related to parking which he has initiated, and asked SC members to review and participate if desired.
  - E. Tina Altenhofen mentioned a recent issue with a door lock, and reminded the group that work control should be called when immediate follow-up is needed to ensure doors that need to be secure are operable.
  - F. Walter Smith asked about the many books being recycled of by the Stealy Library, wondering if they might be donated to a community partner instead?
  - G. Lori Thaxton asked about enforcement of the tobacco-free policy; Lori Southwood said employees can contact Erika Jay in HR to report tobacco use, and acknowledged that more education may be needed for faculty, staff, and students

XII. Announcements

- A. Whitney Kessinger, having to leave early, emailed an announcement to be include in the minutes, asking everyone to help spread the word to students regarding the new launch date for the Free Application for Federal Student Aid (FAFSA), which is available to complete and submit beginning October 1, 2016 for the 2017-2018 academic year. This application will require 2015 tax information, which is the same tax information that students provided on their FAFSAs for the current 2016-2017 year. Encourage students to apply early and get a jump on financial aid for next year.

XIII. Adjournment – motion to adjourn made by Donna Neace and seconded by Debbie Kelly; approved by voice vote with no opposition or abstention and meeting adjourned at 2:32pm

## **Benefits Committee Meeting Minutes**

Date: August 24, 2016 at 2:30pm in GH 570  
Present: Andrea Clemons, Jeffrey Chesnut, Lori Thaxton, Tiffany Freytag, Kimberly Wiley, Pam Wagar  
Absent: None  
Guests: Emily Sumner

### **Discussion:**

- Brief highlights of the Benefits Committee activities for FY 2016
- Discussed possible tailgating for a fall sports event. Emily Sumner will reach out to Athletics to determine a contact to coordinate efforts.
- Emily Sumner reported on the arrangements for the Benefits Fair, which will be held from 11-3 on September 22 in the Student Union Ballroom. All of our vendors (20+) will attend the fair, providing information on their products/services. KERS will not have a presence at the fair; but Emily will look into getting some KERS information for a table after a committee suggestion and discussion.
- Emily reported that she is planning retirement education sessions in the spring term on Social Security, Medicate, TIAA Cref, and KERS. There is now an option for a TIAA Cref 457 plan.
- Emily reported that HSA participants can change their contribution levels during the year. She is planning a targeted communication to those participants to alert them to that option.

**Next Meeting: September 28, 2016 at 2:30pm in GH 570**

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## **Credentials & Elections Committee Meeting Minutes**

Date: 08/17/2016, 2 pm, AC 105  
Present: Tina Altenhofen, Sue Murphy Angel, Donna Neace  
Absent: Mary Ann Trumble, Rob Yelton  
Guests: Grace Hiles

### **Discussion:**

- Discussion held to determine new start time of our committee meetings. Moved from 3 pm to 2 pm to better accommodate everyone's schedules
- Our committee timetable of actions updated to reflect new nomination and election dates for this year
- Sue to update electronic document and distribute to the group and Grace

**Next Meeting: 09/21/2016, 2 pm, AC 105**

## **Policy Committee Meeting Minutes**

Date: August 24, 2016, 2:30pm in MP 216  
Present: Angela Calhoun, Sara Conwell, Carole Ziegler  
Absent: Whitney Kessinger, Katy McBryan, Steve Slone  
Guests: Lauren Franzen & Dionna Sholler from Human Resources

### **Discussion:**

While reviewing the Staff Regent Election Rules and Regulations, there is some confusion/concern as to how to determine who is eligible to run and vote for Staff Regent.

