Members present: Tina Altenhofen, Cindy Ash, David Bauer, Chris Bowling, Tiffany Budd, Jeff Chesnut, Megan Cowherd, Rebecca Cox, Quentin Daniels, Christopher Dolhancryk, Erika Jay, Deanna Karam, Katie Lovold, Katy McBryan, Beth McCubbin, Donna Neace, Josh Neumeyer, Amberly Nutini, Kimberly Sanders, Dennis Sickinger, Steve Slone, Terri Smith, Ryan Straus, Lori Thaxton, Collette Thompson, Maryann Trumble, Pam Wagar, Chris Witt

Members absent: Tom Barnett, Christopher Charnegie, Sara Conwell, Dave Groeschen, Mike Irvin, Sue Murphy-Angel, Krista Rayford

Guests: Bob Alston, Kursten Anderson, Kim Baker, Lyndsay Barto, Lindsey Christian, Natalie Gabbard, Grace Hiles, Ryan Padgett, Shawn Rainey, Kim Scranage, Arnie Slaughter, Bruce Smith, Lori Southwood, Leah Stewart, Matthew Zacate

I. Call to Order – 1:02pm
II. Approval of March 8, 2018 minutes: Motion to approve minutes as submitted made by Steve Slone and seconded by Lori Thaxton; approved by voice vote with no opposition or abstention
III. Guests:
    A. Vice President of Enrollment & Degree Management Kim Scranage, AVPs Ryan Padgett and Leah Stewart, and Executive Director of Planning and Institutional Research Shawn Rainey joined us to provide an enrollment and retention update (see the attached slide presentation).
        1. Meg Cowherd asked if any assessment of budget cut impact had yet been made, and the team indicated projections will be adjusted when final budget amounts are known.
    B. Director of University Wellness Kim Baker joined us, along with personal coach Lyndsay Barto, and Kursten Anderson from AIRROSTI, to share information about the variety of services and opportunities available to NKU staff, students, and faculty through the Wellness Center (see the attached slide presentation and related handouts)
        1. Chris Bowling asked if the partnership with AIRROSTI will continue; Kim indicated it is going to continue and sessions are currently in the planning phase; Kursten also suggested they will be trying to implement department-specific education sessions for those who may have specific questions/topics of interest
        2. Terri Smith asked if any sessions will be repeated; Kim would like to try to have some, but is also working to include past presentations and handouts on the Wellness website for those who might not be able to attend in person
        3. Collette Thompson mentioned that an initial assessment in which it's determined AIRROSTI can't assist comes with no charge; she also noted that three visits helped her avoid knee surgery.
        4. Pam Wagar asked about health insurance coverage, and it was indicated that services are covered under HDHP and PPO plans, and work is being done toward their inclusion under the HMO plan as well
IV. Liaison Reports
    A. Board of Regents – Staff Regent Arnie Slaughter

1. Next Meeting: Wed May 2 at 9:00am in SU 104; it's likely there will be a second, special board meeting later in the month to consider 2018-19 tuition and budget proposals
2. The BOR has been actively watching developments in Frankfort and Arnie stressed the importance of sharing your thoughts with your elected officials in Frankfort this week.
3. University budget address on Thursday 5/3 at 9:00am in the SU 107 Ballroom

B. Administrative Liaison – Chief Human Resources Officer Lori Southwood
   1. Business & Auxiliary Services: Lot G, near the softball field, will be closed for an $800,000 restoration over the summer; several summer programs will keep parking and dining services busy
   2. CFO: 2019 budget planning process continues, reviewing divisional budget cut scenarios in anticipation of final information from Frankfort in terms of an actual number
      a) Collette Thompson asked how soon decisions will be made and communicated once the information from Frankfort is final; Lori indicated as soon as possible
      b) Deanna Karam asked if there is a legal requirement for notice period if a position is terminated; Lori indicated there is, and it's likely any such transitions will be phased over time for the benefit of both the unit and the employee as much as possible
      c) Lori Thaxton asked how those within months of retirement will be affected; Arnie expressed that the board is conscious of these potential issues, and Lori Southwood indicated there would be one on one examination of specific situations to help determine outcomes for employees, especially those approaching specific benefit thresholds.
      d) Donna Neace asked if money in KERS can be moved; Lori indicated that employee contributions can (not university contributions), but an employee would want to very clearly understand the implications of doing so and should consult with HR and KERS to discuss the ramifications
      e) Jeff Chesnut observed that lack of communication is already driving people away
      f) Deanna Karam asked if reclassifications would be possible after budget is determined; Lori indicated there is not currently a hiring freeze, but very careful vetting of vacancies being allowed to post/hire and yes, if workloads change as a result, reclassifications will be allowed to be pursued.
   3. Facilities Management: the US-27 project continues with tree removal and planned Faren Dr demolition; UK college of medicine renovation of the Albright Health Center to be completed in 2019; repair of condensate line from power plant to BB&T Arena during the summer; Kentucky Residence Hall renovation underway and on schedule; Health Innovation Center continues on schedule within budget
   4. Human Resources: Employee Assistance Program seminar on change mastery is receiving a positive response – taking place Wed 4/18 from 2-3pm in SU 302; 30 additional online SkillSoft courses for managers and supervisors will be available in the future; an Association of Physical Plant Administrators annual 5-

day manager training will be taking place on campus in June, and may be able to include managers beyond FM (more info to come); welcome to Bruce Smith, the new Director of Benefits

     5. Information Technology: web transition is 88% complete

   C. Faculty Senate – President Matthew Zacate
     1. Harrassment complaints from/about faculty; Lori Southwood, Legal Affairs, and Student Affairs were present at a Faculty Senate meeting to discuss how complaints are handled
     2. A resolution was passed to oppose the policy on consensual relations proposed based not on content, but procedure – the faculty handbook already has one, and the process in the proposed policy did not consider the relevant path to update the handbook accordingly
     3. The Faculty Senate budget committee survey of faculty regarding budget priorities is beginning to be analyzed in order to formulate recommendations
     4. Tiffany Budd also added info from the Faculty Senate budget meeting: registration for fall is down, and eligible students should be encouraged to do so; the $13 million KERS obligation is a fixed number which does not depend on actual staffing levels – Lori clarified that one piece of legislation being considered would calculate our obligation on average 3-year salary base of prior years, rather than value of current employees

   D. Student Government Association – Sami Dada / Erica Bluford (no report)

V. President's Report – Katie Lovold
   A. Recognition of Staff Congress members earning perfect attendance and years of service milestones at the Employee Appreciation Ceremony:
     1. Perfect Attendance: Terri Smith and Ryan Straus
     2. 5 years – Sara Conwell, Michael Irvin, Terri Smith; 10 years – Chris Bowling, Grace Hiles, Steve Slone, Pam Wagar; 15 years – Cindy Ash, Lori Thaxton; 20 years – Jeff Chesnut

VI. Standing Committees:
   A. Benefits – **report**
   B. Constitution & Bylaws – no report (amendment voting item)
   C. Credentials & Elections – **report**
     1. *VOTING ITEM: Proposed Bylaws Amendment – see accompanying material; follow-up feedback/questions and second reading, followed by vote will take place.* Motion to accept amendment as written: Lori Thaxton, seconded by Ryan Straus; opposed by Chris with the all else present in favor after a roll call vote was taken (Erika Jay, Denny Sickinger, and Maryann Trumble had left the meeting by this point)
   D. Outreach – no report
   E. Policies – no report
   F. Scholarship – no report

VII. University Committees:
   A. Benevolent Association – no report
   B. Food Service Advisory – **report**
   C. IT Advisory Committee – **report**
   D. Regents' Distinguished Service Award – no report
   E. Sustainability – **report**

      F. Transportation – **report**

      G. Wellness – **report**

VIII. Ad-Hoc Committee

      A. Roundtable Discussion – no report

IX. Old Business

      A. Joint Committee on Tobacco Free Policy (Erika) – no update

      B. Local mileage restrictions (Josh) – no update

X. New Business

XI. Announcements

      A. May Guests: Assistant Vice Provost Abdou Ndoye and Dr. Jennifer Cellio will present information about the Quality Enhancement Plan, focused on information literacy, to be implemented as part of NKU's 2019 SACS reaffirmation process.

      B. Reminder: Faculty/Staff Friday – All you can eat $5 Breakfast (7:30-10:00) and $6 Lunch (11:00-3:00) at Norse Commons!

XII. Adjournment: motion to adjourn made by Chris Bowling and seconded by Meg Cowherd; approved by voice vote with no opposition or abstention; meeting adjourned at 3:02pm

Benefits Committee
Meeting Minutes

Date: April 3, 2018 at 2:00pm in GH 570
Present: Chris Bowling, Kim Sanders, Lori Thaxton, Pam Wagar
Absent: Ryan Straus

Highlights to be shared:

Other Discussion:
- We started working on establishing a date for the annual Summer Recess. We anticipate recess to be held during the week of June 18, but want to work around any events (e.g., Registration) held that week so more of our staff can participate. Pam will check on what may be going on that week. Once we establish a date, we will send out a Save the Date notice.

Next Meeting: *May 1, 2018 at 2:00pm in GH 570*

Credentials & Elections Committee
Meeting Minutes

Date: *03/21/2018, 2:00-3:00 p.m., AC105*
Present: *Tina Altenhofen, Sue Murphy-Angel, Donna Neace and Terri Smith*
Absent: *Erika Jay and Maryann Trumble*
Guests: *Grace Hiles*

Highlights to be shared:
- Discussed agenda for the Staff Regent Election open forums on April 3 and April 4, 2018.
- Talk about and provided information to the other committee members in attendance the importance of submitting and how to submit questions for the Staff Regent Elections open forums.
- Reviewed nominees received for the Staff Congress Election

Other Discussion:
- Upcoming Staff Regent and Staff Congress Elections –
- Staff Regent Election – Voting begins on Thursday April 5 2018 (Open at 6:00 a.m.) and ends on Thursday April 19, 2018 (End at 4:30 p.m.)
- Staff Congress Election – Voting begins on Friday April 13, 2018 (Open at 6:00 a.m.) and ends on Friday April 27, 2018

Next Meeting: *04/18/2018, 2:00-3:00 p.m., AC105*

Food Advisory Committee
Meeting Minutes

Date: 3/28/2018*, 2pm, SU 105*
Present: Andy Meeks, BOAS Director – Jorge Elizagaray, Chartwells Director of Operations - Celeste Manning, Chartwells Marketing Director - Lori Thaxton, Staff Congress
Absent: Faculty Senate Representative, SGA Representative, Northern Terrace RA, Callahan Hall Director, University Suites Director
Guests: none

Highlights to be shared:
- FroYo machine for SU plans are back on, it should be installed this summer near the ATMs on the 2nd floor.
- REMINDER: Starbucks will be closed for renovations beginning after finals and should be completed in 8 weeks this summer. On The Go store will have additional options for coffee and extended hours while Starbucks is closed.
- Food Services/Advisory Council meetings attendance by student representatives has been poor. Celeste and Andy will brainstorm ideas to improve attendance next semester. It is possible that the April 25th scheduled meeting may be canceled and the meetings will pick up again in the Fall.

Other Discussion (notes from Chartwells):

- Dining Services Information
    - Dish machine is fixed at Norse Commons.
    - We are promoting 10% food waste reduction each week in residential dining. Currently at Norse dish return waste was 393 lb's in a week and at Callahan there was 247 lb's wasted in one week. The majority of waste is coming from dinner. Awareness is key.
    - Semester surveys start March 19th and runs until April 25th. Tinyurl.com/nkudining
    - $5 Breakfast and $6 Lunch for Staff & Faculty on Fridays @ Norse Commons.
    - Yogurt machine should be available this summer. The pizza ATM is currently put on hold due to budget.
    - Still brainstorming for ideas to invite more students to these meetings for Fall. We will work on invite list over the summer.

- Dining Events
    - We still need volunteers from RAs to stand at the table in residential dining and talk to people that throw food away. A collaborative initiative so everyone can help reduce the amount that goes into the landfills. The most valuable time for a volunteer to help raise more awareness about food waste is dinner time at either residential dining hall; Callahan or Norse from 5:30pm-7:30pm.
    - Superfood of the month is Herbs and Spices for April.
        - April 17th – Herbs and Spice superfood dinner at Callahan

    - April 25th food advisory 2-3pm SU 106
    - April 25th - student choice dinner at Norse Commons. We will send out a survey for students to submit what they want to eat in early April.
    - April 23rd – Earth Week at NKU – will be offering .25 discount at all coffee shops for re-useable mugs drink orders.
    - Friday, April 27th – National Stop Food Waste Day.
    - **Follow NKU Dining on Twitter, Instagram and Facebook to keep up to date on all specials, events, menus and more. DineOnCampus.com/NKU**
    - Download our FREE DineOnCampus App for iPhone and Android.
    - View menus, hours of operation, leave feedback, buy a meal plan or additional flex.
    - Partnership opportunities? Community Service Opportunities? Let's join together.

Next Meeting: 4/25/18, 2pm -3pm, SU 106

Date: 03.30.18 Time: 10:30-12:00 Location: SU 302	**IT Advisory Council Minutes (ITAC)**				
Attendees (x indicates attendance)					
Shannon Eastep	x	Brad McCombs	x	Chris Strobel	x
Ellen Maddin	x	Josh Neumeyer	x	Tam McCreless	
Gina Fieler		Bethany Bowling	x	Brad Sieve	x
Nancy Jentsch	x	Vicki Cooper	x	Martha Biederman	
Chris Bowling	x	Mike Whiteman	x	Emily Detmer-Goebel	
Gary Johnston	x	Amy Ishmael	x		
Tim Ferguson	x				
		IT/CITE Attendees:			
Bert Brown	x	Jeff Chesnut	x		
Lori McMillin	x				
Jennifer Taylor	x				

Agenda

Topic	Presenter	Discussion Points
I. Draft of IT Procurement Policy - Discussion	Bert Brown	Bert Brown shared an overview of the intent behind a new IT Procurement Policy. Importance is around IT being involved, up front, in decisions around technology purchases. Support, existing tools, security, and infrastructure are important considerations. IT is not doing this to dictate purchases, but rather consult and assist. It was suggested that we document, on the process document, that IT intention is to consult and not dictate purchases. Additional changes were also suggested to the process form.

Agenda

Topic	Presenter	Discussion Points
II. Computer Replacement/Lab Replacement Discussion	Lori McMillin	Lori McMillin shared an update on computer replacement and lab replacement thoughts for 2018-19. Last year we replaced 557 machines with 319 were lab computers. This year we have replaced 395 computers and 339 monitors. Focus is on full-time faculty/staff and then part-time staff. We are in the process of meeting with Chairs and other contacts about configuration orders. We are targeting everything older than 82797 for faculty/staff replacements. In consideration for lab replacements next year, they are beginning the process of identifying location, ## of computers, age, usage, etc. Virtualization of computer labs will also be looked at as an option during replacement. An association between instructional equipment

Agenda

Topic	Presenter	Discussion Points
		and the computer replacement program was suggested as a way for departments to request funds to cover lab computer costs. Separating faculty/staff computer replacement from instructional equipment replacement was suggested as a way to express the need for this technology.
III. SLA Update	Jennifer Taylor	Jennifer Taylor shared information related to the SLA's that IT monitors for success factors. All SLA's were met and exceeded during the last 6 month period.
IV. Blackboard Sunsetting	Bert Brown	Bert Brown shared the dates for the End of Life for Blackboard. After May 31, access to Blackboard will only be on a request basis. After June 22, access to Blackboard will no longer be available. Messages from CITE and IT are being sent to faculty and staff about the deadlines. This has been communicated for the last year, but a final push of additional information is being done over the last month of access.

NKU | Staff Congress

Agenda		
Topic	**Presenter**	**Discussion Points**
V. Reports from Sub Committees Mobile Technology – Don Stinson Hardware – Mike Whiteman Software – Bert Brown Process Improvements & Efficiencies – Lori McMillin ELearning – Shannon Eastep	Various	

**Sustainability Committee**
Meeting Minutes

Highlights to be shared:
- Next FUSE meeting will be April 25th, 11 am, SU 106
    - Anyone and everyone is welcome to attend this forum and take part in developing new methods of understanding environmental and economic sustainability as it relates to a changing world.
- Earth Week starts April 21st
    - **April 21** - Earth Day of Service to honor Interim President St. Amand. Volunteers will meet at the SU Ballrooms at 10am to prepare for planting. If you are interested in volunteering your time for this campus beautification event, contact Tess Phinney (phinneyt1@nku.edu).
    - **April 26** – Thrift shop, SU 2nd floor, 10 am – 2 pm
    - During Earth Week you can receive:
        - 25 cents off beverages if you bring a reusable mug to any campus coffee shop
        - 25% off reusable mugs and bottles at the NKU Bookstore

Other Discussion:
- Attended FUSE (Forum for University Sustainability and Environment) on March 20th at 11am in SU 108. Discussed the following items:
    - Earth Week 2018: April 21-28
    - Tess plans to hand out tree saplings during Monday Mile of Earth Week, April 21, noon, plaza
    - Annuals planted around campus are not just for aesthetic purposes. They are specifically selected as much as possible to support pollinators.

- Tess would ideally like to have representatives from a variety of offices attend the FUSE meetings so that she can learn about issues/opportunities that may exist that she is unaware of.
- Email Tess Phinney (phinneyt1@nku.edu) if you'd like to be added to the NKU Sustainability Newsletter listserv (distributed once per month).
- Attached: Earth Week 2018 poster; below: NKU Recyclemania statistics

Recycling per week

Landfilled Waste per Week
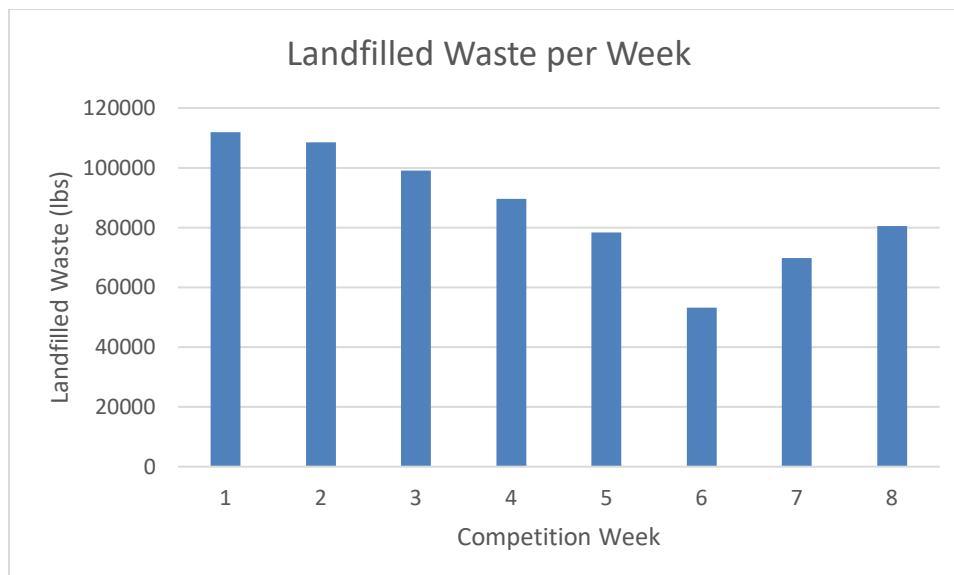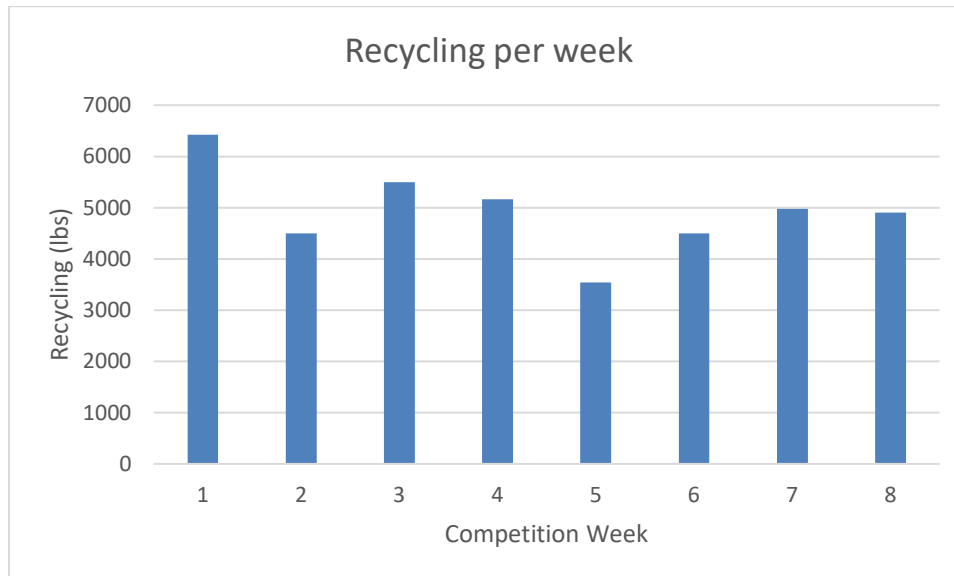
Transportation Committee
Meeting Minutes

Date: 3/29/2018, 2:00 – 3:00pm, AC615
Present: Andy Meeks, Chris Bowling, Curtis Keller, SGA rep, Bill Moulton, Mary Paula
            Schuh, Chris Curran

Discussion:
- We discussed the idea of metered parking (previously), and that it will be put on hold for now.
- A repair needed for a heating system (steam) leak from the power plant to BB&T arena will necessitate lane closures while digging and pipe repair under University drive can be completed.
- The roundabout curb near BB&T will also undergo reconstruction and repair hopefully at the same time as the pipe repair. This is anticipated after graduation has concluded for this year and should be a relatively short period around two weeks weather permitting.

Next Meeting: TBD

Wellness

- Remember that the Primary Care Provider Program is in effect again this year. Print off the form from the Wellness website, complete the top portion, and take it with you for your primary care provider to sign when you go for your annual checkup. Submit the form to Human Resources and get a $25 AllCard gift certificate. It's that easy!
- Wellness is hosting a Change Mastery Seminar on April 18 from 2-3 in SU 302. The seminar is presented by a trainer from our Employee Assistance Program (EAP) provider, Aetna EAP. You need to register on the Wellness website under Upcoming Classes and Events. Learn positive strategies to help you cope with change.
- Break up your Monday with a one-mile walk. Join us for the Monday Mile every Monday at noon. Meet on the plaza in front of the NKU Bookstore.
- You can receive punches on your Perk card for participating in wellness programs and activities. Each completed card can be redeemed for a $5 AllCard gift certificate. You can get more information on the program on the Wellness website.