According to KRS Statute 164.321, Boards of Regents of Eastern Kentucky, Morehead State, Murray State, Western Kentucky, Kentucky State, and Northern Kentucky Universities, and Kentucky Community and Technical College System -- Membership -- Terms, section (7) (a) states:

The nonteaching personnel member in a comprehensive university shall be any **full-time staff member** excluding the president, vice presidents, academic deans, and academic department chairpersons. He or she shall represent all nonteaching university employees including, but not limited to, building facilities and clerical personnel. The member shall be elected by secret ballot by the nonteaching employees. The nonteaching personnel member shall serve a term of three (3) years and until a successor is elected and qualified. The nonteaching personnel member shall be eligible for reelection, but he or she shall not be eligible to continue to serve as a member of the board if he or she ceases being



an employee of the university. Elections to fill vacancies shall be for the unexpired term in the same manner as provided for the original election.

Currently the NKU Staff Regent Election Rules and Regulations states:

B-6.4 The election committee shall also determine the eligibility of all staff to vote in the election for Staff Regent. Any full- or -part-time regular staff member hired prior to January 1 of the year of a regent election, including those staff whose positions are grant or contract, is eligible to vote for Staff Regent. Those individuals who are eligible to vote in Faculty Regent elections are ineligible to vote for Staff Regent.

Staff eligible to run for Staff Regent are full-time regular staff with three or more consecutive years of service that could include grant or contract service. An exception to this is the Staff Congress President who is not eligible to run during the duration of his/her term as President.

The NKU Employment Category Definitions are:

**B-1 Employment Category Definition: Academic**

The academic category includes those positions with formal academic appointments and such other positions as may be designated by the President. Personnel in this category are primarily engaged in teaching, research, and service having a direct relationship to academic programs.

**B-2 Employment Category Definition: Administrative**

The administrative category includes administrative officers and heads of major service units and/or departments. The designation of a position within this category must be made by the President.

**B-3 Employment Category Definition: Staff**

The staff category includes all positions not covered in the "Academic" or "Administrative" definitions. Personnel in this category are engaged in non-teaching activities.

An NKU regular employee is defined as:

**B-4.2 / A regular employee is defined as:**

- One whose employment is expected to continue beyond one year
- One whose regular schedule is 20 hours or more per week

The area of concern is in determining who is a regular full-time staff member vs. administrative. While the Statue eliminates the university president, vice presidents, academic deans, and academic department chairpersons, there are many other

administrative positions that are not included (example-Associate Provost, Assistant Provost, Special Advisor to the President, etc.). Depending upon how reports are run, all non-teaching employees are grouped into the staff category which would also include administrative personnel. Dionna and Lauren discussed the yearly university IPEDS report with the committee and how by using SOC (Standard Occupation Classification) Codes it would be possible to filter out SOC Code 11 – Management Occupations aka administrative from the rest of the non-teaching employees. By using this filter, it is thought that it is possible to more accurately determine regular staff members. Lauren and Dionna will run the report for the committee's review so that it can be determined if this report can be used for Staff Regent Election eligibility for both running and voting. Utilizing the IPEDS report would also provide data consistency with what is submitted to the state.

Meeting adjourned.

**Next Meeting: September 28, 2016, 2:30pm in MP 216**

### **Scholarship Committee Meeting Minutes**

Date: 09/12/2016, 1:30 pm to 2:30, SU323  
Present: Tom Barnett, Denny Sickinger, Amberly Nutini  
Absent: Kim Sanders, Cindy Ash  
Guests: None

#### **Discussion:**

- We had 27 applications for the Fall Staff Congress Book Award, however only two people can receive the award. This award is open to all full-time staff members who are pursuing an undergraduate or graduate degree or enrolled in a certificate program. We awarded the two \$125 Fall Staff Congress Book Awards to Danielle Cirelli (CINSAM) and Rebecca Cox (Economics & Finance). Both graciously accepted the awards.

**Next Meeting:** will take place in December to award two \$125 Spring Staff Congress Book Awards.



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## **Transportation Committee Meeting Minutes**

### **Discussion:**

No Meeting scheduled yet in fall 2016; Chris Bowling spoke with Andy Meeks and he said we would schedule meetings soon. Three issues from staff congress to place on next meeting agenda:

- Stop sign near Landrum/Baptist Student Union
- Kenton parking garage water/maintenance issues
- Card reader placement at University garage

**Next Meeting: [TBD]**

## **Wellness Committee**

- Registration is still open for Alexander Technique Lunch and Learn with Corrie Danieleley on Sept. 14, noon-1pm in UC 135. Private Alexander Technique lessons with Corrie also available. Both are open to faculty, staff and students.
  - If you've ever found yourself with headaches after working on the computer, losing your voice after lecturing, or fighting back pain at the end of a work day, then you may want to explore a new way of moving through your day - the Alexander Technique. Join expert Corrie Danieleley to explore this technique that teaches people how to move, breathe, speak, and do activities in a way that is less stressful - physically, mentally, and emotionally. By learning how to move about your day in a way that is efficient, economic, and ergonomic, chronic pain such as headaches, backaches, and tendonitis begin to disappear. After studying The Alexander Technique, many people start to feel lighter, easier, and more free.
- Spots are still available for Fresh Perspective Weight Loss Groups that begin next week. Small groups of 5-10 participants will meet weekly for 8 weeks with Personal Coach Maggie Gough, RD.
- Monday Mile Kick-off walk – September 12, noon, meet in front of NKU bookstore to walk Victor's Heart Path
- Benefit Fair on September 22 from 11am-3pm in SU Ballroom. Over 20 benefit and wellness partners onsite, free massage and Mindful Flow Yoga demos, raffle prizes include Green BEAN grocery delivery gift card, Tri-State Running Company gift card, NKU Theater tickets and more.
- Wellness to U Workshops: Looking for a team building activity or something to spice up a departmental meeting that everyone will benefit from? Register for a new Wellness to U Workshop! Each workshop is 60 minutes and we come to you at your convenience. Led by NKU Personal Coach Maggie Gough and Kim Baker, University Wellness Manager.

### Cultivating Me and We - Team Building

Based on the work of Brene Brown, this presentation leads teams through the 10 guideposts of whole-hearted living. The facilitator provides discussion to cultivate personal discovery regarding one's own behaviors and then brings the discussion back to the group and team dynamics.

### Farmacy - Food is Medicine

Many chronic conditions such as diabetes, high cholesterol, and high blood pressure can be prevented or managed with healthy foods. Find out how.

### The Pursuit of Wellbeing - It Doesn't Have to Suck!

When it comes to the pursuit of personal health, most people think things like, "It's going to suck, but I have to do it anyway." or "I know what I have to do, I just need to get rid of my lazy self and do it." These statements are mired in misery. We think there is a better way. Wellbeing cannot exist in the absence of joy and personal worthiness. This presentation leads attendees to a more enlightened path of health and wellbeing practices.

### Sneak it In - Move More, Sit Less

Have you heard? Sitting is the new smoking - but often times it's not a choice. Our commutes, jobs and feeling worn out at the end of the day can keep us sedentary. If we don't want this trend to turn us into car, office and couch potatoes, we have to learn how to sneak it in. Kim Baker, ACSM certified Exercise Physiologist will get you moving more and sitting less in no time. Every step counts towards more energy, better mood and dealing with your workload like a champ - at work and at home.

### Sit Back and Relax - Creating Comfort in Your Workspace

We can't avoid it - our work requires us to spend time at our desks and on our computers. The hours can pass by quickly when we are so absorbed and the ideas are flowing - but then your body starts to chime in... your neck, upper and lower back and shoulders are stiff and achy. Your knees are sore. Your head starts throbbing. Maybe your forearms get tight. These things distract you and you lose focus, productivity goes down and your left feeling crummy and drained for the rest of the day.

It doesn't have to be this way! Simple changes to the way you sit in your chair, monitor placement/height, keyboard/mouse placement and lighting can make all the difference in how your body feels while you work - and after work. It will also decrease your risk for common overuse injuries that can occur from unhealthy sitting postures and using technology.