Enrollment Annual Report

April 12, 2018

Kimberly Scranage, **Vice President for Enrollment & Degree Management**

Shawn Rainey, **Executive Director for Planning and Institutional Research**

Ryan Padgett, **Assistant Vice President for Enrollment and Student Success**

Leah Stewart, **Assistant Vice President for Enrollment and Financial Aid**

NKU™

Outline

- Trend versus Fall 2017 Census

- Undergraduate Enrollment

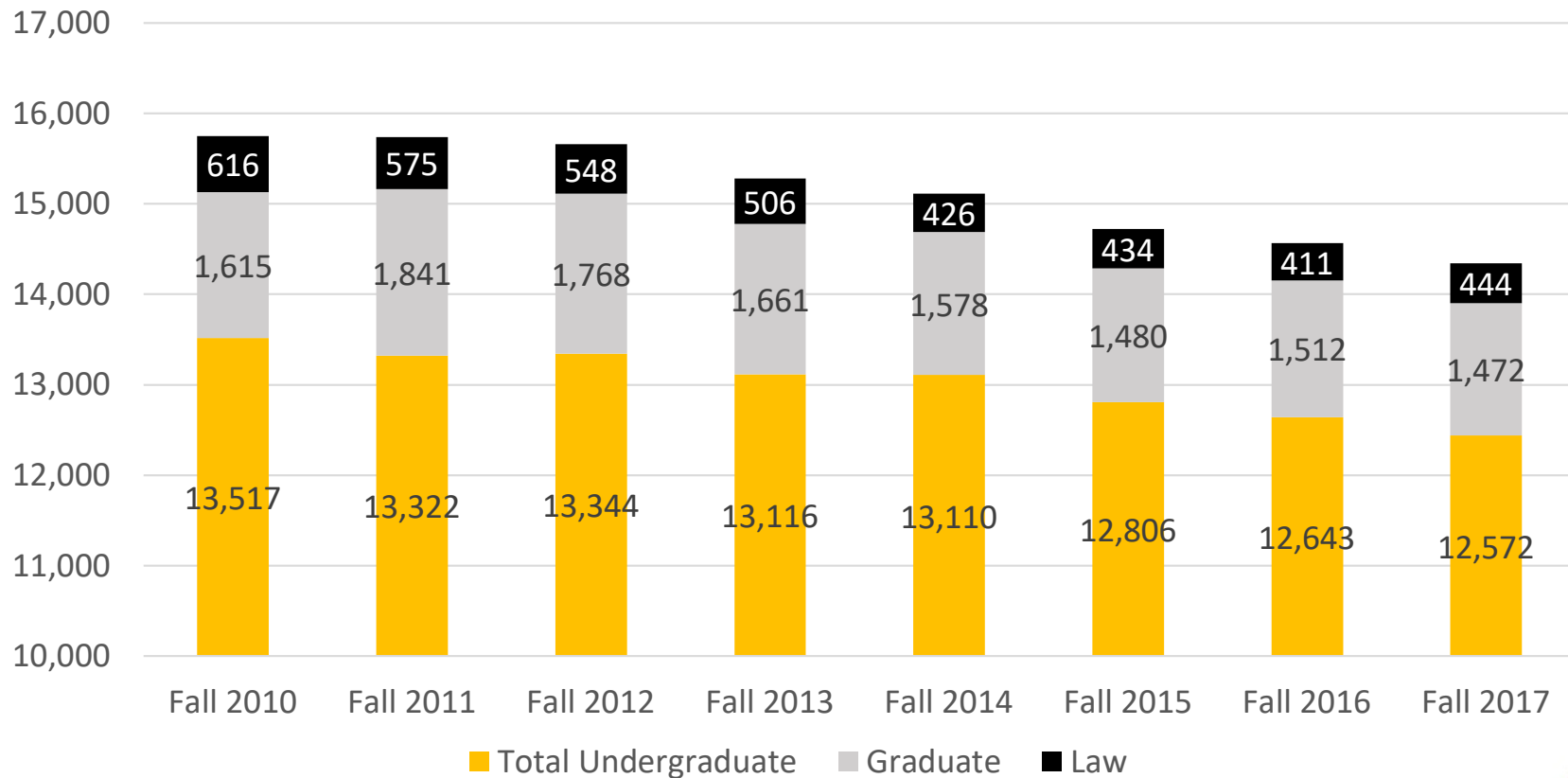- Enrollment Behavior Patterns

- Year in Review

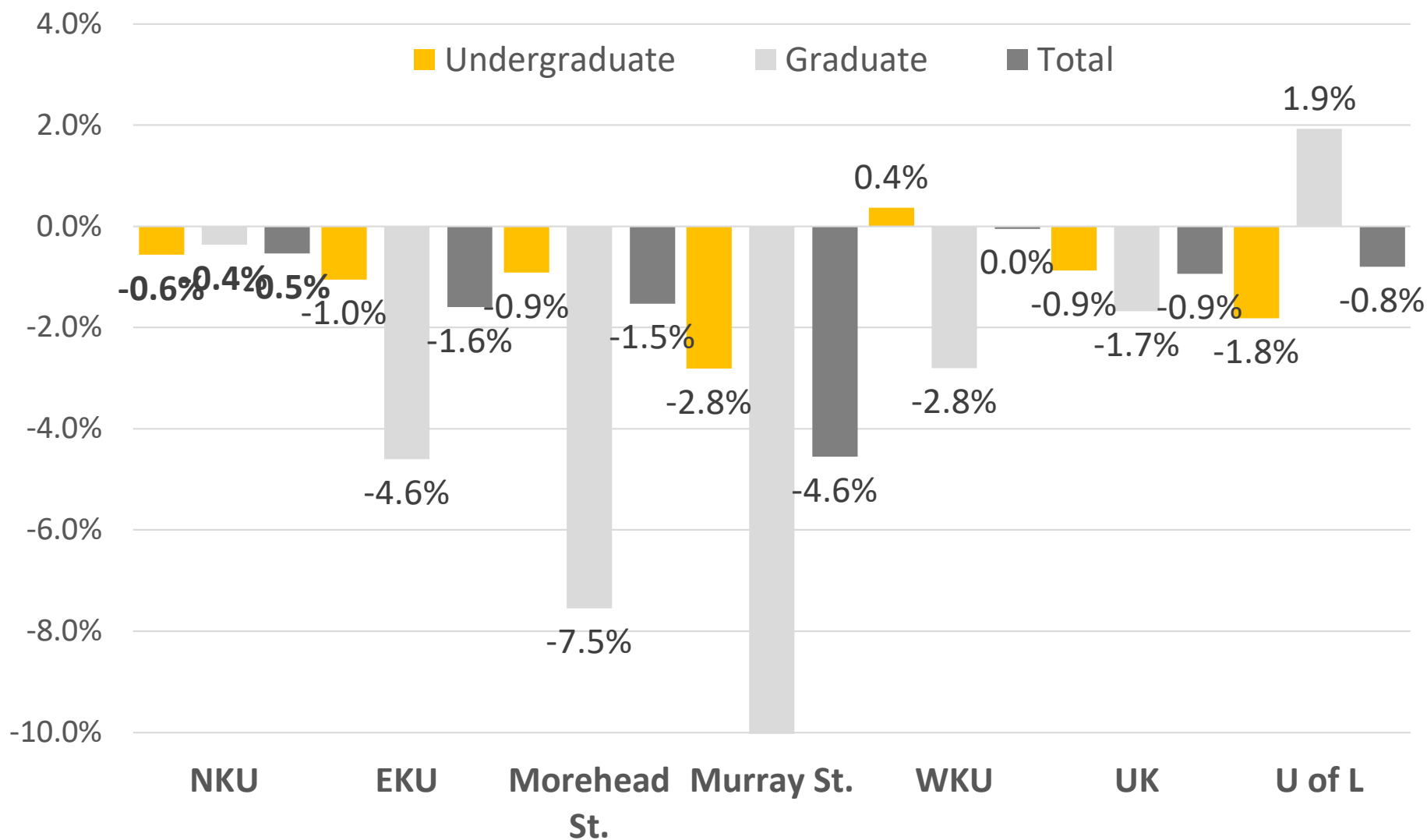# Enrollment Declines

- **2017 Census**
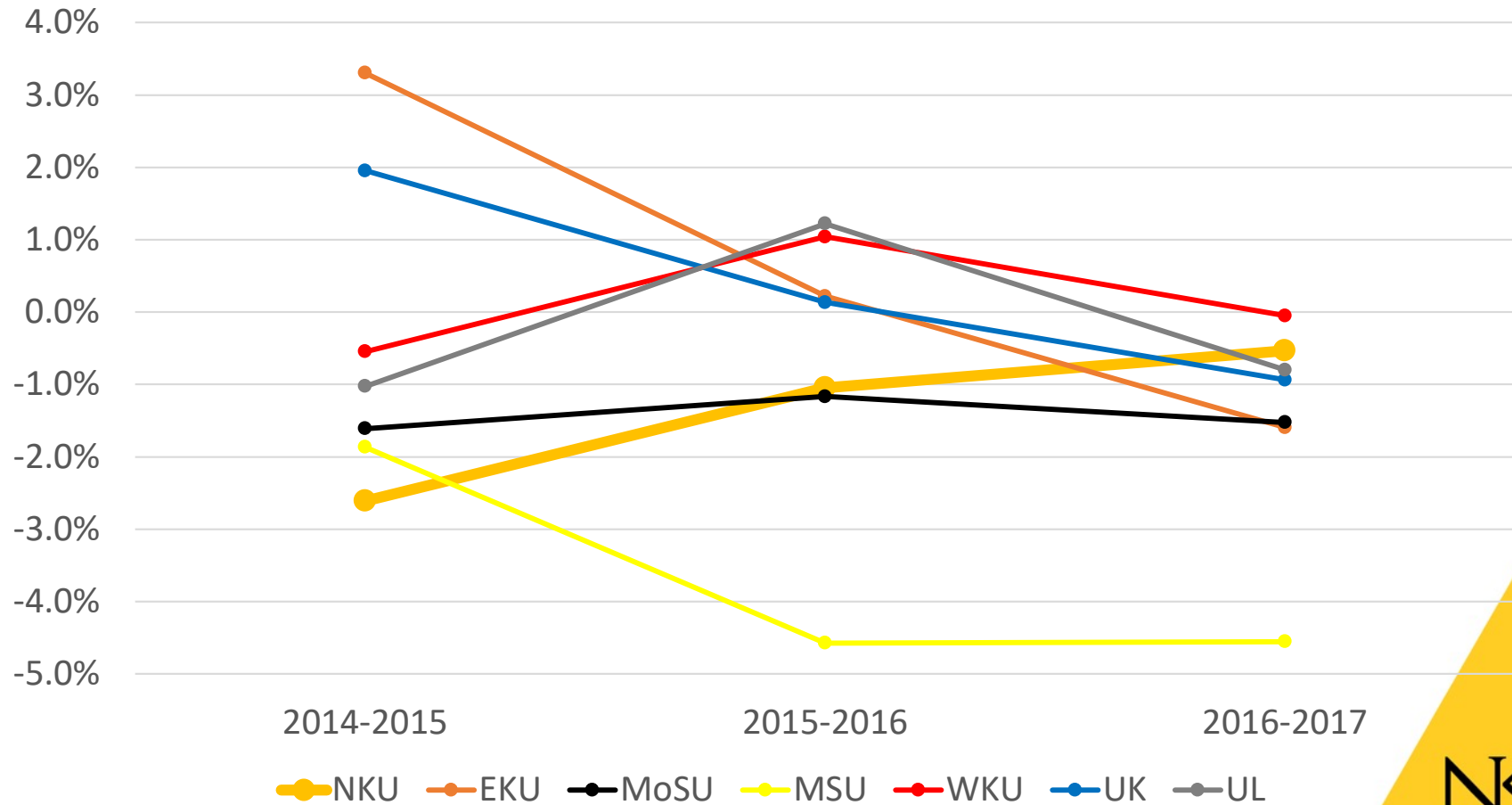- **Seven-Year Trend**

Total Enrollment (with SBS)

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	1 year trend	7 year trend
Undergraduate	13,517	13,322	13,344	13,116	13,110	12,806	12,643	12,572	**-0.6%**	**-7.0%**
Graduate	1,615	1,841	1,768	1,661	1,578	1,480	1,512	1,472	**-2.6%**	**-8.9%**
Law	616	575	548	506	426	434	411	444	**8.0%**	**-27.9%**
Total Enrollment	**15,748**	**15,738**	**15,660**	**15,283**	**15,114**	**14,720**	**14,566**	**14,488**	**-0.5%**	**-8.0%**

2016-2017 Net Enrollments
(with SBS)

Legend: ■ Undergraduate ■ Graduate ■ Total

Values by institution:

NKU: -0.6%, -0.4%, -0.5%

EKU: -1.0%, -4.6%, -1.6%

Morehead St.: -0.9%, -7.5%, -1.5%

Murray St.: -2.8%, -10.0%, -4.6%

WKU: 0.4%, -2.8%, 0.0%

UK: -0.9%, -1.7%, -0.9%

U of L: -1.8%, 1.9%, -0.8%

KY Peers – Three-Year Trend

Undergraduate Impact

- **Census**
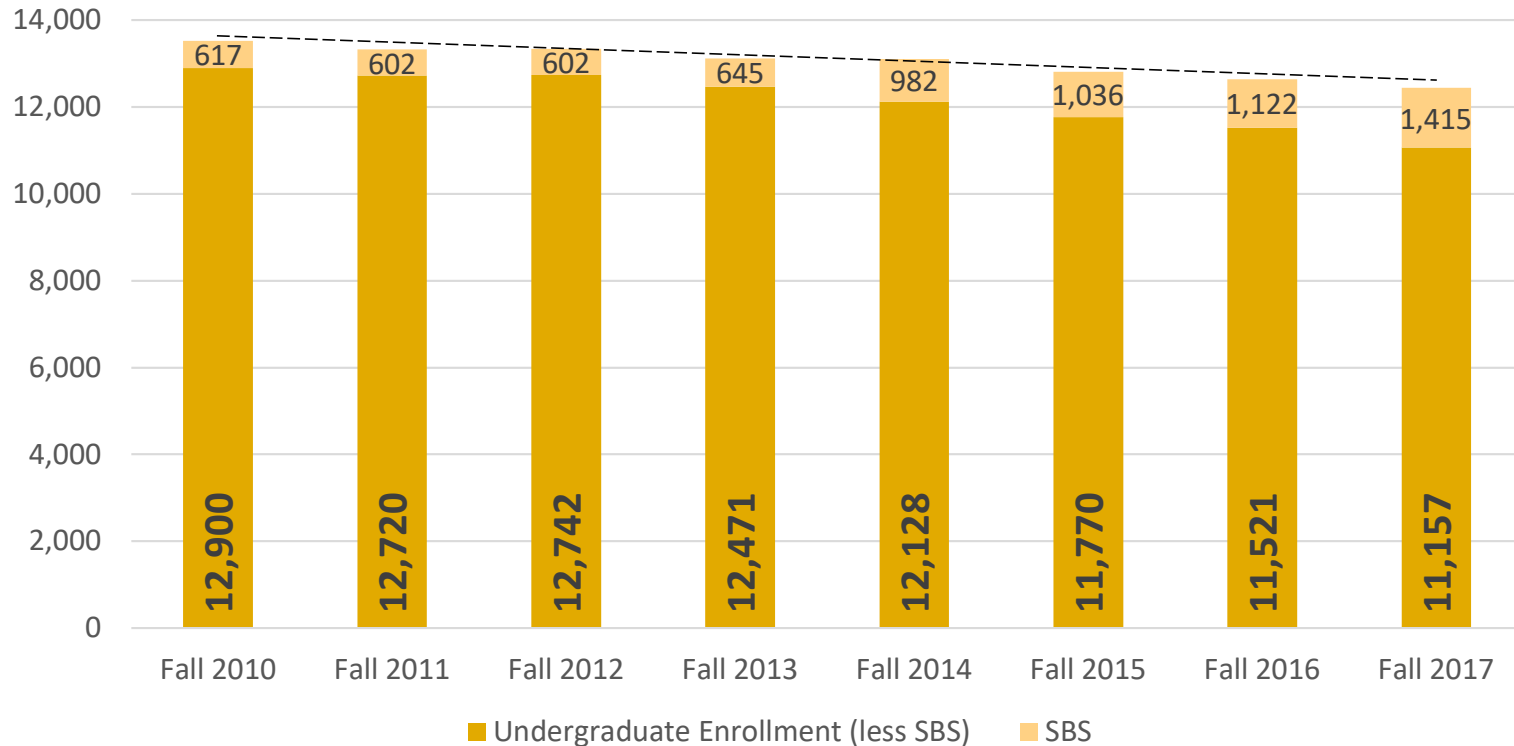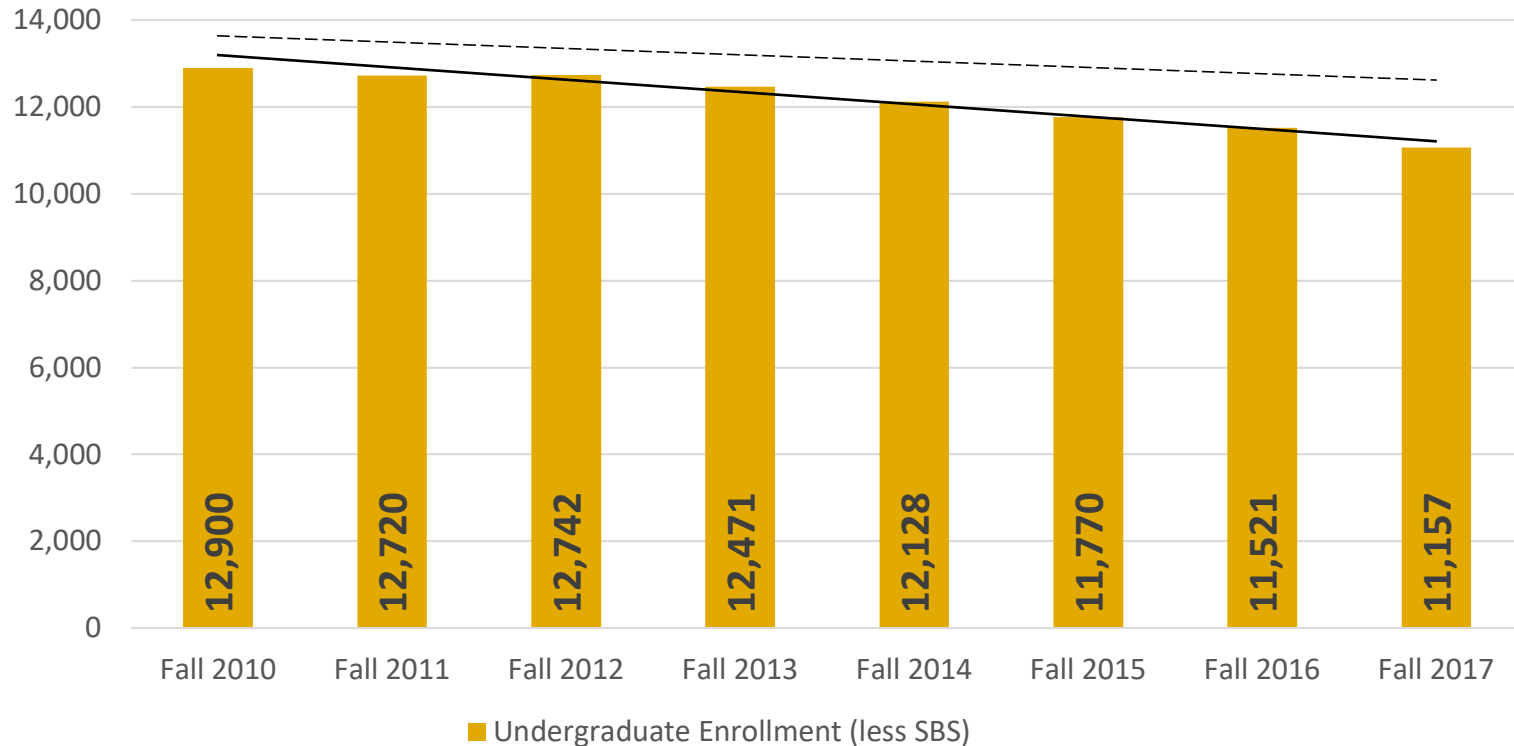- **Seven-Year Trend**
- **SBS Impact**

Total Enrollment (with SBS)
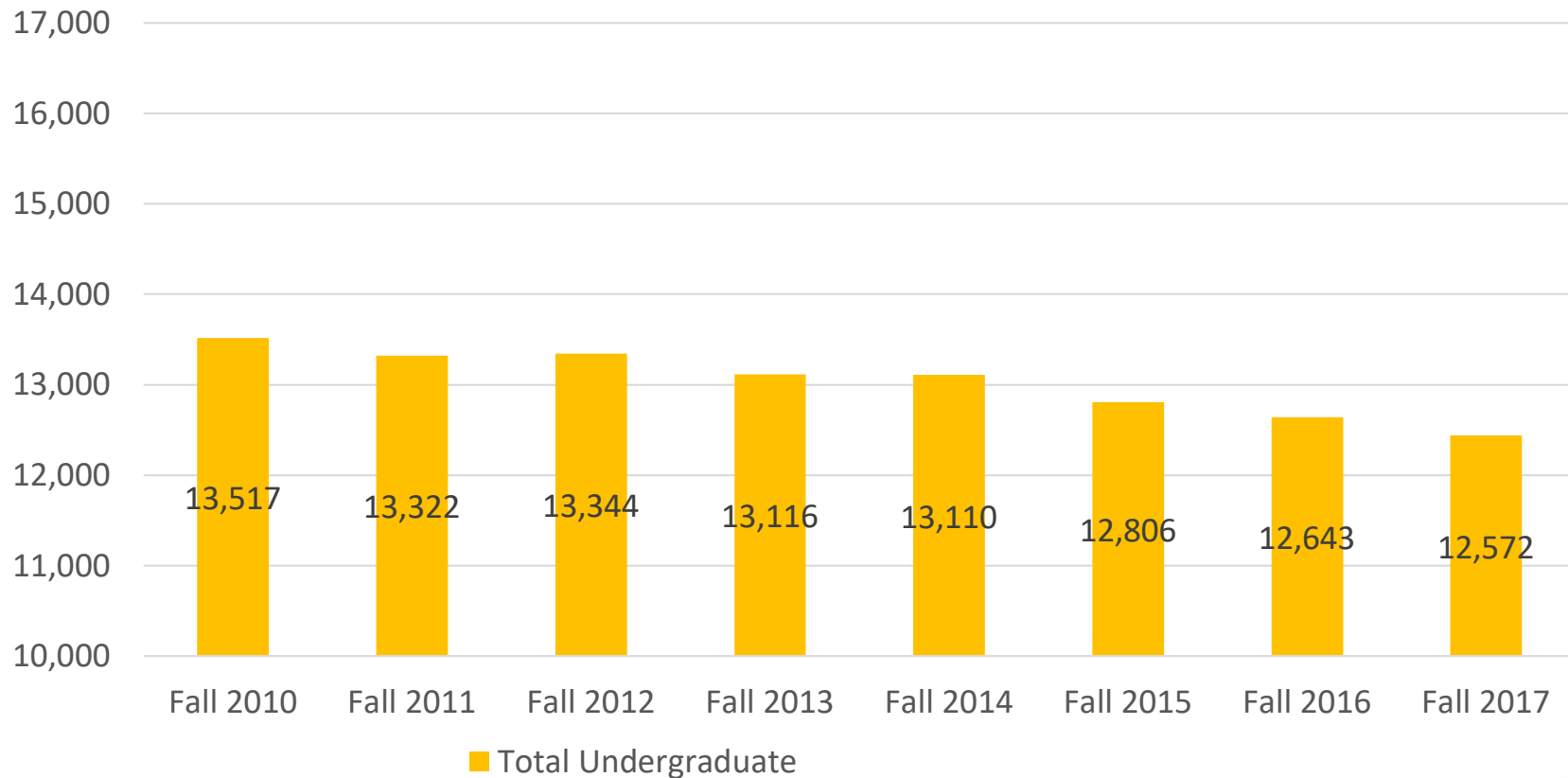
	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	1 year trend	7 year trend
Undergraduate	13,517	13,322	13,344	13,116	13,110	12,806	12,643	12,572	-0.6%	-7.0%
Total Enrollment	**15,748**	**15,738**	**15,660**	**15,283**	**15,114**	**14,720**	**14,566**	**14,488**	**-0.5%**	**-8.0%**

NKU

Total Undergraduate Enrollment
(with SBS)

	Fall 2010	**Fall 2011**	**Fall 2012**	**Fall 2013**	**Fall 2014**	**Fall 2015**	**Fall 2016**	***Fall 2017***	**1 year trend**	**7 year trend**
Undergraduate Enrollment (less SBS)	12,900	12,720	12,742	12,471	12,128	11,770	11,521	11,157	-3.2%	-13.5%
School Based Scholars	617	602	602	645	982	1,036	1,122	1,415	26.1%	129.3%
Total Undergraduate	**13,517**	**13,322**	**13,344**	**13,116**	**13,110**	**12,806**	**12,643**	**12,572**	**-0.6%**	**-7.0%**

Total Undergraduate Enrollment
(with SBS)

	Fall 2010	**Fall 2011**	**Fall 2012**	**Fall 2013**	**Fall 2014**	**Fall 2015**	**Fall 2016**	***Fall 2017***	**1 year trend**	**7 year trend**
Undergraduate Enrollment (less SBS)	12,900	12,720	12,742	12,471	12,128	11,770	11,521	11,157	-3.2%	-13.5%
Total Undergraduate	**13,517**	**13,322**	**13,344**	**13,116**	**13,110**	**12,806**	**12,643**	**12,572**	**-0.6%**	**-7.0%**

Enrollment Behavior

- **First Time, Full Time (FTFT)**
- **Continuation**
- **Retention to Graduation**

Enrollment Relative to Market

KY8 (*2012-2015, Kentucky Council for Education and Workforce Statistics*)

Number of high school graduates remains fairly flat but…

Number of high school graduates going to college has decreased 10%.