- Reminder: Participate for Perks! Earn Perk punches at all University Wellness sponsored events and classes. 6 punches to fill a card. Redeem full cards at HR front desk (Lucas 7<sup>th</sup> floor). Each card worth \$5 on All Card. Earn up to \$20 a month (limit 4 cards redeemed per month). Cards available at every event/class or pick one up in HR.

A photograph of a modern building with a grey facade and a red roof. The letters "NKU" are mounted on the wall in a dark blue, three-dimensional font. A yellow flame icon is positioned above the letter "U".

NKU

ignite  
your  
Spark



NKU<sup>™</sup>

# NKU and NKUF

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- ❑ Benefits of a university and foundation partnership
  - ❑ Advocates, Ambassadors, Counselors, Fundraisers, Philanthropists, and Story Tellers
  - ❑ Manage assets, investments, endowments, and real estate
  - ❑ Public-private partnerships
  - ❑ Entrepreneurial Partners

# NKU and NKUF

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- New Model
- Better Service
  
- Discussions since November 2015
- Working group organized and outside counsel retained beginning in May 2016
  - Geoff Mearns
  - Barry Kienzle
  - Rich Boehne
  - Eric Gentry
  - Joan Gates
  - DBL – Patrick Hughes, Mark Guilfoyle,  
and Nick Birkenhauer
  - John Lucas
  - Kristi Nelson
  - Mike Hales
  - Lori Southwood
  - Sara Kelley
  - Taft – Ron Christian

# NKU – NKUF Strategic Plans

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## ☐ Fuel the Flame: 2013-2018 NKU Strategic Plan

- Institutional Excellence: Strengthen the capacity of the University to fulfill its mission and achieve its vision. In order to sustain our most valuable resources, we will take aggressive steps to secure our financial future, improve effectiveness across all dimensions of our work, and hold ourselves accountable to the public and others who invest in our future.

## ☐ NKUF Strategic Plan

- Philanthropy/Fundraising
  - 1.1 – Create a strong culture of philanthropy among board members
- Board Engagement: Strengthen the Foundation's role by empowering and engaging NKU Foundation board members to advance NKU Foundation's and NKU's mission.
  - 3.1 – Expand and deepen University/Foundation relationships through plans that capitalize on member expertise, interests, and experience.
  - 3.5 – Publicly position NKU Foundation to be a board of choice and the premier volunteer organization in the region.
- Organization and Operations: Strengthen the Foundation's organization and operations to efficiently and effectively support the strategic plan.
  - 4.1 – Align NKU Foundation's budget, staffing, and resources to best support the University's philanthropic endeavors.
  - 4.2 – Provide resources to support fundraising for the University Advancement staff and their continued professional development



# Why?

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- Maximize benefits of the University and Foundation Relationship
- Stronger engagement and involvement with volunteer leaders
- Scalable organization determined by its own success
- Financial savings for NKU
- Financial benefits for the employee
- Market efficiencies

# Examples

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- University of Cincinnati Foundation
- Ball State University Foundation
- Purdue Research Foundation
- University of Tennessee at Knoxville Foundation
- University of Missouri Kansas City Foundation
- Marshall University Foundation
- University of Montana Foundation
- University of Nevada at Las Vegas Foundation
- University of Northern Iowa Foundation
- University of Indiana Foundation
- University of Southern Mississippi Foundation
- Wichita State University Foundation

# Governance

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- ❑ New service agreement/memorandum of understanding between NKU and NKUF that will outline the exchange of services and fees

## **NKUF**

- Engagement (alumni, corporate, foundation, government, community, and donor relations)
- Fundraising
- Marketing and communications
- Gift processing and acknowledgment
- Endowment and fund accounting and investment strategy and management