Ohio (*2012-2016, State of Ohio Education Database*)

Number of high school graduates has decreased 10%.

SE Indiana (*2014-2016, State of Indiana Education Database*)

Number of high school graduates has decreased 5%.

NKU

Outperforming the market based on available students in the pipeline.

These market trends are noted across the nation and highly connected to the economic environment (Washington Post, 2015; New York Times, 2014).
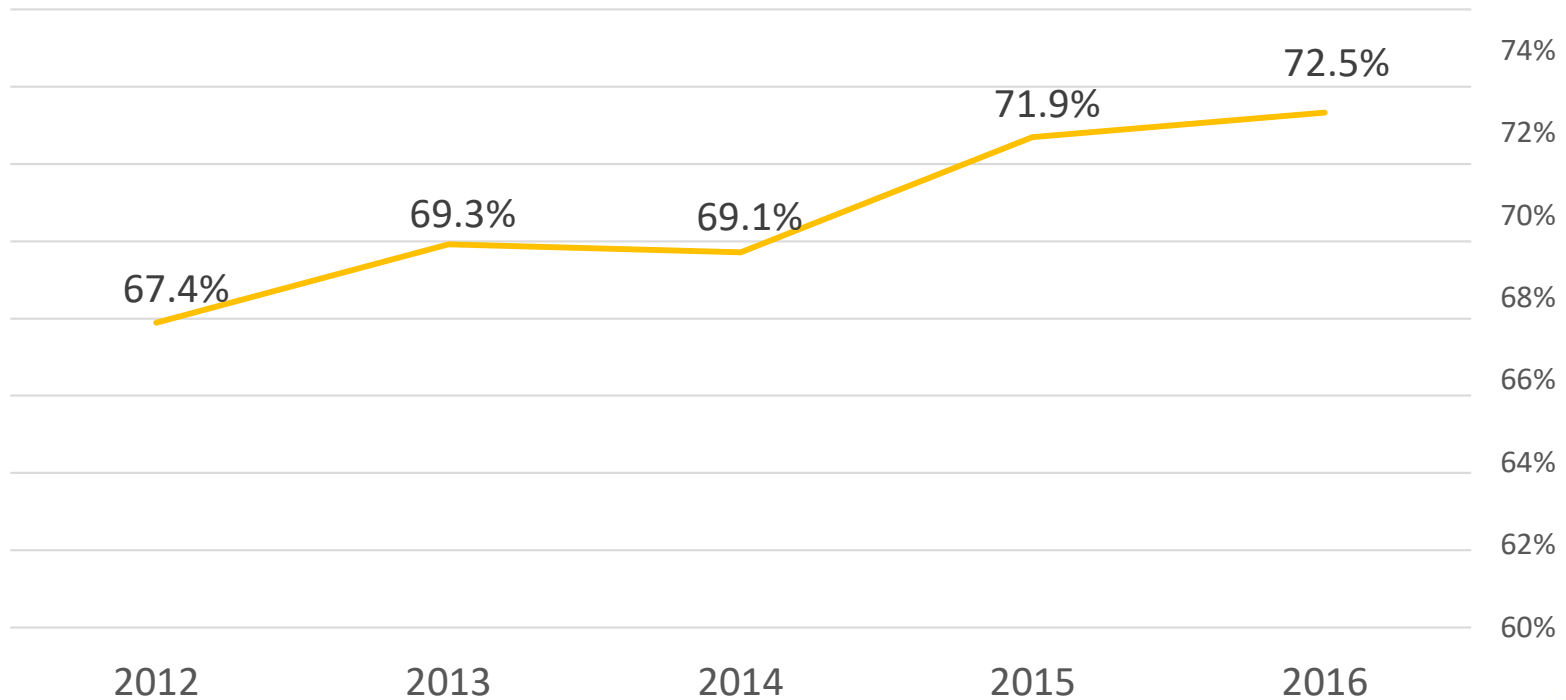
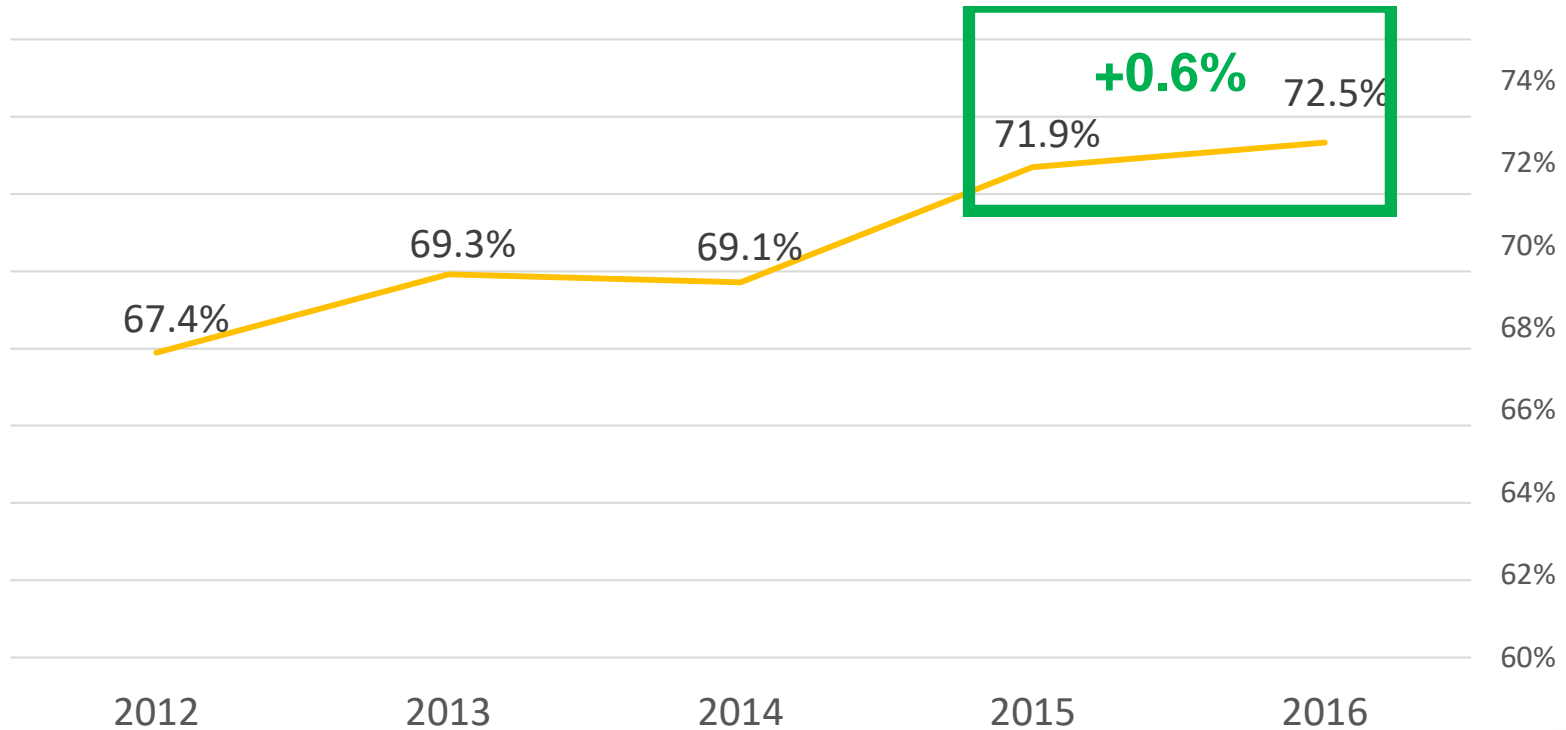|	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	1 year trend	5 year trend
First-Time, Full-Time Freshman	2,055	2,218	2,143	2,205	2,106	2,080	-1.2%	**+1.2%**

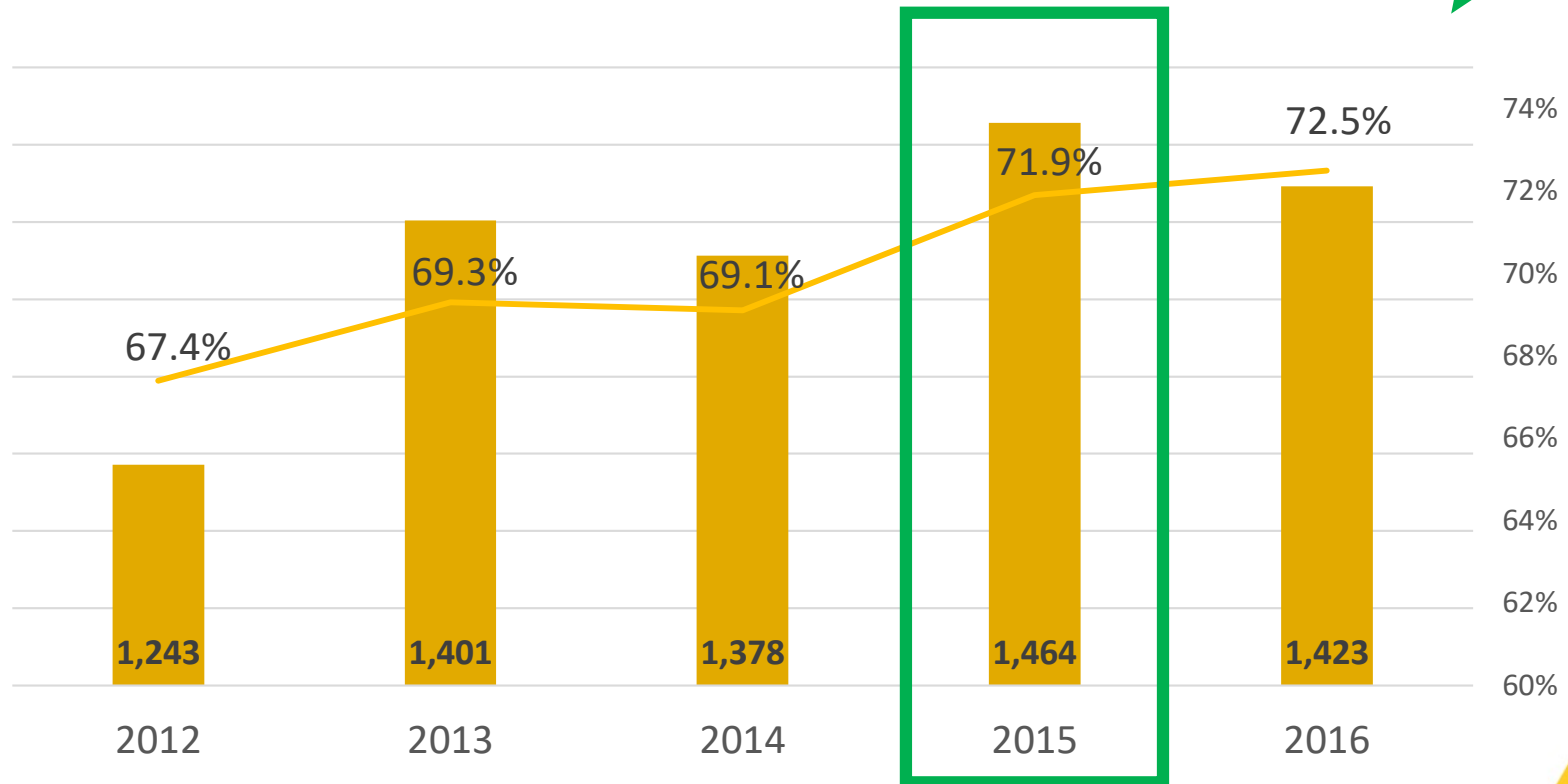# First-to-Second Year Fall Retention
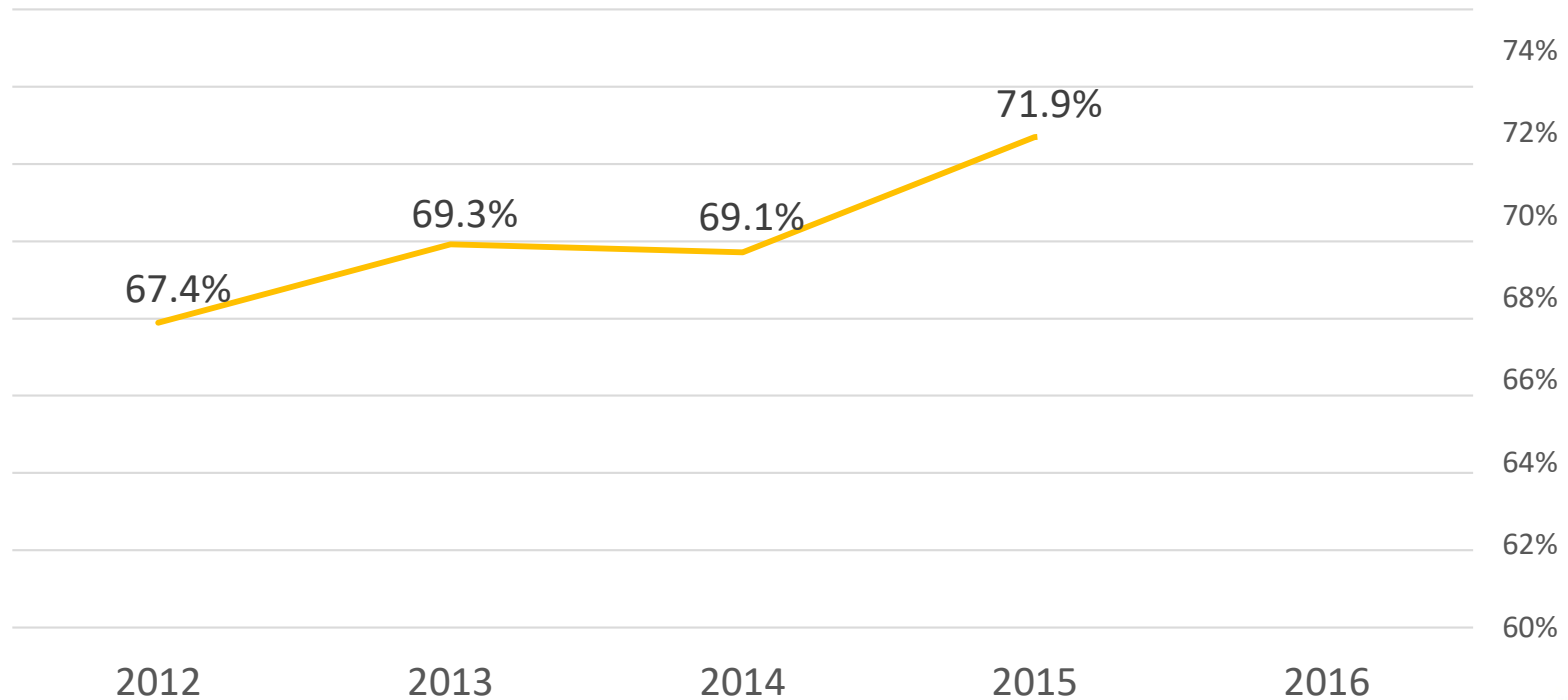
First-to-Second Year Fall Retention

First-to-Second Year Fall Retention
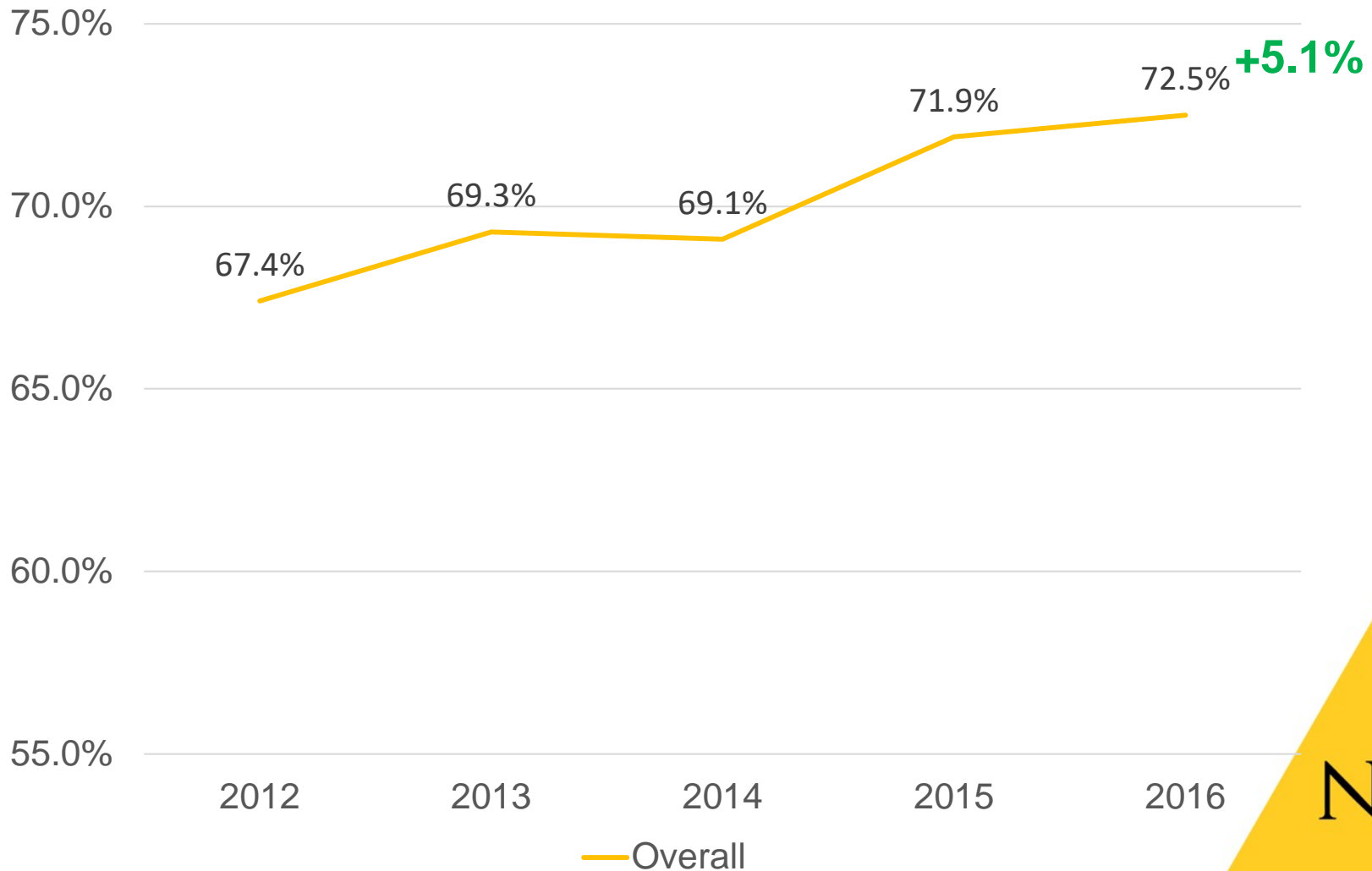
First-to-Second Year Fall Retention
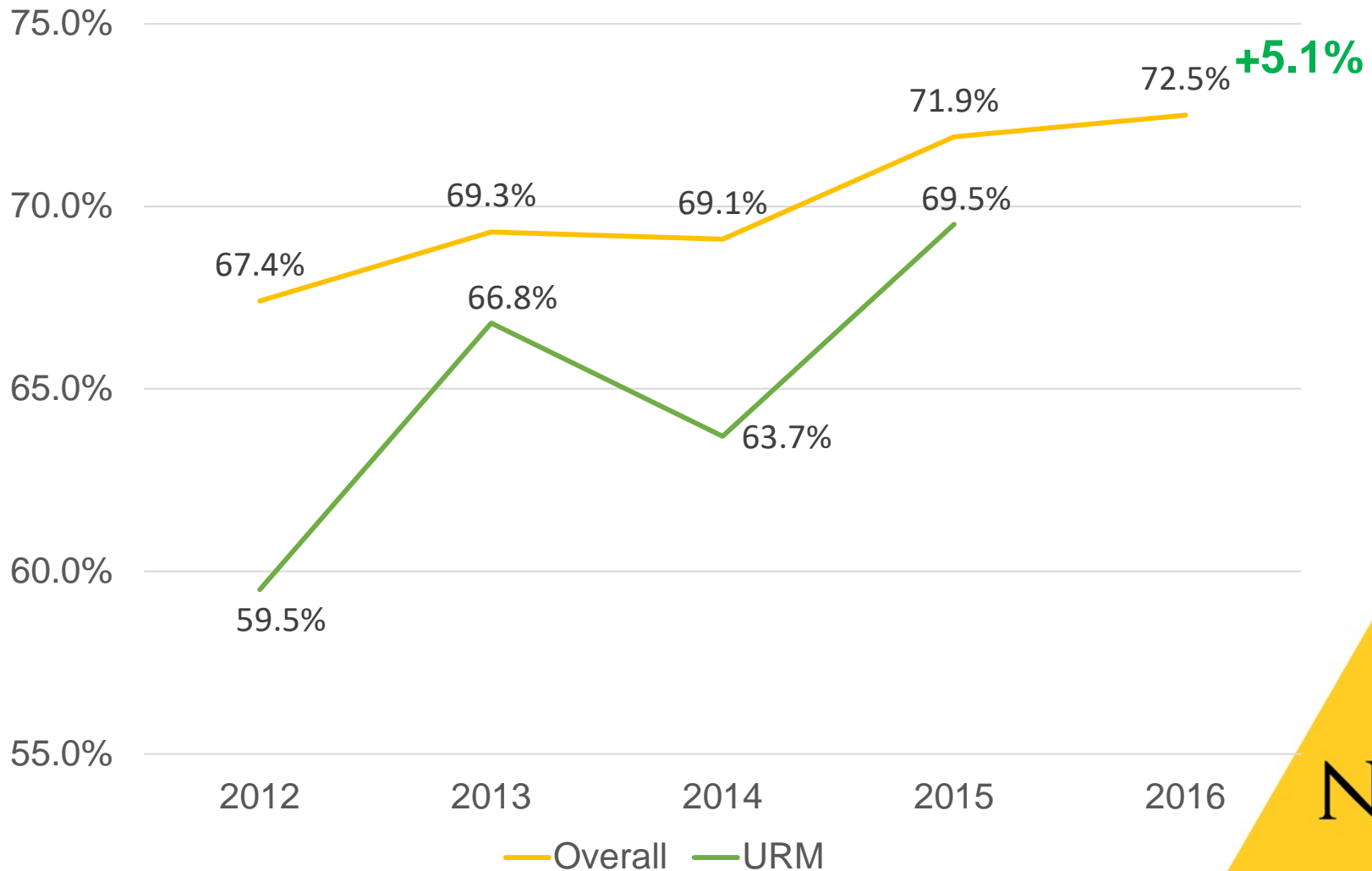
+0.6% Retention