## **NKU**

- Financial Support
- Procurement and Purchasing
- IT
- Office space

# Budget

	NKU FY17	NKUF FY17	NKUF FY17 (Combined)	Difference
Personnel				
Salaries	\$2,687,708	\$256,212	\$2,943,920	
Benefits	\$2,005,865	\$180,899	\$1,433,614	
Total Personnel	\$4,693,573	\$439,111	\$4,377,534	\$755,150 (savings)
Operations				
Audit		\$27,500	\$34,374	\$6,874 (increase)
Insurance		\$14,000	\$28,000	\$14,000 (increase)
Legal		\$7,500	\$15,000	\$7,500 (increase)
Payroll		\$0	\$50,000	\$50,000 (increase)
Total Operations	\$1,056,139	\$493,450	\$1,549,589	
<b>TOTAL</b>	<b>\$5,749,712</b>	<b>\$932,561</b>	<b>\$5,927,123</b>	<b>\$676,776 (est. savings)</b>

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***Following, on pages 19-26, is the president's summary of the 9/8 Board of Regents meeting, including comments on campus sexual assault and the Welcome Black Week / Welcome White Week racial incident.***

Dear Colleagues:

I write to provide an update regarding yesterday's regularly scheduled Board of Regents meeting.

In the morning, the Board heard four informational presentations:

- Provost Sue Ott Rowlands and Cindy Reed, the Dean of the College of Education and Human Services, provided an update regarding the University's collaboration with Florence Elementary. This innovative partnership embeds NKU students in the school to improve their educational and professional development.
- Leo Calderon, the Director of the Office of Latino Programs and Services, discussed the growth of the office and its impact upon the community during its first 15 years. NKU was proud to be the first university in Kentucky to create a department to meet the needs of our Latino and Latina students.
- The Provost and Dale Scalise-Smith, the Dean of the College of Health Professions, provided an overview regarding the College and its work in the areas of Simulation Experiences and Interprofessional Education, highlighting the ways in which real-world experience and cross-professional partnerships benefit our students.
- I provided an update regarding the Health Innovation Center and invited the Board to join the campus community for a "Topping Out" ceremony at the Griffin Hall plaza. We were able to sign the final steel beam before it was placed atop the steel frame. The new academic facility is expected to be under roof within months, and it is on schedule to open as planned in 2018.

After the ceremony and lunch, the Board convened for its regular business meeting, where it approved several presidential recommendations.

I recommended the creation of seven endowed scholarships or named awards, all made possible the generosity of our friends in the community. They include The Lee Cordray Endowed STEM Scholarship to enable Kentucky residents to pursue a degree in science, technology, engineering, or mathematics; and The Connie & Firmin Widmer Endowed Scholarship in Social Justice to enable students to further their theoretical and empirical knowledge regarding social justice issues by pursuing a minor in social justice studies.

I also recommended four faculty members for Emeritus status, a recommendation that the Board unanimously approved. Please join me in congratulating Dr. Paul Bishop, associate professor in the Department of Psychological Science; Dr. John Filaseta, associate professor in the Department of Physics, Geology and Engineering Technology; Dr. Jon Hastings, professor

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in the Department of Biological Sciences; and Dr. Debra Pierce, professor in the Department of Biological Sciences.

I also provided the Board with updates on several matters, including enrollment, sexual-based violence on campus, and the reduction in force earlier this year. I encourage you to read my full remarks below.

I reported to the Board that the impact of the reduction in force on current employees was less than anticipated.

As you know, the reduction in force was necessary to balance our budget in light of the funding cuts from the state earlier this year. In April, the Board approved a plan that called for 100 positions to be eliminated.

I was pleased to inform the board that fewer filled positions were eliminated than anticipated. In all, 35 employees were impacted. We were able to find alternative employment within the university for many of them. However, 17 employees were not able to be placed in other positions with the University. This was a difficult time for those individuals and their families, and I am grateful to Lori Southwood and her human resources team for helping to reduce the total impact on our campus community.