-41 Students

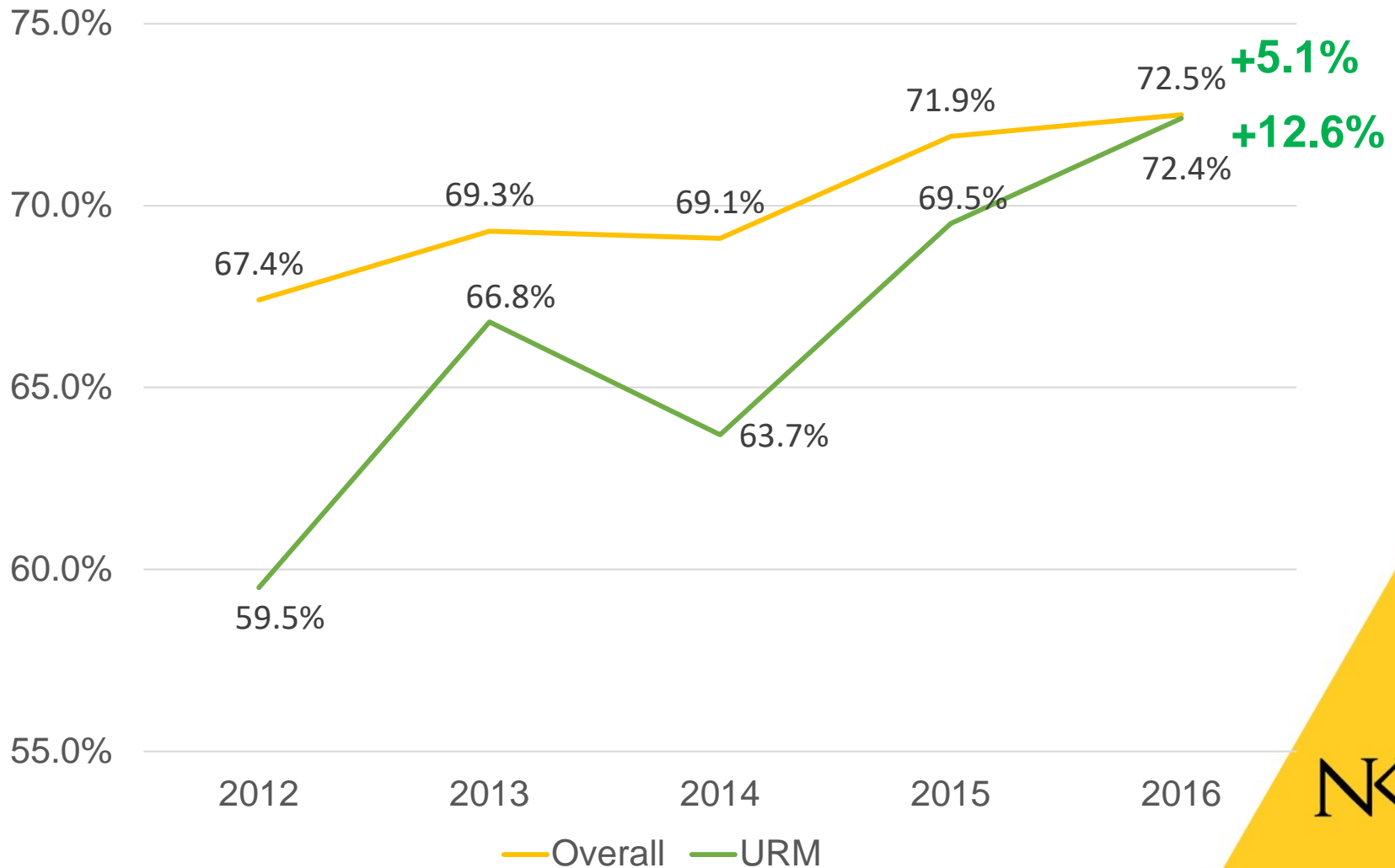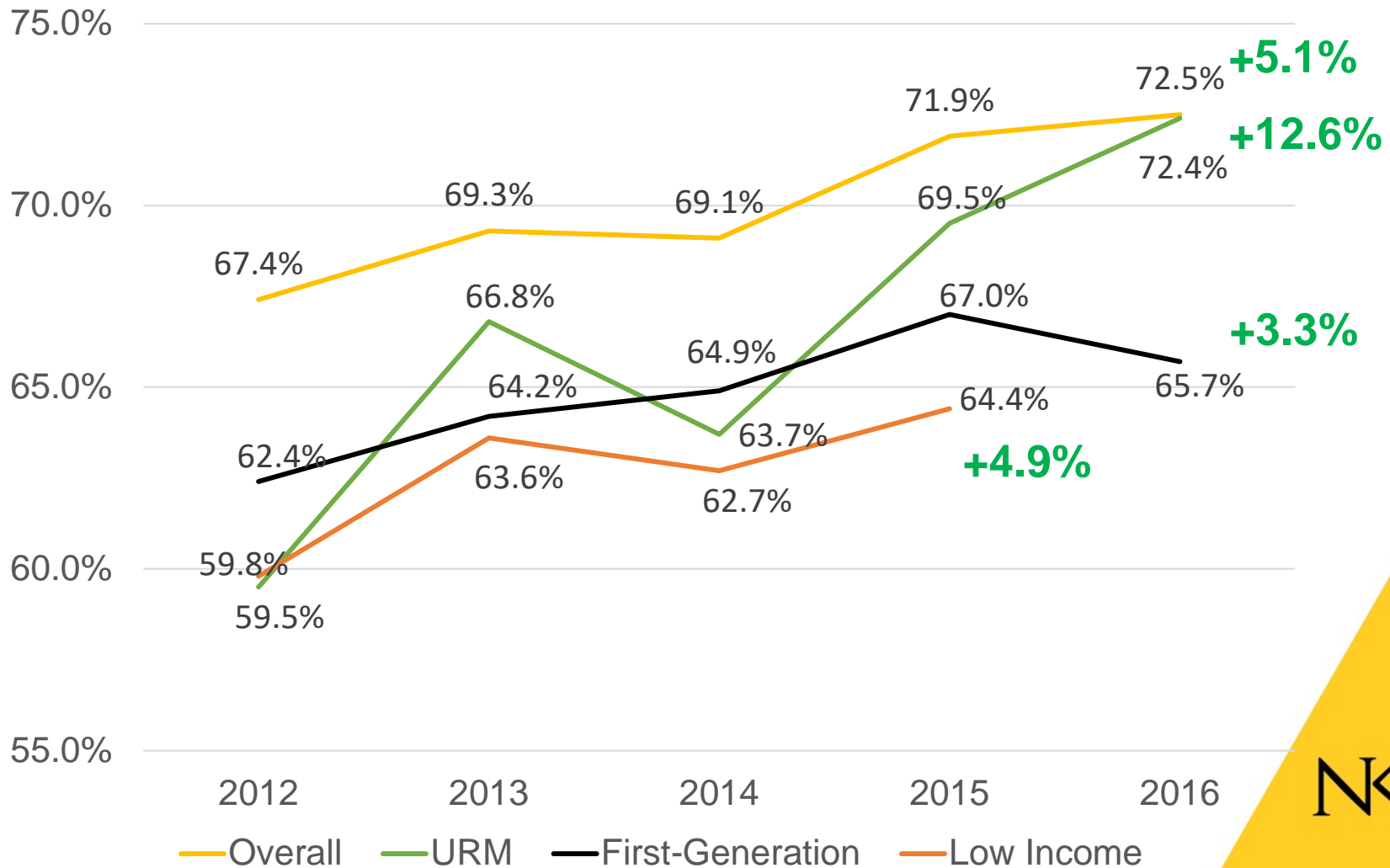|	**Fall 2012 to Fall 2013**	**Fall 2013 to Fall 2014**	**Fall 2014 to Fall 2015**	**Fall 2015 to Fall 2016**	**Fall 2016 to Fall 2017**
%	67.4%	69.3%	69.1%	71.9%	72.5%
N	1,243 / 1,843	1,401 / 2,022	1,378 / 1,993	1,464 / 2,036	1,423 / 1,963

Improvement in Retention
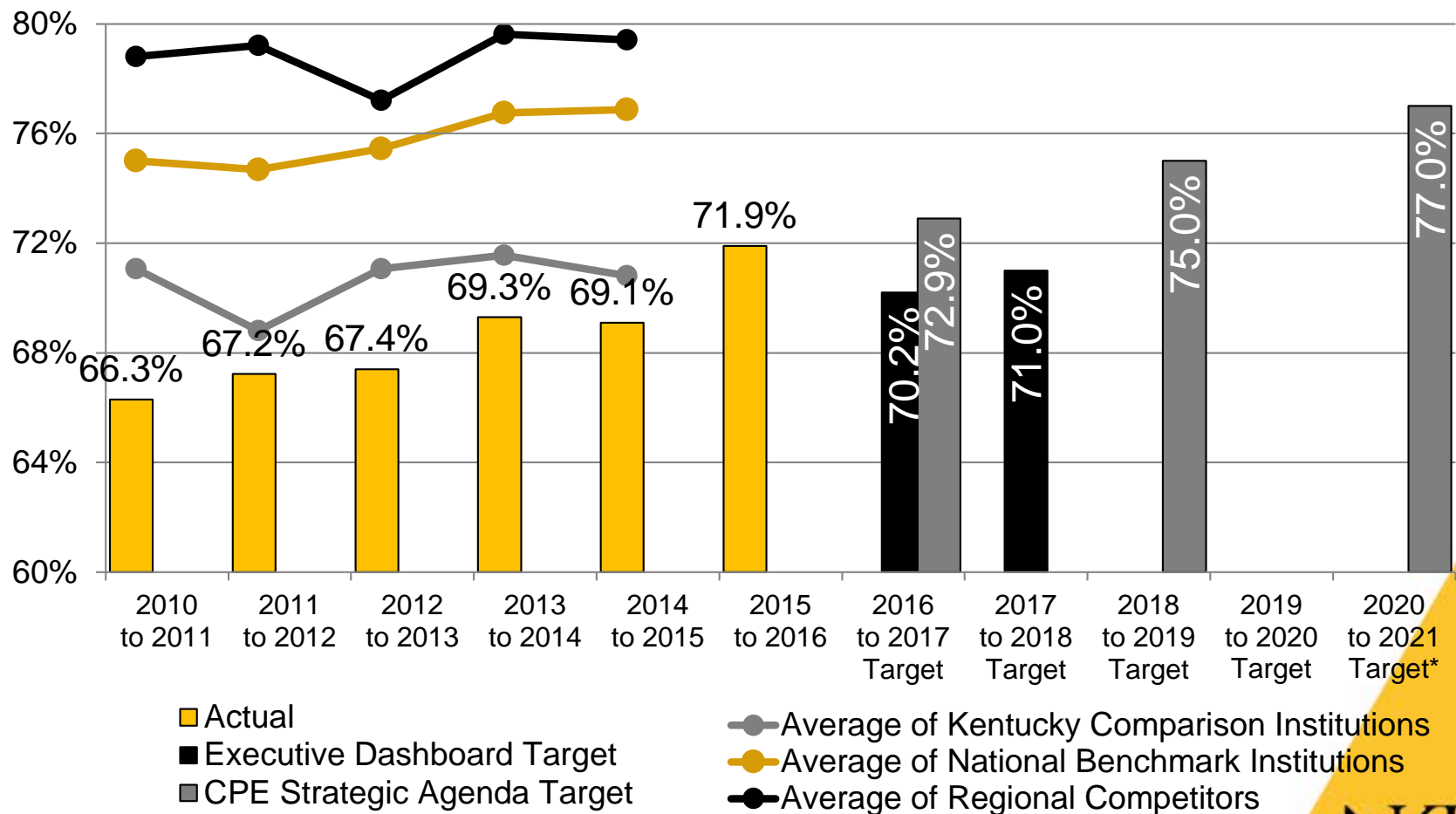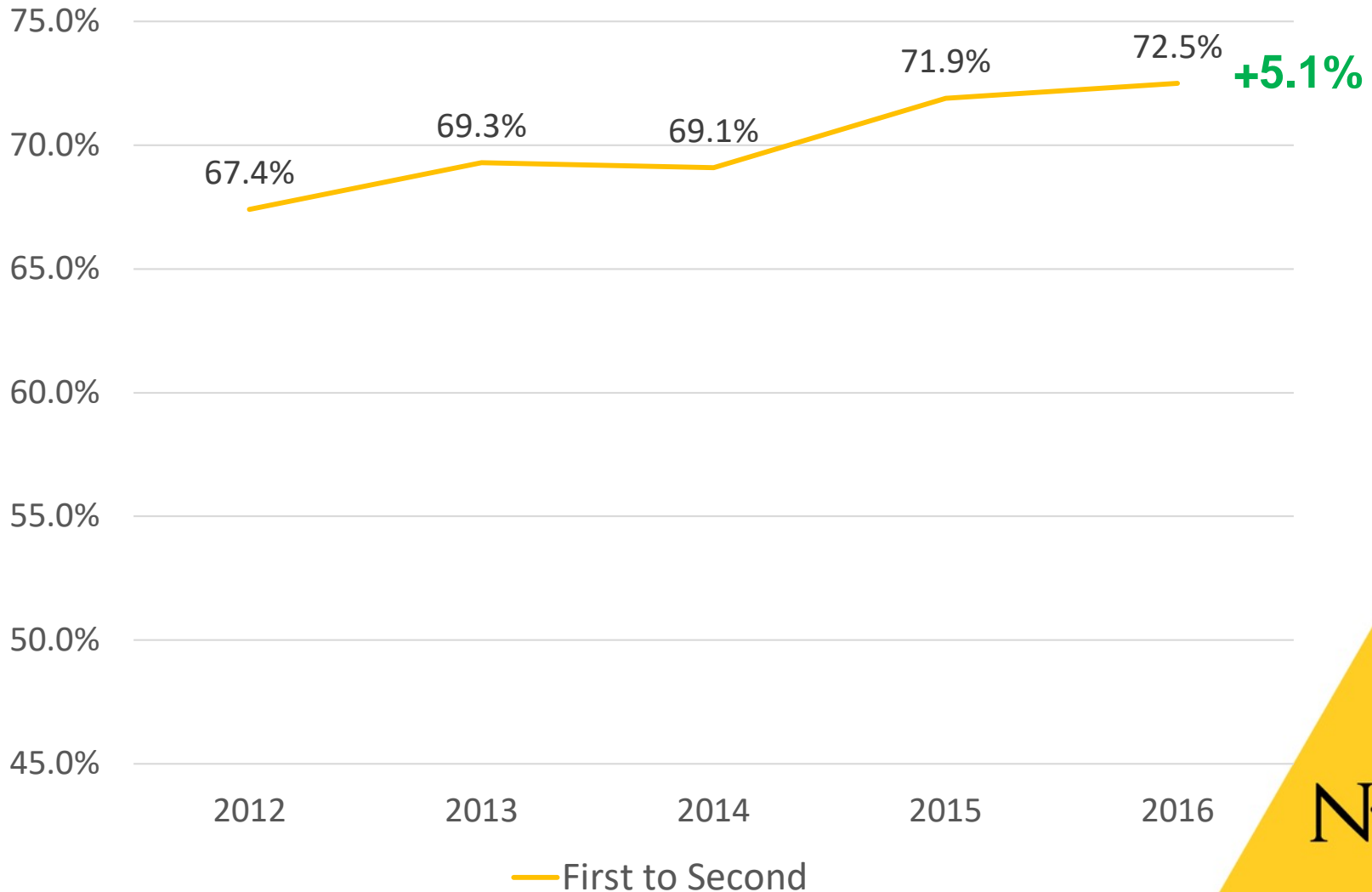
Improvement in Retention
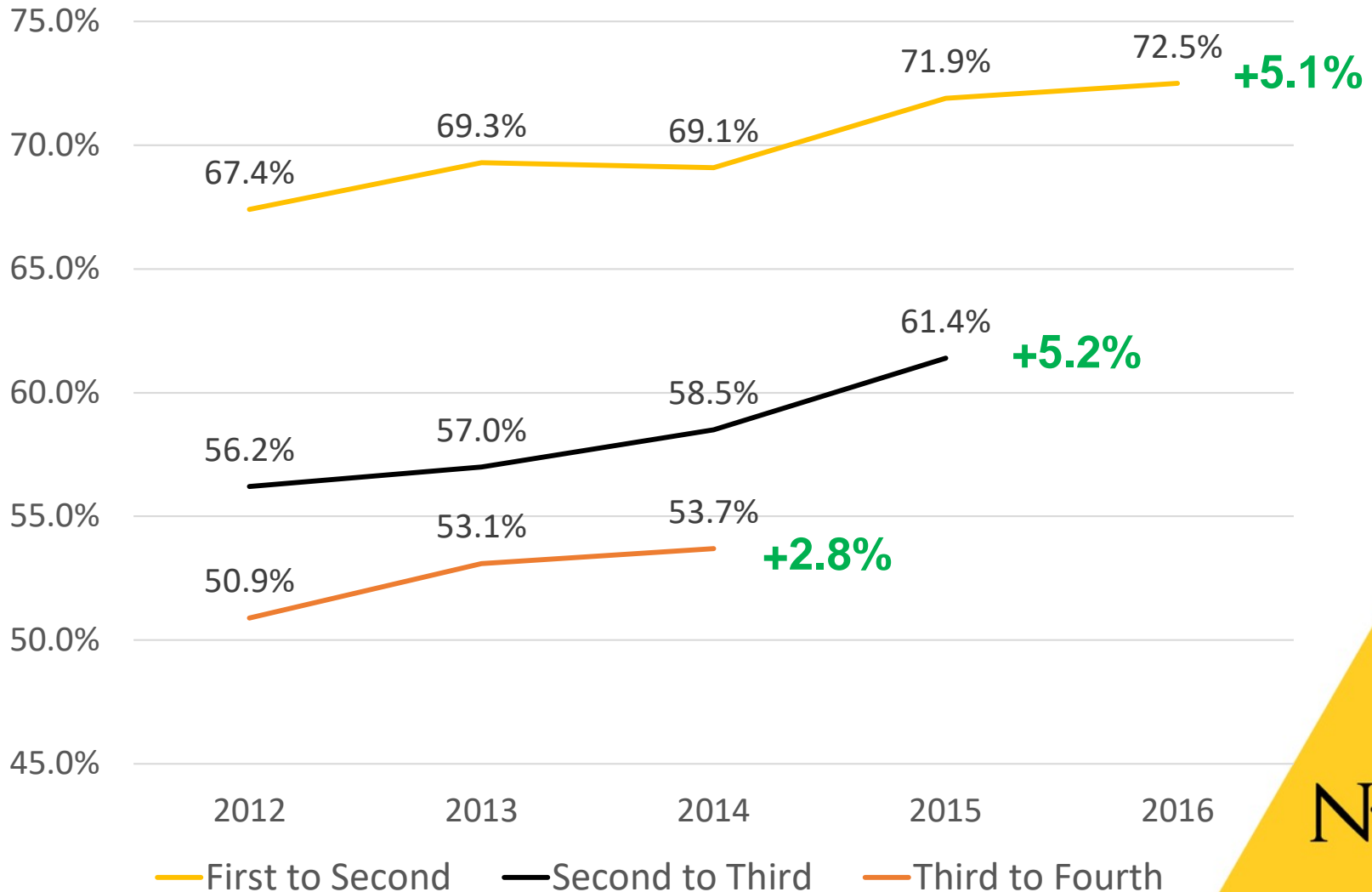
Improvement in Retention

Enrollment Behavior
1st to 2nd Year Retention

Chart: 1st to 2nd Year Retention

Year	Actual	Executive Dashboard Target	CPE Strategic Agenda Target
2010 to 2011	66.3%		
2011 to 2012	67.2%		
2012 to 2013	67.4%		
2013 to 2014	69.3%		
2014 to 2015	69.1%		
2015 to 2016	71.9%		
2016 to 2017 Target		70.2%	72.9%
2017 to 2018 Target		71.0%	
2018 to 2019 Target			75.0%
2019 to 2020 Target			
2020 to 2021 Target*			77.0%

Legend:
- Actual
- Executive Dashboard Target
- CPE Strategic Agenda Target
- Average of Kentucky Comparison Institutions
- Average of National Benchmark Institutions
- Average of Regional Competitors

IPEDS

Kentucky Council on Postsecondary Education
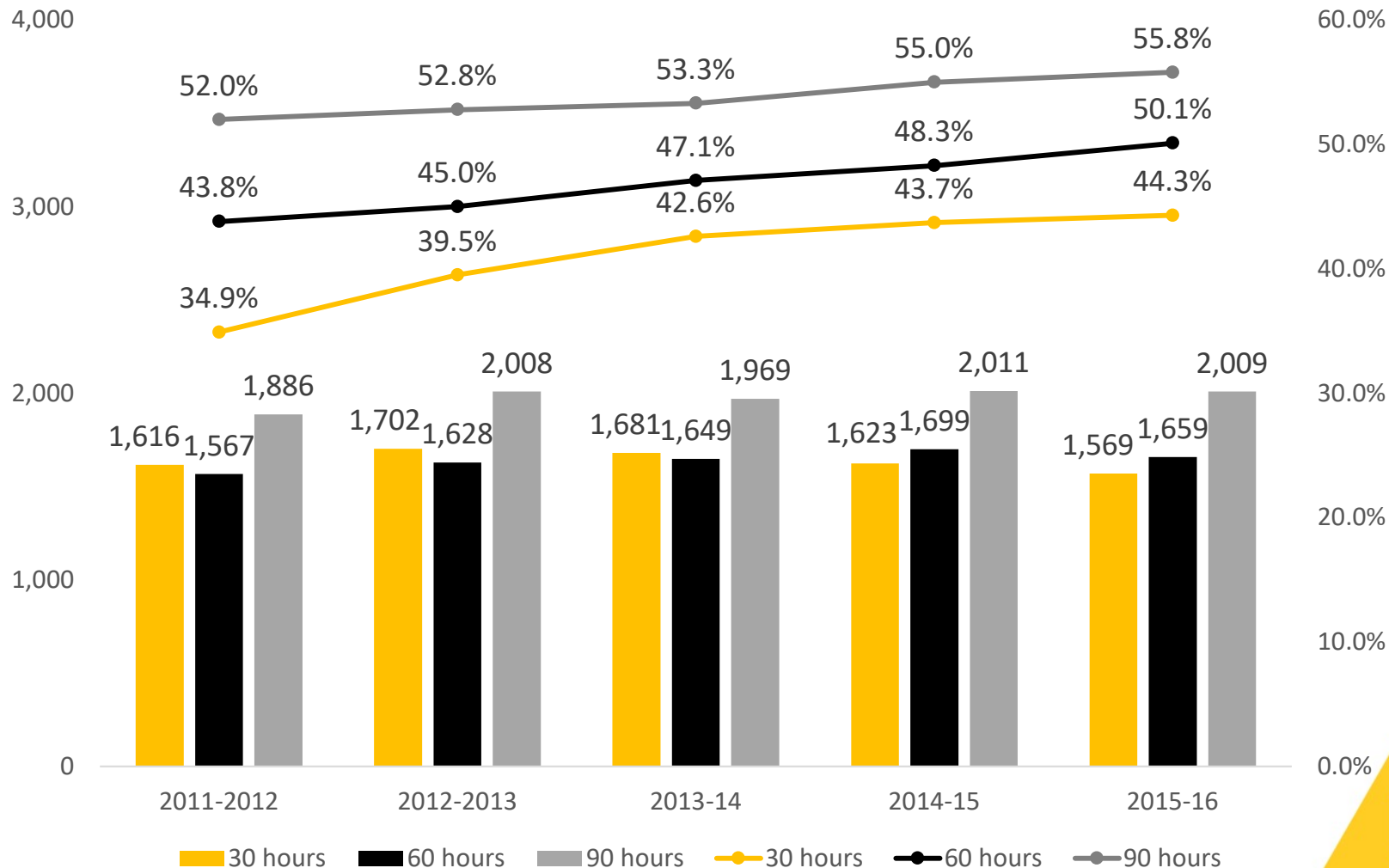
NKU

Improvement in Persistence

Yearly Progression towards Degree
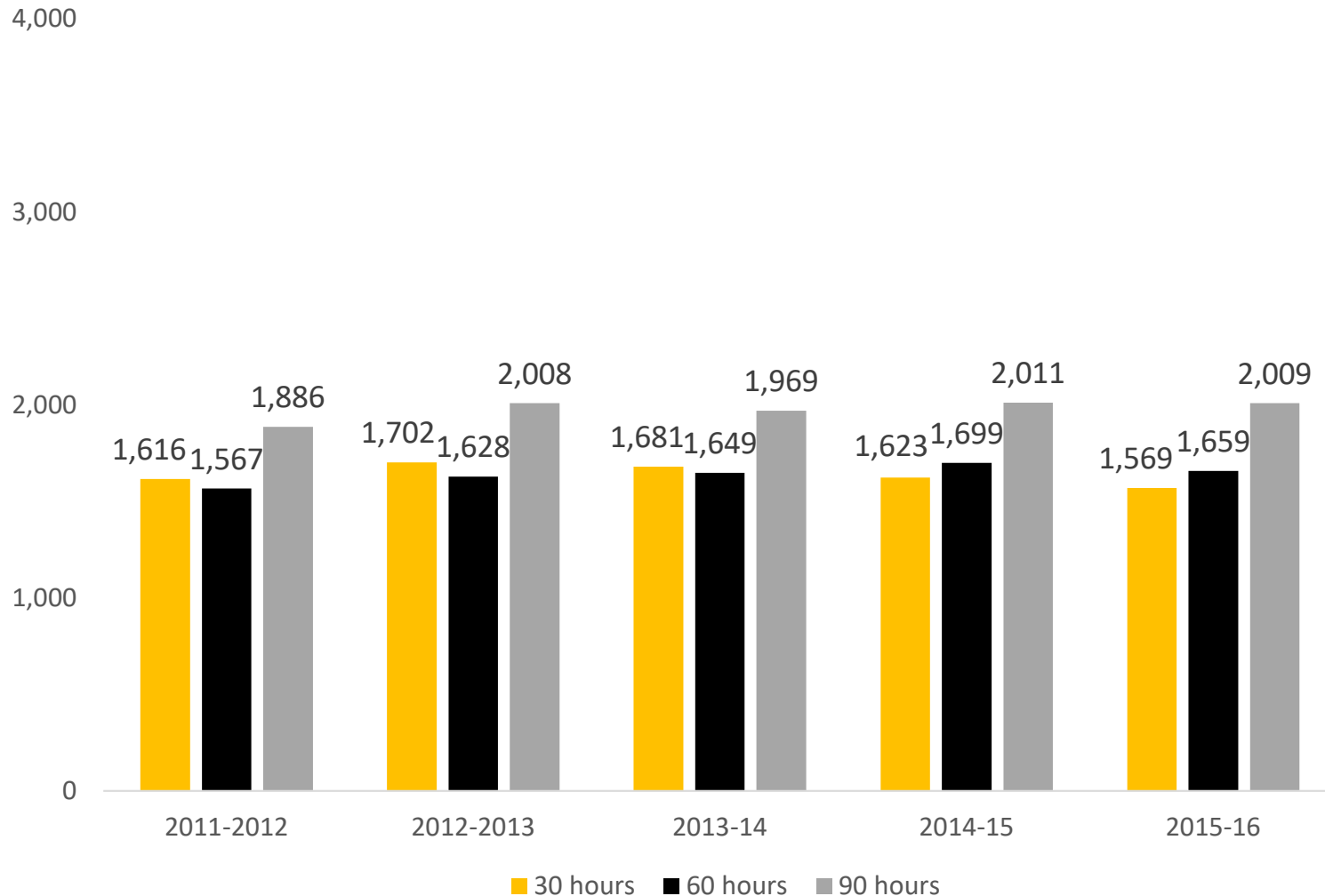
Yearly Progression towards Degree

Continuation:
B-Cohort v. Non-B-Cohort
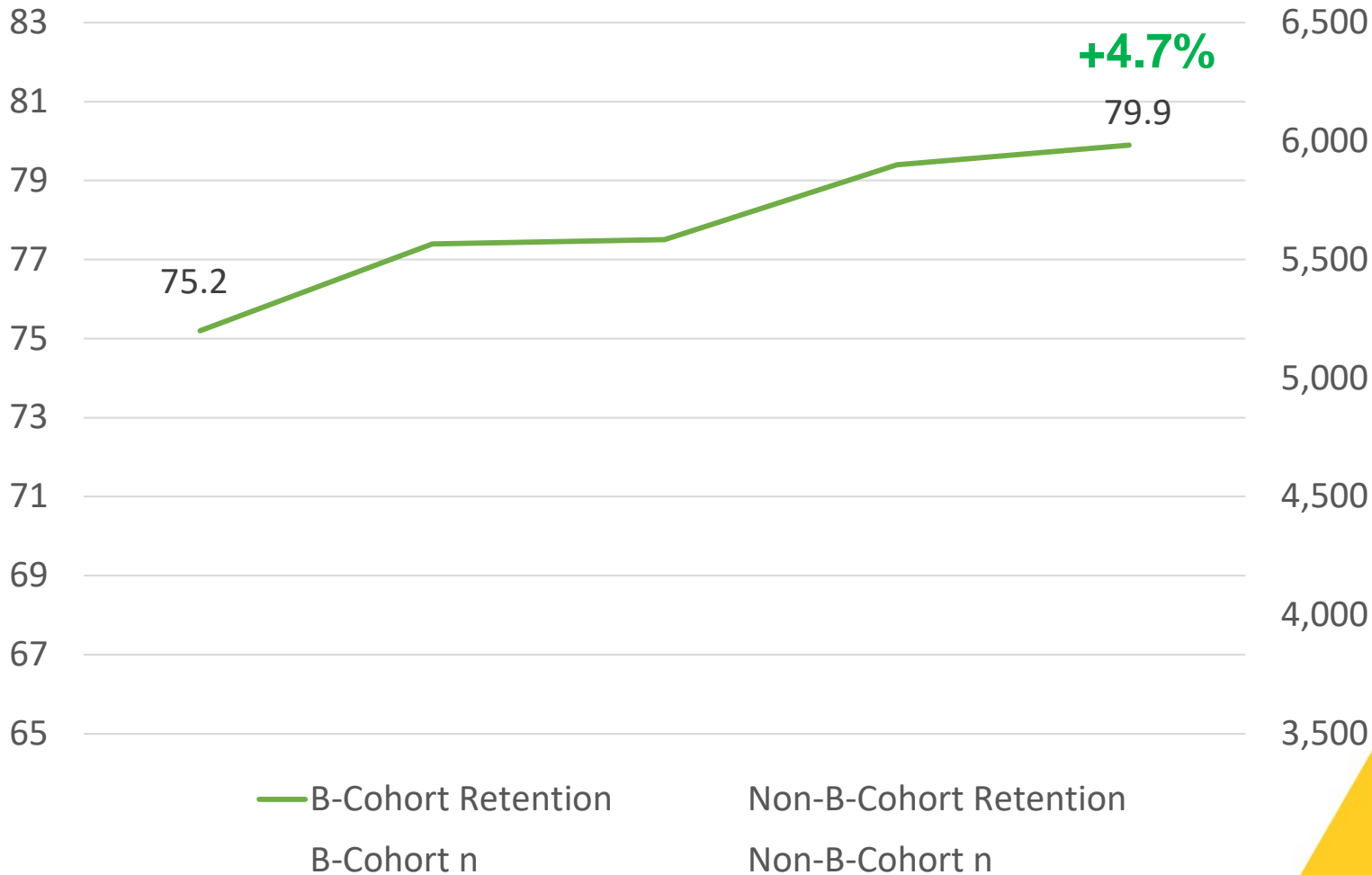
+4.7%

79.9

75.2

B-Cohort Retention   Non-B-Cohort Retention

B-Cohort n   Non-B-Cohort n

Continuation:
B-Cohort v. Non-B-Cohort

+4.7%

79.9

75.2

-1.1%

70.4

69.3

B-Cohort Retention   Non-B-Cohort Retention

B-Cohort n   Non-B-Cohort n

Continuation: B-Cohort v. Non-B-Cohort

Legend: B-Cohort Retention — Non-B-Cohort Retention — B-Cohort n — Non-B-Cohort n

Data labels: 6,009 · 79.9 · 75.2 · 5,728 · 4,703 · 70.4 · 69.3 · 3,629
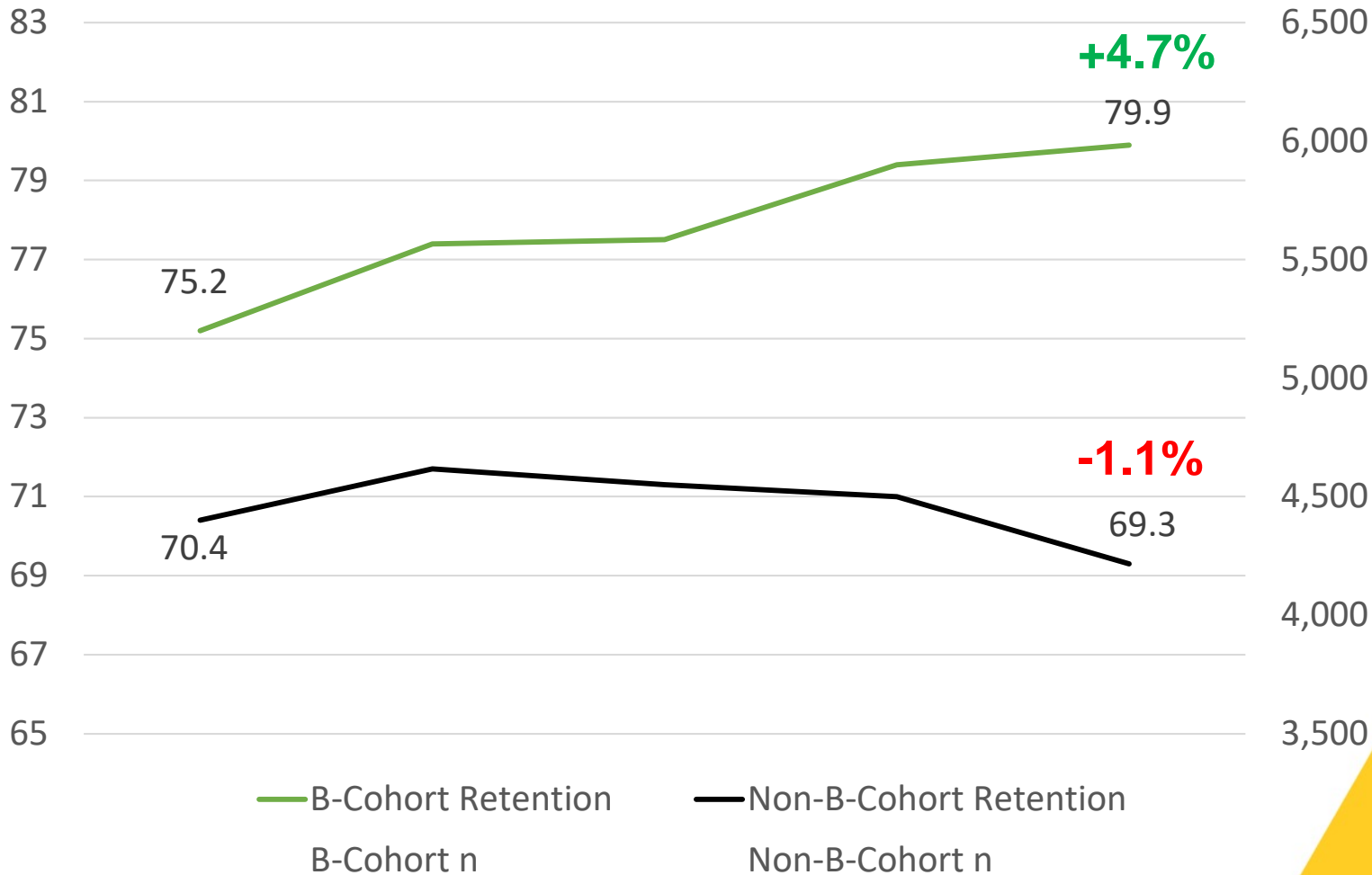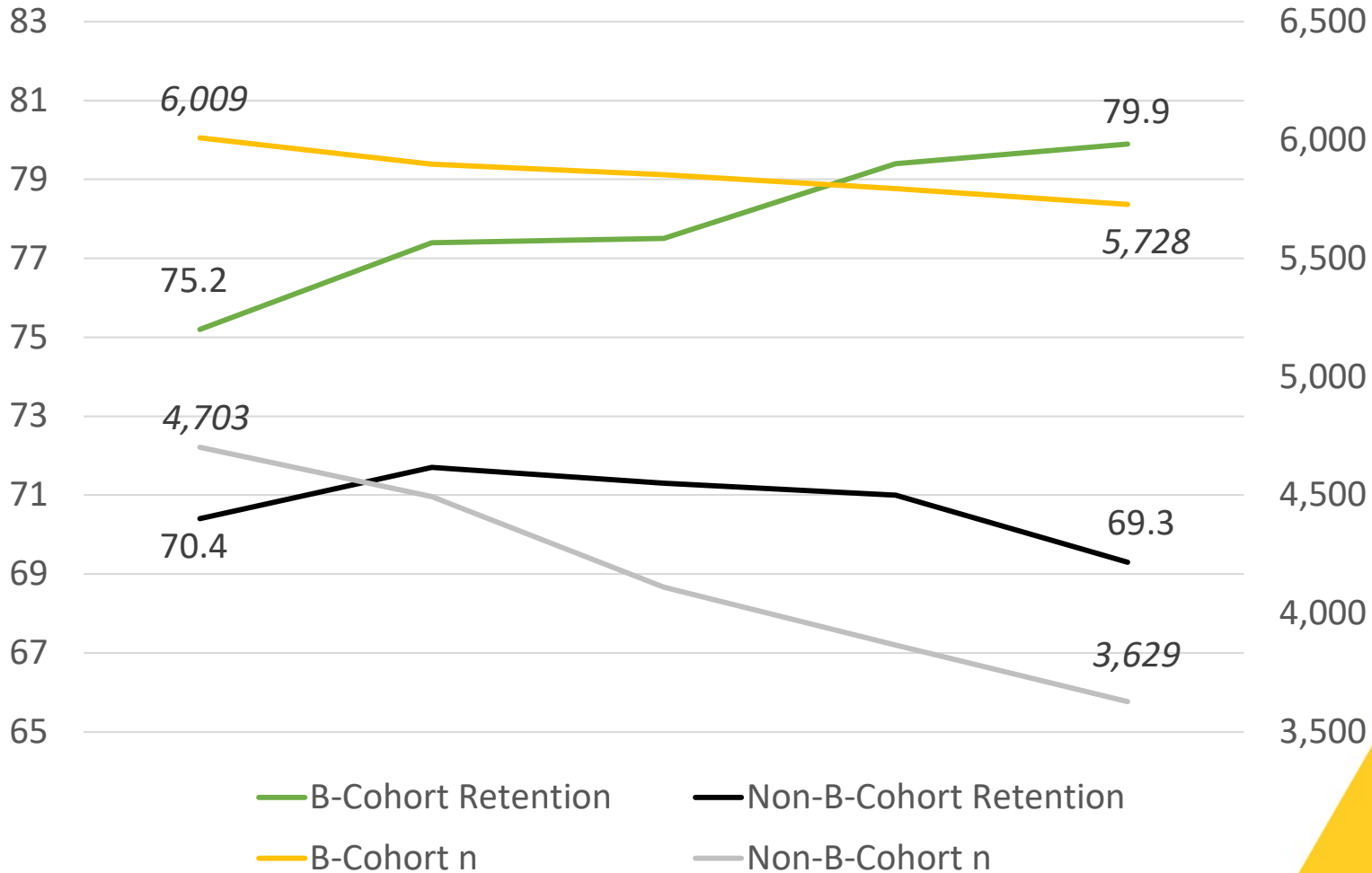
Enrollment Patterns

- **Undergraduate Enrollments**
- **Degrees Conferred**

Fall Undergraduate Enrollments (less SBS)

Previous Fall	−	Graduation /Attrition	+	New Students	=	Current Fall Enrollment
11,521		4,429		4,065		11,157

Fall to Fall
11,157 - 11,521 = -364 (-3.2%)

NKU

Undergraduate Enrollments
(less SBS)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	1 yr. trend	5 yr. trend
Total Undergraduate Enrollments (Less SBS)	12,742	12,471	12,128	11,770	11,521	11,157	-3.2%	-12.4%

Previous Fall − **Graduation /Attrition** + **New Students** = **Current Fall Enrollment**