Additionally, the Board heard an informational presentation regarding a closer working relationship between the University and the NKU Foundation.

The NKU Foundation has been an important ally in advancing the University's mission to deliver innovative, student-centered education and to engage in impactful scholarly and creative endeavors since its inception in 1970. We are now exploring ways in which that relationship might evolve we approach our 50<sup>th</sup> anniversary in 2018.

That enhanced relationship could include the transition of Advancement operations from the University to the Foundation. Such a move would be in line with national trends; as the business model of higher education evolves, university foundations across the nation are playing a growing role as partners fully engaged in supporting and advancing universities' missions. Other institutions that have adopted similar models include the University of Cincinnati Foundation, Ohio State University Foundation, Ball State University Foundation, and Purdue Research Foundation.

In the coming weeks, we will further explore this concept and report back to the Board. I will keep you apprised of this process.

Thank you for your continued dedication to our students and to our University.

Geoff

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Presidential Comments  
Board of Regents  
September 2016

### **Welcome**

Please join me in welcoming two new people to our University and a dedicated faculty member to her new role as Interim Dean of the College of Arts and Sciences.

New to NKU are Dan Nadler and Joan Gates. Dan is our new Vice President for Student Affairs. He joins NKU from Eastern Illinois University. Joan is our new Vice President for Legal Affairs and General Counsel. Joan joins us from Cincinnati Children's Hospital Medical Center, and she is a graduate of our Chase College of Law.

Joining us in a new position is Diana McGill, Interim Dean of the College of Arts and Sciences. Diana is an outstanding long-time faculty member and past chair of the Department of Chemistry. She is also a graduate of NKU. Diana is respected and admired for her dedication and personal attention to our students. You may have seen Diana, and her husband Tom, at our basketball games and soccer matches. Diana and Tom are big Norse fans, and they are generous donors to our University.

Please join me in recognizing Dan, Joan, and Diana.

### **Status of the Reduction in Force**

At the April Budget Presentation, I announced that, in order to balance the budget, it would be necessary to have a reduction in force. Last Spring, we anticipated that nearly 100 staff positions would be affected, including approximately 36 filled positions. At that time, I committed to take all reasonable and appropriate actions to minimize the impact on our existing staff.

Last week, the final employees who were affected by the reduction in force were notified. In total, 35 employees were impacted. Of the 35 employees, eight staff employees are now employed by a University partner. Four employees retired. Four employees were successful in being placed in other open positions at NKU. Two individuals voluntarily resigned. In the end, 17 employees were not able to be placed in other positions with the University.

While I know this result is difficult for those 17 individuals and their families, I am grateful to Lori Southwood and her human resources team for helping us to reduce the total impact on our staff.

Also consistent with our commitment to minimize the impact on our staff, we are piloting a voluntary reduction in work schedule program in the College of Arts and Sciences. Employees in the college have been notified that they are eligible. Under this program, eligible employees can voluntarily reduce their workload from the standard 37.5 hours per week to a lesser amount. A voluntary reduction of working hours was just one of the many good suggestions that we heard from our faculty and staff when we had open forums on the budget.

### **Flyer**

On Tuesday, I learned that a flyer with racial themes was posted in a location on our campus. The flyer was posted by an unknown person, and the organization named on the flyer is not an organization that is known to or recognized by the University. The events promoted by the flyer were never held on our campus. And, of course, the flyer was not authorized by the University.

On Tuesday evening, a peaceful protest was organized and conducted by our students. I attended the event, along with several other administrators, faculty, and staff. At the event, I expressed my respect and appreciation for the constructive response by our students, and I reiterated my personal commitment to maintaining and building a campus community that welcomes diversity and values inclusive excellence.

The Dean of Students' office is actively engaged in an ongoing dialogue with our students. And we will continue to spread a message of equality, inclusion, and empowerment on our campus.