NKU
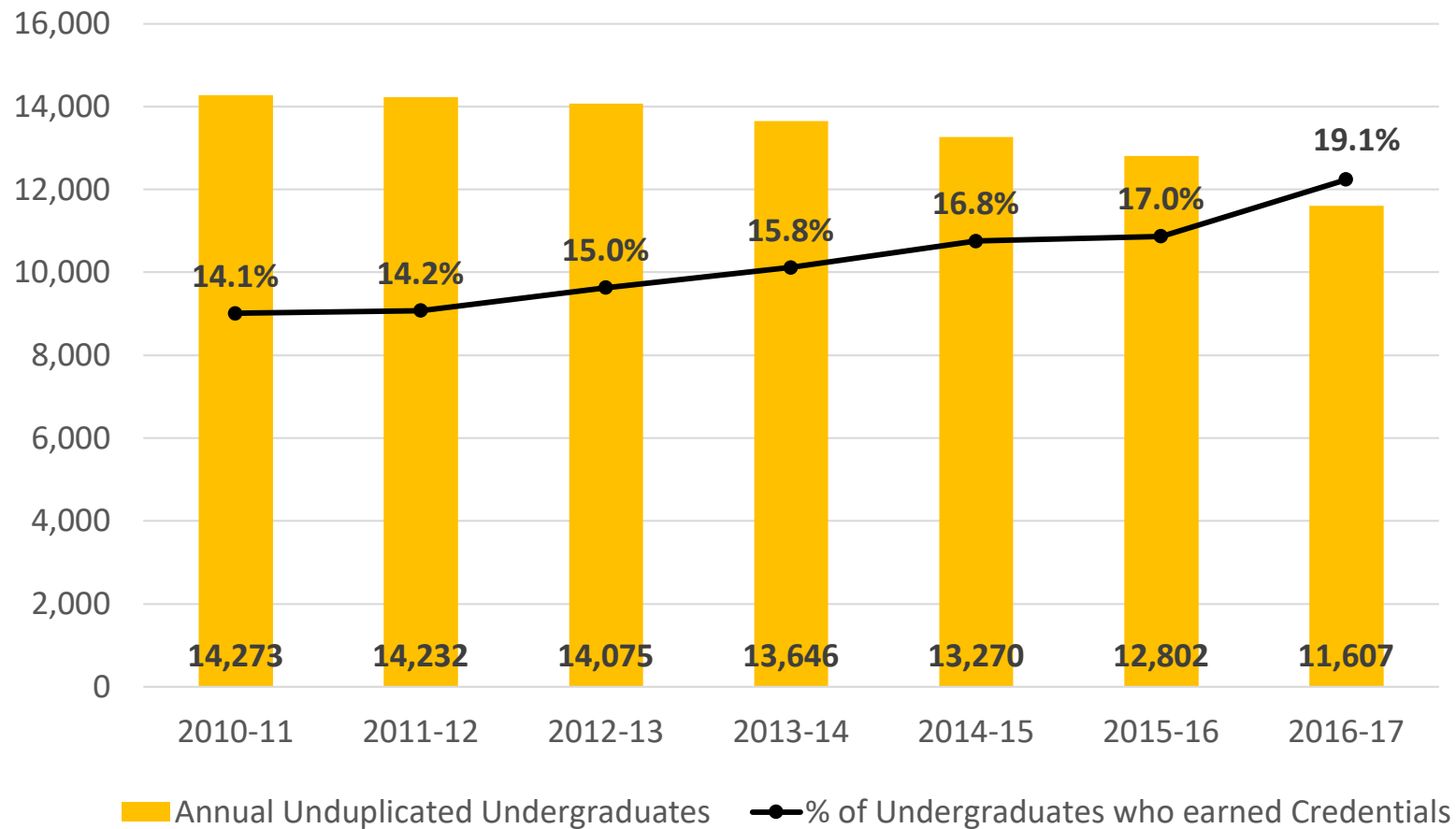
Enrollment Patterns
Six-year Graduation Rate
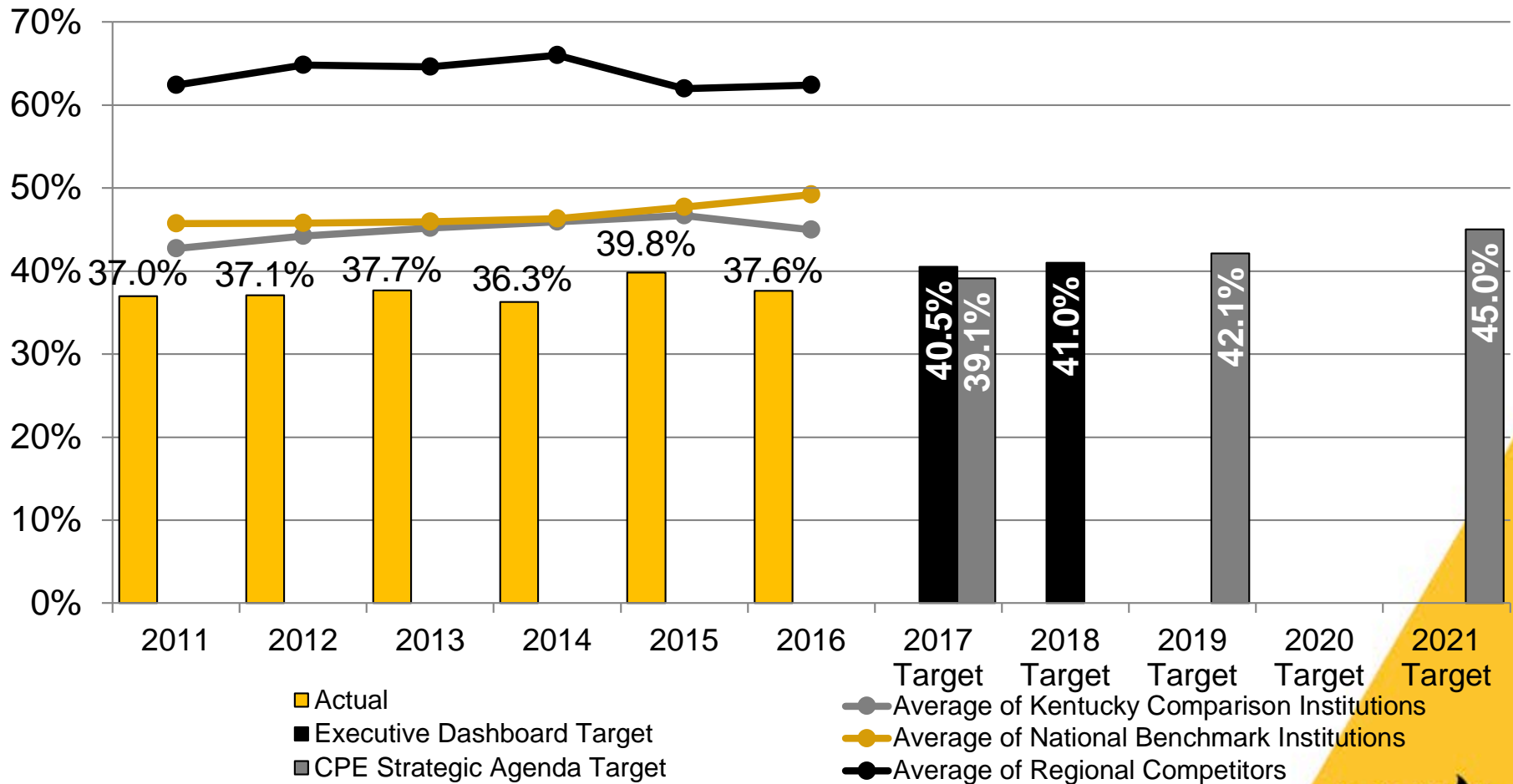
Spring 2018 Census
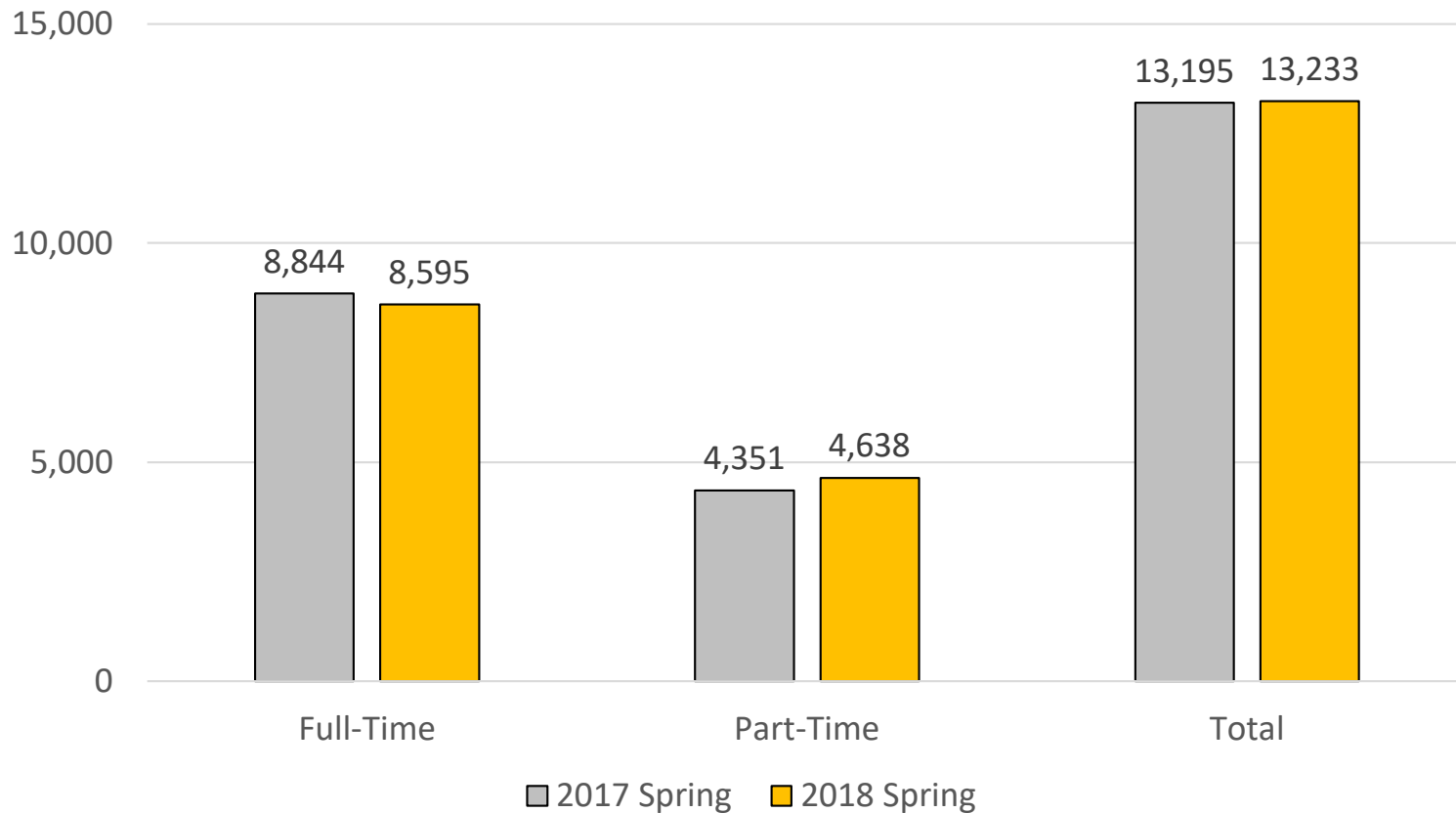
	Full-Time	Part-Time	Total
2017 Spring	8,844	4,351	13,195
2018 Spring	8,595	4,638	13,233

Summary

- Total Enrollment v. Census
  - Overall enrollment continues to decline
  - Smallest annual decline over the last five years, spring seeing first increase since 2011

- Undergraduate Enrollment
  - Similar decline
  - SBS masking enrollment decline

- Enrollment Behavior Patterns
  - First-time, full-time outpacing the market decline
  - Institutional performance has improved
  - Non-B-Cohort is at greatest risk

NKU

Key Performance Indicators (KPI's): July 1, 2017 – June 30, 2018

August 2017

- Six -year graduation rate 39.4%, which is 2% increase

- URM six-year Grad rate 27.4%, which is over 4% increase

NKU

Key Performance Indicators (KPI's): July 1, 2017 – June 30, 2018

Fall 2017 – Enrollment

- Lowest annual Fall to Fall decline of 0.5 %, since 2011

- Domestic First-time Freshman increase of 39 students, which is a 1.9% increase

- Transfer enrollment increase of 103 students, which is an 8% increase

- Law school enrollment increase of 33 students, which is an 8% increase

NKU

Key Performance Indicators (KPI's): July 1, 2017 – June 30, 2018

Fall 2017 – Retention and Persistence

- First-to-second year retention 72.5%, which is a 0.6% increase

- Pathfinder retention increased 2.5%

- Underrepresented minority (URM) retention 72.4%, which is a 3% increase and only 0.1% lower than the overall retention

- Low-income retention 64.4%, which is a 0.7% increase

- Second-to-third and third-to-fourth retention rates increased, 3% and 0.6% respectively

- Overall enrollment diversity increased 5.4%

Key Performance Indicators (KPI's): July 1, 2017 – June 30, 2018

Spring 2018

- Spring enrollment up 0.3%, first positive enrollment since 2011

- Spring total remedial credit hours decreased by 13.9%

- Spring transfer enrollment up 1.2%

- Spring accelerated program enrollment, 174 students with 52 sections

- Spring micro-credential offerings, 16 with 7 students

- Spring graduate enrollment up 6.2%

Thank You!

Enrollment and Degree Management Annual Report

Slide 3

To begin we are looking back over the last 8 years of enrollment data and explain how that compares to this fall's census.

Slide 4
1. You have seen this slide before, this shows the overall enrollment trend for the last 8 years. Which you can see is an **8%** loss over that time.
2. Between 2012 and 2013 we began to experience our steepest loss. It is important to note that we began to enforce higher admission standards and this was also the first year that we began to see modest demographic shifts in regional high school graduates along with increased competition.
3. Census this year shows that we ended at 14,488 or 0.5 down from last fall. This represents our smallest annual loss over the last five years.
4. Overall enrollment is comprised of different types of student populations. Our largest proportion of students are our undergraduate students.

Slide 5

1. This slides looks at the enrollment changes between fall 2016 and fall 2017.
2. Looking at just undergraduates, outside of WKU which saw a small increase, NKU has the smallest annual decline among the KY public institutions at -0.6%.
3. Looking at graduate student enrollments, U of L saw a small increase, but NKU had the smallest decline at -0.4%.
4. WKU had flat enrollment, but NKU reported the smallest annual decline at -0.5%

Slide 6

1. Here we are looking at three years of overall enrollment changes. NKU was experiences greater losses in between 2014-2015, but has begun to stem the tide by 2016-2017.
2. Other institutions have been more variable in their enrollment changes across these three years.
   a. You can see the steady upward trajectory of NKU
   b. and the downward trajectory of EKU
   c. You can see the steeper declines of Morehead and Murray States
   d. Again Western has been somewhat flat
   e. UK is growing in their enrollment declines
   f. and UL has been up and down.

Slide 7

Next we focus on just the undergraduate population and will examine the impact SBS had on enrollment.

Slide 8

Looking at just our undergraduate students, you can see we lost about 7% over the same period, which is a little less than we saw in overall enrollment decline.

Slide 9
1. This slide is showing you the overall undergraduate decline again, but highlighting our SBS as a proportion of that enrollment. The SBS population is increasing. It has grown over 120% in the last 8 years.
2. When you look at the line across the top of the graph, this represent that 7% decline in this population.

Slide 10
1. When you remove the SBS, which have been increasing over the last 8 yrs, you see that the remainder of our undergraduate population is experiencing a much greater decline.
2. That new line now represents more than a 13% decline for the undergraduate population after excluding the SBS.

Slide 11
It's important to break down our undergraduate less SBS population to better understand the various populations and how their performance behavior impacts outcomes.

One of the more relevant enrollment groups when we consider in regards to institutional metrics and institutional effectiveness are the newly entering freshmen. We track and are measured on these students for retention, graduation, etc…

Slide 12
1. When we look at this population in isolation, over the last 6 years beginning with 2012-13, which was when we experienced our greatest loss, you can see that our enrollment has actually gained 1.2 percent.
2. When we look at this performance in relationship to the market availability we know that that high school graduates in the region has seen a decrease up to 10% which is greater than the enrollment decline we have experienced. Indicating that we have performed better in the market than the availability would suggest.
3. For example if you look at the 8 Kentucky feeder counties, which is our largest market, the number of high school graduates has remained relatively flat, but those that go on to college has decreased by 10%. NKU, on average gets 51.4% of students from these counties and has only experienced a 3.3% decline in that market.
4. As we mentioned earlier, this group is tracked and measured on retention to graduation. As a reminder, when we discuss retention and graduation we track those students within the Bachelors Cohort.

Slide 13
1. The graph illustrates our overall first-to-second year retention rates from 2012 – 2016, with the gold line showing our continued momentum in first-to-second year retention rates.

Slide 14/15

1. We are pleased to report that our retention rate for our Bachelor's cohort continues to increase, with our most recent retention rate rising from 71.9 last year to 72.5 this year, a gain of 0.6 percentage points. Over the past six years, we have seen a 5.1 percentage point increase. Not only does this growth far exceed the national average of approximately 1% over this same period, we have essentially closed the first-to-second year retention gap compared to the average rate of our Kentucky Comparison Institutions (Note: 72.8% for fall 2015 cohorts at EKU, WKU, Morehead, and Murray State). The 72.5% retention rate is also above the Executive Dashboard Target NKU set (70.2%) and nearly matches the ambitious CPE Strategic Agenda Target (72.9%).
2. This steady increase in our retention rate can be attributed to the faculty and staff who work day in and day out on supporting our students' success, as well as the strategies and initiatives that the Colleges and departments across campus have implemented. This success is without a doubt a collective campus effort.

Slide 16

1. However, it's important to remember that the retention rate is a percentage of the overall enrollment of students for that given year. For example, compared to 2015, our retention rate is 0.6 percentage points higher, though the number of students who continued into their second fall was down 41. As such, this can have a continuing impact on enrollment as the cohort matriculates through to graduation.
2. But one way in which we continue to support students' successful transition to graduation is by implementing strategies that support our most at-risk student populations, which then has an impact on overall retention.

Slide 17

1. Again, the gold line is our overall first-to-second year retention rate from 2012 – 2016, with our most recent retention rate of 72.5% this year.

Slide 18

1. Last year, I shared that not only did the retention rate for underrepresented minority students increase by 4.6 percentage points to 69.5%, but we began to significantly close the retention gap to our overall retention rate.

Slide 19

1. We're pleased to share that not only did we increase the retention rate of our underrepresented minority students by nearly 3 percentage points to 72.4%, we essentially closed the gap to our overall retention rate. This growth of 12.6% in the URM retention rate over the last five years is substantial, and we want to recognize Dannie Moore and the staff in the Center for Student Inclusiveness, Kathleen Roberts, the staff and mentors in NKU R.O.C.K.S. and LAMP, and all the faculty and staff who continue to advocate and support our students.

Slide 20

1. We have also seen modest increases in the retention rates of our first-generation and low-income students. While we have seen increases in retention, we still have some additional work to do to significantly close the retention gap compared to our overall retention rate. As you may recall, these two populations are part of our state strategic agenda, and a number of strategies within the Enrollment and Student Success Implementation Plan (ESSIP) are focused on closing these gaps.

Slide 21

1. This is common data metric for institutions. It is captured in IPEDS, and by CPE. This provides a consistent data source for comparisons, although a delay in data availability
2. You can see the growth in the metric over the last 5 years…2011-67.2%.

3. We are projecting continued growth over the next 5 year cycle. There have been a number things that have helped facilitate that growth (i.e.,   ) and knowing those programs are continuing and additional supports are coming online during this 5 year cycle (EAB SSC, Re-imaging of the first year experience), we projected 77% retention rate in AY 20-21.

4. That would be slightly less than 10% point growth over a ten year time frame.. For context, over the last 10 years, national retention rates have grown by about 1-2 percent. This would be a tremendous accomplishment for NKU that will be the result of tremendous institutional effort and programmatic support. ,

Slide 22

1. Again, using the gold line as our reference point for the overall first-to-second year retention rate from 2012 – 2016, we know that retention beyond the second year is just as critical to our overall enrollment.

Slide 23

1. These next two lines displayed show the second-to-third and third-to-fourth year retention rates. Similar to our first-to-second year retention rates, NKU has continued to make steady progress in retaining more of our students to graduation. The second-to-third year retention has increased 5.2% since 2012 and the third-to-fourth year retention rate has increased by 2.8%. This significant growth complements the increase in the number of degrees conferred in recent years.

Slide 24

1. The Yearly Progression towards Degree is part of the student success portion of the state funding model. While one piece is degrees awarded, with special weights for underrepresented minorities, low income, and STEM+H, this progression metric was new and the purpose was to see how institutions move students towards degree completion.
2. This is not a common metric like retention, graduation rates, or degrees conferred; those are limited to only the FTFT students. This metric includes all of our undergraduate degree-seeking students. What this metric is doing is looking at the number of students who had a classification in summer, fall, or spring and the number of them that moved past the credit hour threshold.

Slide 25

1. What you can see displayed in this graph is that the percentages of students within each classification are increasing year to year, meaning that more students are progressing towards graduation. In other words, we are being more efficient in moving the students through the pipeline to graduation.
2. So we've just showed you that across the board, retention is up. Yet, our overall undergraduate enrollment has decreased, how can this be? Remember that when we report retention rates, we report them out for the B-cohort (our Bachelor-seeking students).

Slide 26

1. When we isolate the overall persistence of students within the B-cohort, meaning any student within the B-cohort regardless of class standing who returned to their next fall semester, the green line illustrates that we have increased the overall persistence 4.7% or 62 more students since 2012.

Slide 27

1. However, when we track the overall persistence of students who are not within the B-cohort, meaning part-time students, transfers, non-traditional or adult learners, and the Associate cohort, we can see that the persistence rate has decreased 1.1% or 797 less students since 2012.
2. In other words, we're retaining a larger percentage of our Bachelor-degree seeking students compared to our non-Bachelor-degree-seeking students

Slide 28

1. So how are we losing more non-B-cohort students when the percent loss is only 1.1%? Compounding the impact even further is that enrollment of our non-B-cohort has decreased more since 2012 compared to our B-cohort, as represented by the gold and gray lines.
2. In other words, the non-B-cohort has both a declining retention rate as well as declining enrollment since 2012. It's important to note that the non-B-cohort represents approximately 40% of our overall undergraduate enrollment.
3. While these students are more likely to leave higher education to enter the workforce during a strong economy, NKU has recently rolled out a number of strategies to help these students earn a degree while simultaneously balancing a job.
4. We will be highlighting a few of these strategies later in this presentation.
5. Together, these retention and persistence data extend the conversation around our enrollment patterns, which Shawn will continue to discuss.

Slide 29

Next we will walk you through the enrollment patterns of our undergraduate students over time, and look at the impact on any given fall's enrollment.

1. Over the last couple of slides we have talked about some of the various sub-populations of undergraduate enrollment (SBS, First time freshmen, URM students). Let's briefly go back and look at total undergraduate enrollments. In this slide we will take a very simple linear view of undergraduate enrollments. Enrollment in any fall is partially dependent on the enrollment from the previous fall.
2. You can start with the enrollments from the previous fall,
   a. You remove the students you lose through graduation or attrition (transfers or stop-outs)
      i. *Over that last 5 years about 45% of these students are graduates and 55% are transfers/ or just stop-outs
      ii. *Of those that attrited, on average 57% were in good academic standing.
3. You add in the total number of new students you are bringing in, that weren't enrolled in the previous fall
   a. That can be new freshmen, new Transfers, spring enrollees, or even returning students who haven't been enrolled in the previous year.
4. This gives you your current fall enrollment for this population
5. You can then look to see if your losses from the previous fall are greater or less than the new enrollees in the current fall
6. In this case you see that we lost more students than we gained and that is shown in the overall decline of 3.2%.

1. If we look at that same formula over time, we can see how this impacts the university across multiple years. The first line shows the number of undergraduates, and again you can see, this is a population that has been declining
2. Next we look at those students who leave the institution from one fall to the next. That is a number that is decreasing
   a. However, The number of student leaving due to graduation is increasing, that is a very good thing especially when you consider that enrollment is shrinking, so these increases in graduates represent increases in the proportions of undergraduate students. I believe that speaks to our improving efficiency in moving students from entry point (wherever that is, to exiting with a degree)
3. Next we look at attrition or those students that leave the institution. We want to see these numbers getting smaller. We broke these out by B cohort and non-b cohort students.
   a. Ryan was able to show that if someone was ever a first-time full-time freshman then they are less likely to leave due attrition
   b. The numbers look similar, but as Ryan showed, these losses in the non-B cohort group represents a larger proportion of that population. This represents about one third of this population of students.
4. Next we can look at the number of students that are continuing from one fall to the next. This is also a shrinking population. This means we have a smaller base population moving from one year to the next. This is where we can see the impact of the differential return rates for those students who don't enter as FTFT.
5. Now we can look at the students who enter NKU each fall. The color coding here shows where the losses from one year can be measured to the gains in the next year to get net enrollment as

displayed by the equation across the bottom. You can see here that the number of new students is also declining.

    a. However, when you look at the FTFT freshmen, those new students entering college for the first time, there has been some consistency in this population.

    b. Below that, the next line contains students not enrolled in the previous fall and this is a large grouping of Non freshmen students similar to how Ryan defined them in his previous slides (transfers, part-time, stop-outs who are returning). If we look at the enrollment patterns of this group of entering students over the last five years, we can see that they are not entering the institution at the same rates.

6. So…while the number of entering students has been declining, it is not necessarily the New First Time Full Time students, it is the other group of entering students.

Slide 32

1. Here we are looking at something a little different. We are looking at the **annual number** of degree-seeking students each year and the number of them that earn a degree within that year. You can the declines we have had in annual degree seeking students over time

    a. Now you can see the proportion of those students who earn their degree within any academic year is increasing.

    b. This accounts for the increases we have been seeing in total degrees conferred each year.

    c. Last year, of all the enrolled degree-seeking students…nearly 1 out of 5 earned a bachelor's or associates degree.

    d. This is another example of NKU's improved efficiency at moving students from entry point (wherever that is) to degree earners.

Slide 33

5. This is common data metric for institutions. It is captured in IPEDS, and by CPE. This provides a consistent data source for comparisons, although a delay in data availability

6. The last six years have shown a level of stability in this metric.

7. You can see where we anticipated we would be on this metric as part of the Fuel the Flame strategic planning process.

8. We also worked to develop targets as part of the CPE new strategic agenda. We anticipate the improvements in retention over the last 5 years, along with some of the programming in support of our student populations (e.g., EAB SSC, Degree Audit) will result in higher graduation rates moving forward.

9. You can also see that we have underperformed on this metric relative to our State peers, our National peers, and our regional competitors. Over the lifecycle of this state agenda from CPE , we are looking to catch up with our peer groups, or at lease close the gap in performance.

Slide 34

1. Spring total enrollment is up 0.3%, which is the first positive enrollment since 2011.

    a. We had +38 more students this spring then we did in spring 2017

    a. However, as with Fall, we are seeing similar enrollment patterns of the various student groups.