### **Sexual-Based Violence**

Our commitment to the safety and welfare of our students is a paramount issue. We have never compromised on the safety and welfare of our students, and we never will.

As you have likely seen, there has been a significant amount of national media attention about sexual-based violence on college campuses and at off campus events involving college students. I am committed to eliminating sexual-based violence, and all violence, on our campus and in our community. To support this commitment, we have excellent staff who oversee all programs and policies related to sexual misconduct on our campus.

Gabby Maloney leads our Norse Violence Prevention Center. Gabby serves students who have been victims of violence, and she also works diligently to prevent violence on our campus and in our community. Gabby and her colleagues host a variety of programs and events that are all aimed at reducing violence. For example, the Norse Violence Prevention Center has or will host the following events on campus this Fall: Step In Speak Up Against Sexual Violence; Let's talk CONSENT training; Lean on Me: an overview on sexual and dating violence and how to support survivors; conversations about healthy masculinity; and Green Dot training. These are just a few programs and events.

Ann James, our Senior Associate Dean for Student Conduct and Rights, works to make sure that we have fair and compassionate disciplinary processes and that the rights of our students are protected.

Kathleen Roberts, as our Title IX officer, helps to facilitate conversations about sexual-based violence and the ways that we can all be involved in stopping violence.

And just a moment ago, I introduced Joan Gates. Joan and her predecessor, Sara Sidebottom, together with our Associate General Counsel Sara Kelley, work to ensure that our processes are fair, consistent, and uphold our high ethical and legal responsibilities.

As a result of the efforts of these individuals, and our entire campus community, we have a safe campus. In fact, for two years in a row, a national study has concluded that our campus is one of the safest in the country. And the number and percentage of reported incidents on our campus are below the national average and less than some of the other institutions in our region. That's very good. But it's not good enough. Through education and training, our goal is to eliminate sexual-based violence on our campus.

Therefore, after consulting with Rich Boehne, our Board Chair, I have directed our legal counsel to engage Dinsmore, a major law firm in this region, to conduct an independent and comprehensive assessment of our policies and procedures related to sexual-based violence. We believe that our policies and practices comply with federal and state law. But because of our commitment to the safety and welfare of our students, I believe that we should continue to identify ways to improve – to exceed the requirements of the law. When this work is complete, I will share the principal findings and recommendations with the Board of Regents and the campus community.

What I have just described is my professional responsibility. But this issue is also personal.

I have four daughters between the ages of 24 and 18. Three of my daughters presently live on a university campus. And one of these three is a student at NKU, and she lives only a few hundred yards from where I sit right now.

I know that Gabby and Ann and Kathleen and Joan and Sara share my professional and personal commitments – a commitment to treat victims with compassion and respect, and a commitment to end sexual-based violence on our campus.

But you may have read in the media some stories that suggest that we are indifferent to the plight of such victims or that we are trying to hide the truth about these issues on our campus. These articles have been promoted by a lawyer who would prefer to litigate his case in the media, as opposed to have the claims fairly adjudicated by an experienced federal judge. This lawyer knows that we cannot disclose information that is protected by federal student privacy laws, even when those facts would support the University's legal position.

We will continue to respect the privacy rights of our students, even when it is tempting to disclose that information in order to refute an unfounded claim or to respond to unfair stories in the media.

The media accounts that this lawyer has orchestrated are not merely annoying. They are insulting. They unfairly damage the reputations of the women and men who volunteer to serve on our Board of Regents.

They unfairly damage the reputations of the men and women who founded and built the University.

They distract and threaten to demoralize our faculty and staff, who are dedicated to the success and safety of our students.

And they undermine the justifiable pride that more than 50,000 alumni and 14,000 students have in our University.

But, ladies and gentlemen, that is the price that we must pay to respect the integrity of the judicial process, and that is the price that we must pay to honor and defend the privacy rights of our students.