Slide 34-39

Self-Explanatory

Spring 2018 Enrollment Executive Summary – Final
Northern Kentucky University
Office of Institutional Research
April 4, 2018

The spring 2018 term for Northern Kentucky University began on Monday, January 8, 2018; the data represented in this summary and accompanying charts reflect enrollments through the close of business on March 15, 2018, the last census date for the spring term. This includes all registrants captured on the census dates for the full spring session, both eight-week sessions, both seven-week sessions, all three five-week sessions, as well as the census enrollment for the winter intersession. These data were extracted from the Business Warehouse on the morning of March 16, 2018. This is the first term where accelerated majors, courses, and credit hours are being captured. IR captured any student enrolled in an accelerated major and did not limit the counts to just the students that are part of the revenue sharing agreement. Those counts will not come from this report. If you have questions on any of the data included in these reports, please contact the Office of Institutional Research at IR@NKU.edu.

Overall Enrollment:
- IR works with Enrollment Management to validate overall enrollment from the census points with the Enrollment Management Dashboard. As of the end of the semester, there were 17 AELP students, 399 Gateway2NKU students, and one consortium student. These 417 students are not reported to CPE.
- The final enrollment of 13,233 is an increase of 38 students, or 0.3% compared to final spring 2017 enrollments. Of the 13,233 students, 26 unique students enrolled in the winter 2017 intersession only. This final enrollment of 13,233 is an increase of 170 students or 1.3% as compared to the preliminary first day enrollment of spring 2018.
- Undergraduate enrollment of 11,300 is a decrease of 59 students, or -0.5% compared to final spring 2017 enrollments. This is an increase of 118 students, or 1.1% as compared to the preliminary first day enrollments of spring 2018.
- Graduate enrollment of 1,528 is an increase of 88 students, or 6.1% compared to final spring 2017 enrollments. These 1,528 enrollments also represent an increase of 55 students, or a 3.7% increase from preliminary first day enrollments in spring 2018.
- Law enrollment of 405 is an increase of 9 students, or 2.3% compared to final spring 2017 enrollments. This is a decrease of 3 students or -0.7% as compared to preliminary first day enrollments in spring 2018.
- There are 73 first-time degree-seeking undergraduates (full and part-time), which is a decrease of 19 students, or -20.7% as compared to final spring 2017. Additionally, there are 357 first-time transfers which is a decrease of 2 students, or -0.6% as compared to final spring 2017.
- Although students with more than two reported races increased by 14.4%, African American students decreased by -1.8% compared to last spring, and Non-Resident Alien students decreased by -3.2%. Hispanic students increased by 9 students or 2.2% as compared to final spring 2017.
- The Metro Tuition Rate was discontinued in fall 2017, while still existing for previously enrolled students. At least partially due to this change, the number of students from Ohio who received the undergraduate Metro Tuition Rate decreased by 893 students, a -38.9% decrease compared to spring

2017. However, there were 588 students who were classified as non-resident tuition but receiving a discount as part of the Tuition Incentive Program (TIP). TIP replaced the previous Metro Tuition type.

- Compared to spring 2017 enrollments, some counties in Kentucky saw increases in the number of students originating from these areas. Boone County enrollments increased by 77 students or 3.5%. Jefferson County enrollments increased by 12 students or 3.0%, while Kenton County enrollments increased by 38 students or 1.5%. Relative to spring 2017 enrollments, a number of counties in Ohio saw decreases in the number of students originating from these areas. Hamilton County enrollments decreased by 145 students or -8.4%, Warren County enrollments decreased by 14 students or -8.0%, Butler County enrollments decreased by 19 students or -7.1%, and Clermont County enrollments decreased by 32 students or -4.9%.
- Top declared majors for spring 2018 includes Computer Information Technology, Nursing, Biological Sciences, Computer Sciences, and Organizational Leadership.
- While final spring 2018 enrollments are up 0.3% (i.e., 38 students) as compared to the final spring 2017 enrollments, the final spring 2018 total credit hours are down -1.7% (i.e., 2,537 credit hours) compared to the final spring 2017 total credit hours.
- The total remedial credit hours decreased by -13.9% as compared to final spring 2017.
- The total number of online courses and credits hours increased by 3.0% and 6.9% respectively.
- There were 56 courses that were offered in accelerated format during spring 2018. These courses generated 3,772 credit hours.
- The average credit hours for undergraduate students decreased from 12.3 to 12.0.
- Overall retention, or persistence, including all students from fall 2017 who returned spring 2018 (removing students who graduated), is 86.5%. Last spring's overall fall-to-spring persistence rate was 87.0%. Looking at fall to spring persistence for degree-seeking students (after removing graduates) was 88.2%.

Final Enrollment Profile All Students

2018 Spring

Data pulled from NKU's Business Warehouse from 12/19/2017 thru 3/15/2018

The Type I Enrollment data presented in this report is final and has been submitted to the Council for Postsecondary Education (CPE). The data is based on an eighth day of the term census date. The following data charts should be accompanied by an Executive Summary document that highlights the interesting points of the data. If you have questions about the data please contact the Office of Institutional Research at IR@nku.edu .

Student Enrollment

Enrollment Status
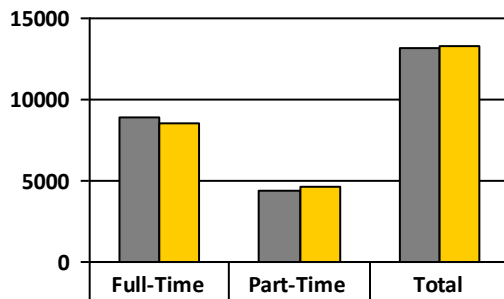
	Full-Time	Part-Time	Total
2017 Spring	8844	4351	13195
2018 Spring	8595	4638	13233

Undergraduate Enrollment
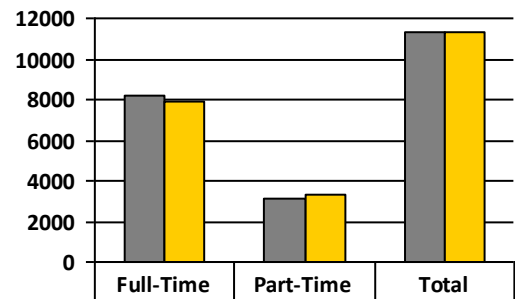
	Full-Time	Part-Time	Total
2017 Spring	8211	3148	11359
2018 Spring	7946	3354	11300

Graduate Enrollment
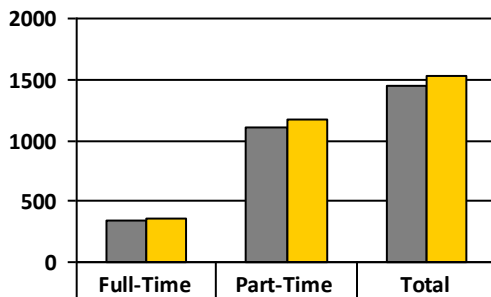
	Full-Time	Part-Time	Total
2017 Spring	341	1099	1440
2018 Spring	354	1174	1528

Law Enrollment
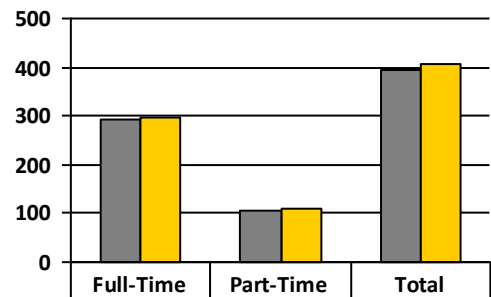
	Full-Time	Part-Time	Total
2017 Spring	292	104	396
2018 Spring	295	110	405

2018 Spring

Data pulled from NKU's Business Warehouse from 12/19/2017 thru 3/15/2018

Student Enrollment cont'd

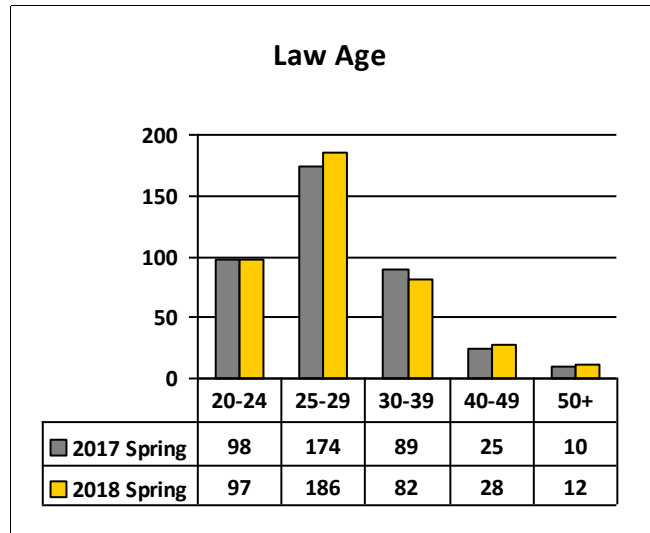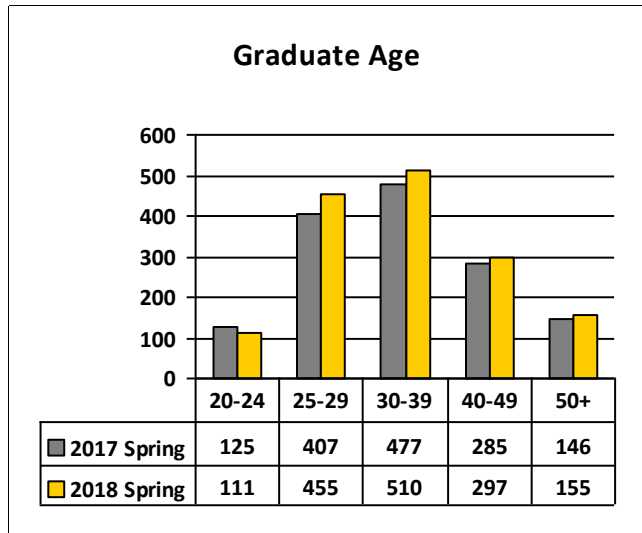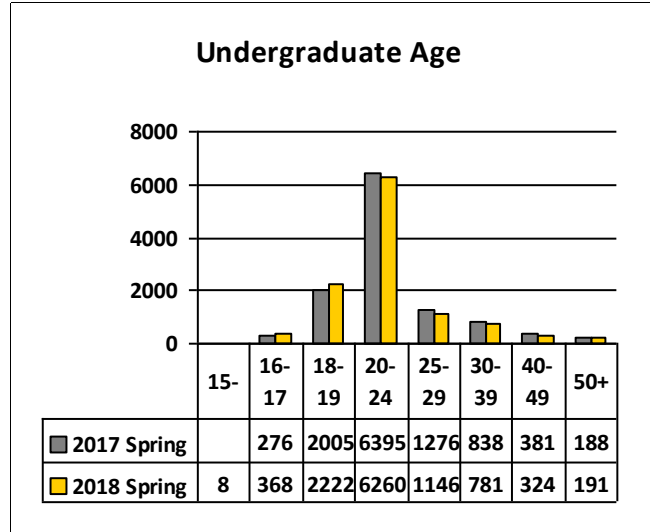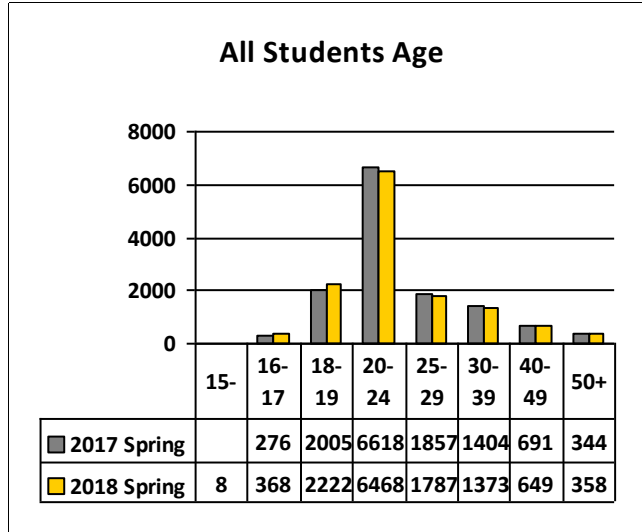| Enrollment by CPE Level	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Undergraduate	11,359	11,300	-59	-0.5%
Graduate	1,440	1,528	88	6.1%
Law	396	405	9	2.3%
Total	**13,195**	**13,233**	**38**	**0.3%**
Student Classification	Final 2017 Spring	2018 Spring	Term Change	% Term Change
First-Time Freshman	92	73	-19	-20.7%
First-Time Transfer	359	357	-2	-0.6%

Student Characteristics

All Students Age

	15-	16-17	18-19	20-24	25-29	30-39	40-49	50+
2017 Spring		276	2005	6618	1857	1404	691	344
2018 Spring	8	368	2222	6468	1787	1373	649	358

Undergraduate Age

	15-	16-17	18-19	20-24	25-29	30-39	40-49	50+
2017 Spring		276	2005	6395	1276	838	381	188
2018 Spring	8	368	2222	6260	1146	781	324	191

Graduate Age

	20-24	25-29	30-39	40-49	50+
2017 Spring	125	407	477	285	146
2018 Spring	111	455	510	297	155

Law Age

	20-24	25-29	30-39	40-49	50+
2017 Spring	98	174	89	25	10
2018 Spring	97	186	82	28	12

Student Characteristics cont'd

Gender	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Female	7,615	7,682	67	0.9%
Male	5,580	5,551	-29	-0.5%
Total	**13,195**	**13,233**	**38**	**0.3%**

Race/Ethnicity	Final 2017 Spring	2018 Spring	Term Change	% Term Change
American Indian or Alaskan Native	37	22	-15	-40.5%
Asian	155	165	10	6.5%
Black or African American	920	903	-17	-1.8%
Hispanic or Latino	401	410	9	2.2%
Native Hawaiian or Other Pacific Islander	8	9	1	12.5%
Nonresident Alien	408	395	-13	-3.2%
Two or More Races	298	341	43	14.4%
Unknown	117	107	-10	-8.5%
White	10,851	10,881	30	0.3%
Total	**13,195**	**13,233**	**38**	**0.3%**

Foreign Countries Percent Change in Enrollment	Final 2017 Spring	2018 Spring	Number Change	% Term Change
SAUDI ARABIA	149	161	12	8.1%
INDIA	45	37	-8	-17.8%
NIGER IA	25	23	-2	-8.0%
NEPAL	14	17	3	21.4%
CHINA	23	15	-8	-34.8%
UNITED ARAB EMIRATES	12	14	2	16.7%
KOREA, REPUBLIC OF	21	13	-8	-38.1%
KUWAIT	8	12	4	50.0%
SENEGAL	15	9	-6	-40.0%
CANADA	8	8	0	0.0%
ETHIOPIA	8	8	0	0.0%

State of Origin	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Indiana	407	406	-1	-0.2%
Kentucky	8,874	9,121	247	2.8%
Ohio	3,230	3,030	-200	-6.2%

Final Enrollment Profile All Students

2018 Spring

Data pulled from NKU's Business Warehouse from 12/19/2017 thru 3/15/2018

Student Characteristics cont'd

Residency CPE Codes	Final 2017 Spring	2018 Spring	Term Change	% Term Change
In-State	8,963	9,213	250	2.8%
Out-of-State (With Tuition Reciprocity)	651	603	-48	-7.4%
Out-of-State (Without Tuition Reciprocity)	3,538	3,391	-147	-4.2%
Out-of-State (International Exchange Student) from a Foreign Country; Out-of-State (National Exchange Student) from another state	43	26	-17	-39.5%
Total	**13,195**	**13,233**	**38**	**0.3%**
Residency NKU Codes	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Grad Metro Rate	460	473	13	2.8%
IES/NES	43	26	-17	-39.5%
Indiana Rate	321	316	-5	-1.6%
Metro Rate	2,294	1,401	-893	-38.9%
Non-Resident	784	927	143	18.2%
Non-Resident -- TIP	0	588	588	---
Ohio Reciprocity	330	289	-41	-12.4%
Resident	8,963	9,213	250	2.8%
Total	**13,195**	**13,233**	**38**	**0.3%**
Tuition Reciprocity	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Indiana	315	314	-1	-0.3%
Ohio	336	289	-47	-14.0%

Student Characteristics cont'd

Kentucky Counties Percent Change in Enrollment	Final 2017 Spring	2018 Spring	Number Change	% Term Change
Kenton	2,513	2,551	38	1.5%
Boone	2,189	2,266	77	3.5%
Campbell	1,738	1,736	-2	-0.1%
Jefferson	402	414	12	3.0%
Grant	263	271	8	3.0%
Fayette	233	230	-3	-1.3%
Pendleton	210	208	-2	-1.0%
Scott	86	102	16	18.6%
Oldham	99	101	2	2.0%
Bracken	50	68	18	36.0%
Ohio Counties Percent Change in Enrollment	Final 2017 Spring	2018 Spring	Number Change	% Term Change
Hamilton	1,716	1,571	-145	-8.4%
Clermont	653	621	-32	-4.9%
Butler	266	247	-19	-7.1%
Warren	176	162	-14	-8.0%
Brown	102	83	-19	-18.6%
Montgomery	55	59	4	7.3%
Franklin	36	48	12	33.3%
Highland	23	27	4	17.4%
Clinton	24	27	3	12.5%
Greene	13	23	10	76.9%
Indiana Counties Percent Change in Enrollment	Final 2017 Spring	2018 Spring	Number Change	% Term Change
Dearborn	215	208	-7	-3.3%
Ripley	51	59	8	15.7%
Franklin	38	35	-3	-7.9%
Ohio	18	21	3	16.7%
Marion	13	10	-3	-23.1%
Switzerland	13	10	-3	-23.1%
Floyd	6	8	2	33.3%
Clark	4	8	4	100.0%
Jefferson	4	7	3	75.0%
Hamilton	5	5	0	0.0%

Academic Characteristics

Number of First Time Transfer Students from the KCTCS System	Final 2017 Spring	2018 Spring	Term Change	% Term Change
ASHLAND COMMUNITY AND TECHNICAL COLLEGE	1	0	-1	-100.0%
BIG SANDY COMMUNITY AND TECHNICAL COLLEGE	1	1	0	0.0%
BLUEGRASS COMMUNITY AND TECHNICAL COLLEGE	13	12	-1	-7.7%
ELIZABETHTOWN COMMUNITY AND TECHNICAL COLLEGE	3	2	-1	-33.3%
GATEWAY COMMUNITY AND TECHNICAL COLLEGE	43	53	10	23.3%
HAZARD COMMUNITY AND TECHNICAL COLLEGE	1	1	0	0.0%
HENDERSON COMMUNITY COLLEGE	0	1	1	---
HOPKINSVILLE COMMUNITY COLLEGE	0	0	0	---
JEFFERSON COMMUNITY AND TECHNICAL COLLEGE	4	7	3	75.0%
MADISONVILLE COMMUNITY COLLEGE	1	0	-1	-100.0%
MAYSVILLE COMMUNITY AND TECHNICAL COLLEGE	9	4	-5	-55.6%
OWENSBORO COMMUNITY AND TECHNICAL COLLEGE	0	0	0	---
SOMERSET COMMUNITY COLLEGE	2	1	-1	-50.0%
SOUTHCENTRAL KY COMMUNITY AND TECHNICAL COLLEGE	1	0	-1	-100.0%
SOUTHEAST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE	2	0	-2	-100.0%
UNKNOWN KCTCS INSTITUTION	0	0	0	---
WEST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE	1	1	0	0.0%
Total	**82**	**83**	**1**	**1.2%**

Academic Characteristics

Transfer Institutions Students - Percent Change	Final 2017 Spring	2018 Spring	Number Change	% Term Change
OHIO	121	110	-11	-9.1%
GATEWAY COMMUNITY AND TECHNICAL COLLEGE	43	53	10	23.3%
EASTERN KENTUCKY UNIVERSITY	15	22	7	46.7%
INDIANA	18	14	-4	-22.2%
UNIVERSITY OF KENTUCKY	17	13	-4	-23.5%
BLUEGRASS COMMUNITY AND TECHNICAL COLLEGE	13	12	-1	-7.7%
TRANSFERS FROM THE MILITARY	15	11	-4	-26.7%
MOREHEAD STATE UNIVERSITY	9	9	0	0.0%
THOMAS MORE COLLEGE	7	8	1	14.3%
UNIVERSITY OF LOUISVILLE	15	8	-7	-46.7%
Transfer Institutions Credit Hours - Percent Change	Final 2017 Spring	2018 Spring	Number Change	% Term Change
OHIO	3,217	2,394	-823	-25.6%
GATEWAY COMMUNITY AND TECHNICAL COLLEGE	1,454	1,740	286	19.7%
EASTERN KENTUCKY UNIVERSITY	297	621	324	109.1%
UNIVERSITY OF KENTUCKY	585	396	-189	-32.3%
INDIANA	426	271	-155	-36.4%
CALIFORNIA	51	244	193	378.4%
TRANSFERS FROM ALL FOREIGN INSTITUTIONS	191	242	51	26.7%
TRANSFERS FROM THE MILITARY	284	236	-48	-16.9%
UNIVERSITY OF LOUISVILLE	382	208	-174	-45.5%
MOREHEAD STATE UNIVERSITY	282	175	-107	-37.9%

Academic Characteristics cont'd

Average High School GPA (In and Out of State)* * Current HS GPA measures are preliminary	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Average High School GPA	3.05	2.96	-0.09	-3.0%
Top Ten Feeder High Schools for Final 2017 Spring			Avg HS GPA	# of Students
OUT OF STATE HIGH SCHOOL			2.98	45
SIMON KENTON HIGH SCHOOL			2.77	8
CAMPBELL COUNTY HIGH SCHOOL			3.37	6
SCOTT HIGH SCHOOL (Covington)			2.90	6
BOONE COUNTY HIGH SCHOOL			2.98	5
DIXIE HEIGHTS HIGH SCHOOL			3.57	5
HIGHLANDS HIGH SCHOOL			3.07	5
CONNER SENIOR HIGH SCHOOL			3.12	4
GRANT COUNTY HIGH SCHOOL			3.49	4
LARRY RYLE HIGH SCHOOL			3.04	3
Top Ten Feeder High Schools for 2018 Spring			Avg HS GPA	# of Students
OUT OF STATE HIGH SCHOOL			2.80	32
CAMPBELL COUNTY HIGH SCHOOL			2.78	5
GED CERTIFICATE				5
SIMON KENTON HIGH SCHOOL			3.71	5
GRANT COUNTY HIGH SCHOOL			2.64	4
BOONE COUNTY HIGH SCHOOL			3.39	3
CONNER SENIOR HIGH SCHOOL			3.17	2
HIGHLANDS HIGH SCHOOL			3.62	2
LARRY RYLE HIGH SCHOOL			2.22	2
ANDERSON COUNTY HIGH SCHOOL			3.85	1

Academic Characteristics cont'd

Average ACT Score (SAT Converted to ACT)	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Average ACT Score	23.12	23.31	0.19	0.8%