Allow me to end where I began. Our commitment to the safety and welfare of our students is paramount. We have never compromised on the safety and welfare of our students, and we never will.

### **Enrollment**

As you know, the competition for new student enrollment in our region has been significant, but our strategic investments in enrollment are yielding results. The quality of our freshman class continues to improve. This Fall, based on our preliminary data, our incoming freshman class has a median ACT score of 24 and a median high school GPA of 3.5. Five years ago, the median ACT score was 22. Ten years ago, it was 21.2. To go from 21.2 to 24 in just one decade is remarkable. It is a reflection of the quality of our faculty and our academic programs, and it is the product of our effective recruitment efforts.

This year, we have also enrolled more new international students. That number has been in flux in recent years, but this Fall we will welcome more than 80 freshmen from more than 30 countries. When you include returning and exchange students, we have students from more than 70 countries on our campus this year.

This Fall we also saw an increase in new graduate students. This is very positive news. As you may recall, the number of new graduate students at NKU has declined the last several years. I am grateful to Christian Gamm and the directors of all of our graduate programs for their successful efforts to increase graduate student enrollment.

We also continue to see measurable improvement in our retention rates. I am proud to report that, based on our projected data for this Fall, our first-to-second-year retention rate will increase by more than two percentage points this year. This Fall, we anticipate our retention rate will be 72%. In 2010, it was 66%. That's a six percentage point increase in just six years.

### **Athletics Update**

I am pleased to share that our transition to Division I is now complete. We have been formally approved as active Division I status by the NCAA, and our student-athletes can now compete for NCAA championships. I'd like to thank our outstanding student-athletes, Ken Bothof and his staff, the members of the Institutional Performance Program Committee, the Board of Regents for your steadfast support, and our loyal fans. We have much to be proud of and much to look forward to.

Speaking of looking forward to good things, I hope you'll join us for our "Night with the Norse Gala" on October 8 at Great American Ballpark. The event is a celebration of our successful transition to NCAA Division I, and it is an opportunity for our fans from across the region to learn more about our outstanding teams and our student athletes.

**Katie Herschede**

Today marks Katie Herschede's last day at our University – her University – and her last official Board of Regents meeting. Katie has served our University for 10 years, the last six as the Executive Assistant to the President and Secretary to the Board. Prior to joining the President's Office team, she was the Director of Government and Community Relations.

Katie's legacy on our campus goes back much further than that. As an undergraduate, she was a strong advocate for her fellow students, representing them in various ways, including leadership of our Student Government Association. As SGA president, Katie led the effort to secure funding for our Student Union when the state legislature would not fund the project.

Katie is a proud NKU alumna. She earned her bachelor's degree in business management. And, in May 2015, she received her doctorate degree in educational leadership from NKU.

I will miss her pride, her knowledge and her experience, and her good judgment. Like so many of our graduates, she has given much back to our University and to our community. We all have benefited from Katie's abiding affection for NKU. She has had a lasting impact.

Please join me in thanking Katie for her dedicated service to our University.

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Please note that all e-mails directed to President Geoffrey Mearns are subject to open records laws and may become public information.

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***Following is the email response regarding the release of the 2016-17 basketball schedule.***

Question:

I was thinking of buying basketball season tickets, but I would like to see the schedule first. It has not yet been released (as of 8/25). All other area teams have already released their schedule, why haven't we?

***Response from Athletic Director Ken Bothof:***

Thank you for the inquiry into season tickets and the upcoming men's basketball schedule. It is our policy to release our non-league schedules once contracts are signed for all home games. It is important to us to provide our fans with accurate information from the onset. And, scheduling contests is often a fluid process until contracts are signed. Our Horizon League schedule cannot be released until after September 1<sup>st</sup>, per League policy and their agreement with ESPN.

In order to avoid any confusion with our fans, and in particular with our home games, we wait until the home schedule is completely finished before releasing it.