ACT Score Range
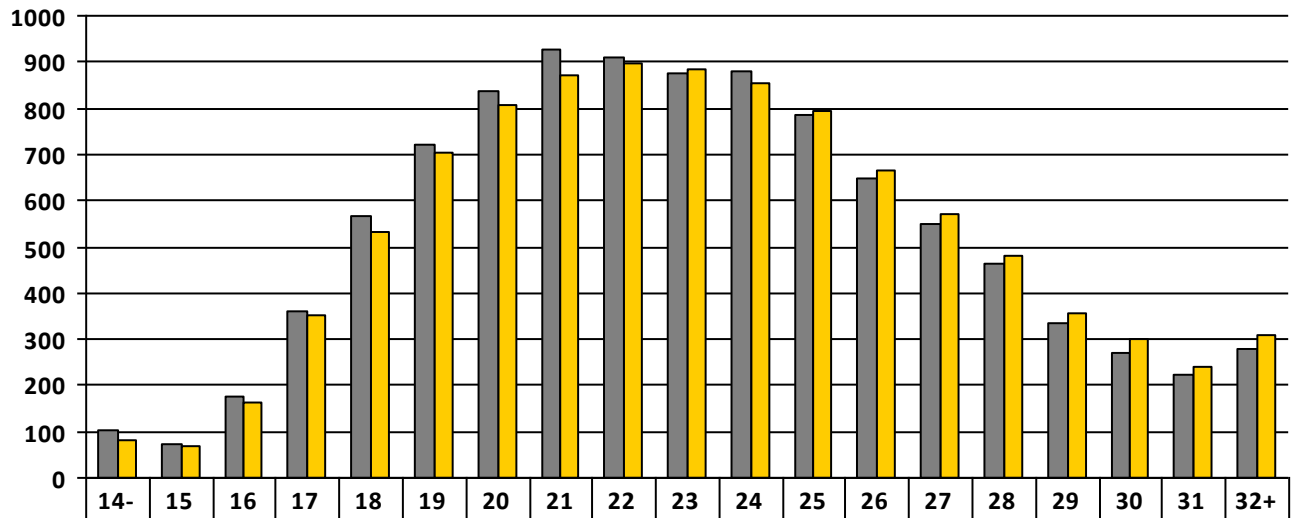
	14-	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32+
2017 Spring	101	74	175	361	565	720	839	927	910	876	881	784	646	549	463	334	270	224	280
2018 Spring	83	67	165	353	533	704	808	872	895	885	853	796	665	572	481	355	299	241	309

Academic Characteristics cont'd

Declared First Majors - Percent Change in Enrollment - Undergrad (including undeclared)	Final 2017 Spring	2018 Spring	Number Change	% Term Change
Computer Information Technology Major	386	382	-4	-1.0%
Nursing Major Traditional	366	379	13	3.6%
Biological Sciences Major (BS)	381	365	-16	-4.2%
Undeclared in University Studies (BA)	379	332	-47	-12.4%
Computer Science Major	329	321	-8	-2.4%
Organizational Leadership Major	324	305	-19	-5.9%
Elementary Education Pre-Major	260	287	27	10.4%
Social Work Major	277	279	2	0.7%
Psychology Major (BA)	211	228	17	8.1%
Communication Studies Major	248	227	-21	-8.5%
Criminal Justice Major (BA)	204	222	18	8.8%
Electronic Media and Broadcasting Major	245	217	-28	-11.4%
Nursing Pre-Major BSN/No RN	237	216	-21	-8.9%
English Major	237	197	-40	-16.9%
Integrative Studies Major (BA)	167	196	29	17.4%

Top Ten Undergraduate Majors for 2018 Spring	# of Students
Computer Information Technology Major	382
Nursing Major Traditional	379
Biological Sciences Major (BS)	365
Undeclared in University Studies (BA)	332
Computer Science Major	321
Organizational Leadership Major	305
Elementary Education Pre-Major	287
Social Work Major	279
Psychology Major (BA)	228
Communication Studies Major	227

Academic Characteristics cont'd

Accelerated Online Majors for 2018 Spring	# of Students
Nursing Major RN-BSN (OnlineA)	54
Business Administration (OnlineA)	52
Doctor of Nursing Practice (OnlineA)	27
Health Scien Degree Comp Track (OnlineA)	16
Health Sciences (MS) (OnlineA)	7
Genrl Business Pre-Major (BSBA)(OnlineA)	4
Psychology Major (BA OnlineA)	3
Management Pre-Major (BSBA) (OnlineA)	3
Library Informatics Major (OnlineA)	3
Criminal Justice Major (BA OnlineA)	2
Sociology Major (OnlineA)	1
Marketing Major (BSBA) (OnlineA)	1
Integrative Studies Major (BA OnlineA)	1
Total	**174**

Academic Characteristics cont'd

Student Credit Hours	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Undergraduate	139,196	135,920	-3,276	-2.4%
Graduate	8,576	9,025	449	5.2%
Law	5,085	5,375	290	5.7%
Total	**152,857**	**150,320**	**-2,537**	**-1.7%**

Average Student Credit Hours	Final 2017 Spring	2018 Spring	Number Change	% Term Change
Graduate	6.0	5.9	-0.1	-1.7%
Law	12.8	13.3	0.5	3.9%
Undergraduate	12.3	12.0	-0.3	-2.4%
Total	11.6	11.4	-0.2	-1.7%

Remedial Credit Hours	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Remedial Count	1,629	1,403	-226	-13.9%

Online Courses	Final 2017 Spring	2018 Spring	Term Change	% Term Change
# of Courses	601	619	18	3.0%

Online Accelerated Courses	Final 2017 Spring	2018 Spring	Term Change	% Term Change
Number of Courses	0	56	56	---

Online Course Credit Hours	Final 2017 Spring	2018 Spring	Term Change	% Term Change
# of Credit Hours	32,305	34,527	2,222	6.9%

Accelerated Online Hours	**Final 2017 Spring**	**2018 Spring**	**Term Change**	**% Term Change**
Total hours attempted in Accelerated Online Courses	0	3,772	3,772	---
Accelerated Online Hours by Accelerated Online Major Students	**Final 2017 Spring**	**2018 Spring**	**Term Change**	**% Term Change**
Total attempted accel. online hours by accel. online major	0	719	719	---

2018 Spring

Data pulled from NKU's Business Warehouse from 12/19/2017 thru 3/15/2018

Student Retention

Retention at University for all Students			
Baseline # of Students	**Baseline less Degrees Conferred**	**# and % of Students Enrolled for**	
2017 Fall		2018 Spring	
14,488	13,523	11,701	86.53%
Retention at University for Degree Seeking Students only			
2017 Fall		2018 Spring	
12,818	11,853	10,453	88.19%

University Wellness

wellness.nku.edu

Kim Baker, ACSM Exercise Physiologist, WELCOA Faculty Director, University Wellness

NKU WELLNESS

Supporting Lives That Thrive

Our mission is to build and support an overall campus culture that is not only conducive for promoting and encouraging healthy lifestyle behaviors, but also one that fosters employee engagement. We believe that if an employee feels good about him/herself and feels good about what they are doing at NKU, they will in turn be happier, healthier, safer, and more productive. We encourage everyone to take an active role in caring for themselves, their colleagues, and their environment.

Valuing "whole" people, valuing health

NKU

Ongoing Services

- Annual Benefits Fair
- NKU Cares PCP Program
- Ergonomic Work Station Assessments
- Try Before You Buy Ergonomic Program
- AETNA Employee Assistance Program
- Livongo Diabetes Management Program
- Fresh Start Tobacco Cessation Classes
- Free and Confidential Elevate Personal Coaching
- NKU Massage Therapy
- Alexander Technique Private Lessons

Ongoing Services

- Healthy Monday Motivator Newsletter
- Monday Mile Group Walk
- Faculty/Staff Physical Activity Classes
- Lunch and Learns/Clinics: Airrosti Rehab Center Series
- Wellness to U Presentations
- Breastfeeding Rooms: MEP 434 and Landrum 319
- CPR/AED Certification Classes
- Snack Smart Cart sponsored by Meijer
- Green B.E.A.N. Grocery Delivery Partnership
- Meeting Well Catering Menu
- Healthy Vending Options

Onsite Preventive Screenings

- Blood Pressure Screenings
- St. Elizabeth Mobile Mammography
- St. Elizabeth Cardiovascular Health Unit
- Health Services and Vaccines in UC 440

Elevate Personal Coaching

"I have had an amazing experience with the Elevate Personal Coaching Program. Not only has it helped me transform physically, but also emotionally and helped me to see that wellness is about the whole person. We here at NKU are so fortunate to have this program."
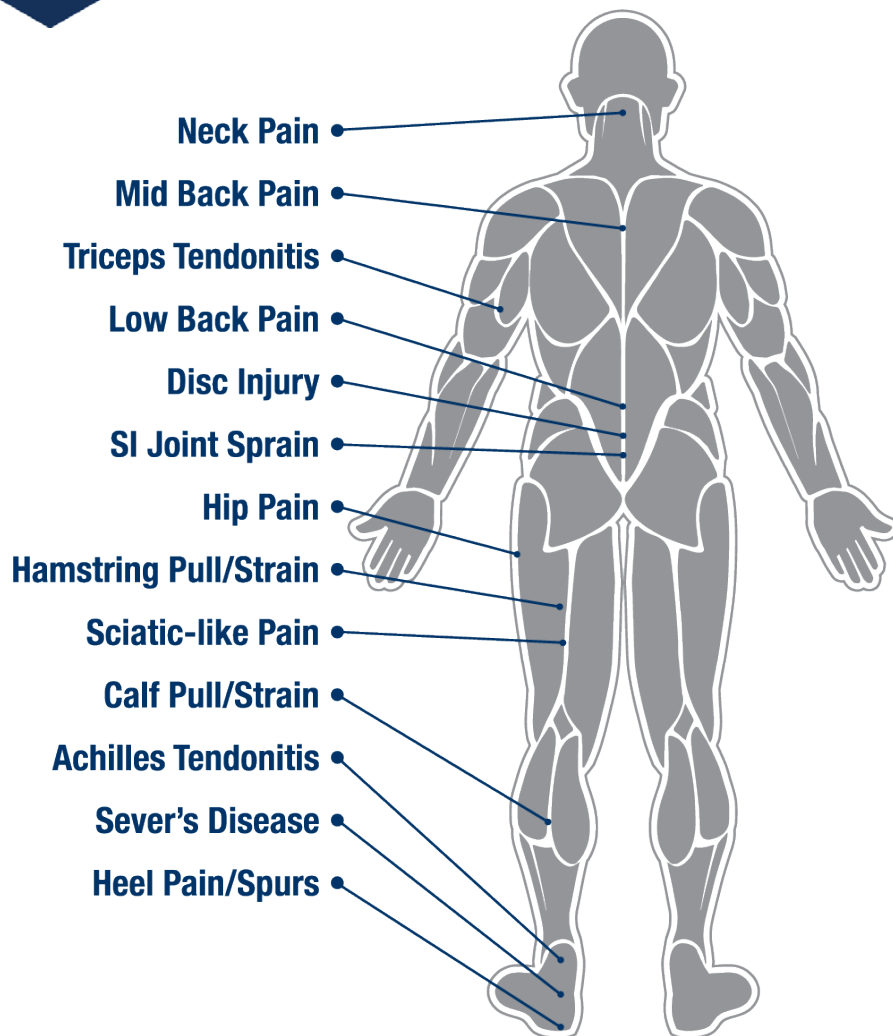
NKU

Elevate Personal Coaching
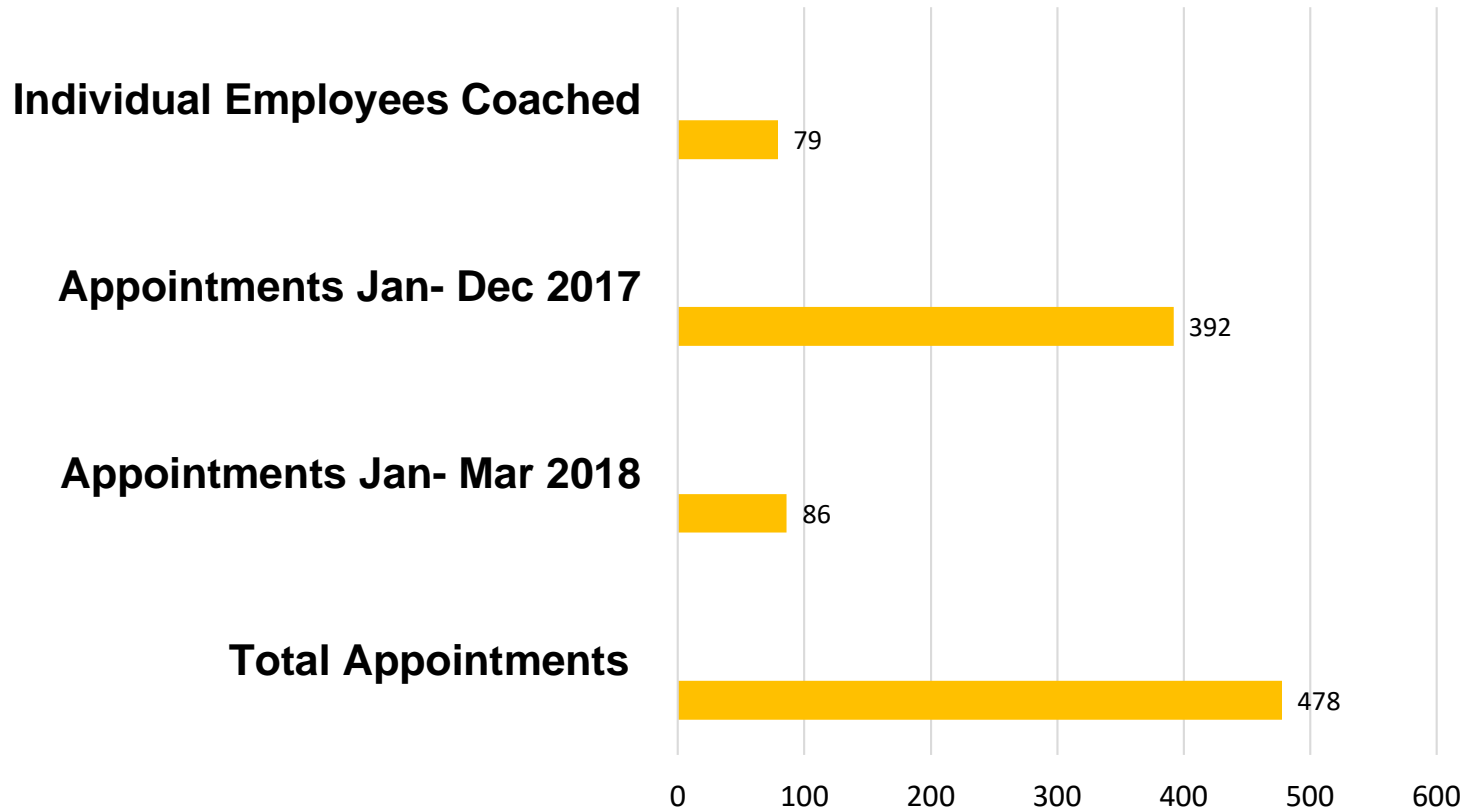
(800) 404-6050 | Airrosti.com

CONDITIONS WE TREAT | *Acute & Chronic*

Neck Pain
Mid Back Pain
Triceps Tendonitis
Low Back Pain
Disc Injury
SI Joint Sprain
Hip Pain
Hamstring Pull/Strain
Sciatic-like Pain
Calf Pull/Strain
Achilles Tendonitis
Sever's Disease
Heel Pain/Spurs

Headaches
Rotator Cuff Pain
Bicep Tendonitis
Elbow Pain
Hip Flexor Strain
Groin Pull
Carpal Tunnel
Quad Pull
Knee Pain
Patellar Tendonitis
Shin Splints
Ankle Sprain
Plantar Fasciitis

OUTCOME REPORTING | *Collected at Each Visit & Discharge*

504,468 PATIENT CASES

3.2 AVERAGE NUMBER OF VISITS

10,536 PHYSICIAN RECOMMENDED SURGERIES AVOIDED
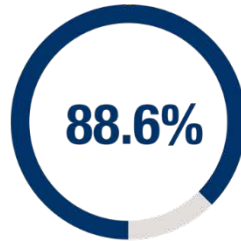
88.6% REPORT FULL RECOVERY

99.6% OF PATIENTS WOULD RECOMMEND **AIRROSTI** TO FRIENDS & FAMILY

38% of all cases found Airrosti after seeking unsuccessful care first, including:

63% Received Imaging
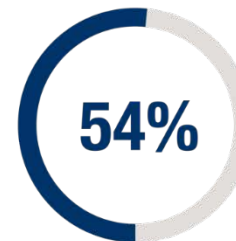
54% Referred To A Specialist
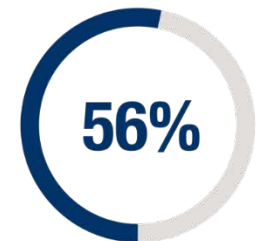
56% Received Prior PT or Chiro Care

Source: Airrosti Reported Outcomes, as of August 9, 2017

AIRROSTI

PATIENT CENTERED MUSCULOSKELETAL CARE THAT IMPROVES OUTCOMES, COST, & MEMBER EXPERIENCE

Accountable Care & Consistent Results

Standardized Clinical Pathways

- Strict Provider Vetting, Training, & Utilization Management
- Member Outcome & Experience Reporting
- Claim Analytics to Validate Lower Costs

3.2 Visit Average

Reducing Imaging, Surgeries, & Recovery Time

- Clinical Guideline Adherence & Evidence-Based Medicine
- One Hour 1-on-1 Patient Time
- Manual Therapy & Active Care vs. Passive Modalitites

HEADACHES   **BACK PAIN**   **SHOULDER PAIN**   **ELBOW PAIN**   **KNEE PAIN**   **PLUS MORE!**

Currently, Airrosti serves multiple major markets in 5 states with our support center located in San Antonio, Texas.

High Value Member Outcomes

Episodes & Follow-Up Care (180 Day Episode)

Milliman MedInsight concluded a two year study on the value of Airrosti showing significant reductions in cost, radiology utilization, and procedural utilization compared to non-Airrosti episodes.

Non-Airrosti Care Pathway
Airrosti Care Pathway

Total Care Cost

Airrosti Episodic Cost

39% Reduction in total care cost in comparison to the cost of traditional care
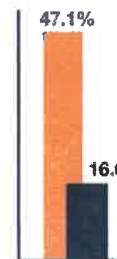
$1,033 : Airrosti Average Episode Cost

$1,704 : Non-Airrosti Average Episode Cost

Procedure Utilization

15.1%

6.3%

58% Reduction in procedure utilization with Airrosti care

Radiology Utilization

47.1%

16.6%

65% Reduction in radiology utilization with Airrosti care

Patient Reported Outcomes Delivered in Real-Time · Claims Episode Reporting Delivered as Frequent as Quarterly in Coordination with Carrier &/or 3rd Party Analytics Provider

wellness.nku.edu

X1922

bakerk7@nku.edu

SUPPORTING LIVES THAT THRIVE

Our mission is to build and support an overall campus culture that is not only conducive for promoting and encouraging healthy lifestyle behaviors, but also one that fosters employee engagement. We believe that if an employee feels good about him/herself and feels good about what they are doing at NKU, they will in turn be happier, healthier, safer, and more productive. We encourage everyone to take an active role in caring for themselves, their colleagues, and their environment. Valuing "whole" people, valuing health. Welcome to the essence of a healthy campus.

On Going Services
- Annual Benefits Fair
- NKU Cares PCP Program
- AETNA Employee Assistance Program
- Free and Confidential Elevate Personal Coaching
- NKU Massage Therapy
- Alexander Technique Private Lessons
- Ergonomic Work Station Assessments
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- Healthy Monday Motivator Newsletter
- Monday Mile Group Walk
- Faculty/Staff Physical Activity Classes
- Lunch and Learn: Airrosti Rehab Center Series
- Wellness to U Presentations

On Site Preventive Screenings
- Blood Pressure Screenings
- Flu Vaccinations in HCSW Clinic
- St. Elizabeth Mobile Mammography
- St. Elizabeth Cardiovascular Health Unit

Healthy Food on Campus
- Gluten-free, vegan, vegetarian and balanced dining options
- Snack Smart Cart
- Meeting Well Catering
- Healthy Vending Options
- Meatless Monday Options
- Green B.E.A.N. Grocery Delivery Partnership

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danieleyc1@nku.edu

NKU | University Wellness

Realize Wellbeing

ELEVATE PERSONAL COACHING

WE'RE ON A MISSION TO REVOLUTIONIZE THE WAY PEOPLE GO ABOUT ACHIEVING HEALTH AND WELL-BEING.

At Realize Wellbeing, we believe that the pursuit of well-being should cultivate joy, laughter, and personal worthiness. As registered dietitians and over 10 years of experience in the health and wellness industry, we want to support you as you embrace and enjoy your personal journey.

At NKU, all faculty and staff are eligible for 12 free, confidential sessions each year. Email us to schedule an appointment.

NKU | University Wellness

LBARTO@REALIZEWELLBEING.COM

ELEVATE PERSONAL COACHING

At NKU, all faculty and staff are eligible for 12 free, confidential sessions each year.
Email us to schedule an appointment.

LBARTO@REALIZEWELLBEING.COM

Realize Wellbeing

"This has been a truly invaluable service and I am so thankful to the university for making it possible. Lyndsay is a competent, caring, insightful professional. I am healthier and managing my stressful job in a positive way. Times are tough at NKU and this provides a 'breather' that keeps me working at the top of my game. "

"The program has helped me re-focus and re-frame issues I needed to work on. Caring and compassionate support, along with concrete suggestions and good clarifying questions are much appreciated."

"The coaching program has had a significant impact on my ability to be effective in my job, to creatively manage job-related stress, and to successfully adapt to work-related changes that are beyond my control. I have worked with other coaches in the past, but this approach is unique in that it combines a solid philosophy of overall health and well-being that integrates mind, body and spirit."

"I have had an amazing experience with the Elevate Personal Coaching Program. Not only has it helped me transform physically, but also emotionally and helped me to see that wellness is about the whole person. We here at NKU are so fortunate to have this program."

NKU | University Wellness

Amendment to Staff Congress Bylaws

As recommended by the (insert committee name), and approved by the Constitution & Bylaws Committee, the below changes clarify language related to representation, the elections process, and terms of office of Staff Congress representatives. Sections referenced are shown below, and text to be removed is shown in *italics*, and replacement/additional text is shown in **bold**.

Submitted by Staff Congress Members:

_____Tiffany Budd_____   _____Stephen Slone_____

Article 1, Section 2 - Representation, Item a

ORIGINAL:
All staff employees who are eligible to vote and who have one or more years of continuous permanent service with Northern Kentucky University, as on the date of elections, are eligible to run for election to the Staff Congress.

PROPOSED:
All staff employees who are eligible to vote and who have one or more years of continuous permanent service with Northern Kentucky University, as on the date of elections, are eligible to run for **first time** election to the Staff Congress.

REVISED PROPOSED:
(Text *added/revised* should be in **bold**. Only complete this part if suggestions for revisions are applied.)

Article 1, Section 2 - Representation, (New Item to be added)

ORIGINAL:
None

PROPOSED:
b) Staff employees who previously served on Staff Congress must wait one election year to run for re-election if they were dismissed due to absenteeism.

REVISED PROPOSED:
(Text *added/revised* should be in **bold**. Only complete this part if suggestions for revisions are applied.)

Suggested changes and/or comments by the Constitution & Bylaws Committee:

_____

First draft submitted to the Constitution & Bylaws Committee on **March 5, 2018**.

Second draft submitted to the Constitution & Bylaws Committee on **March 30, 2018**.

Final draft approved by the Constitution & Bylaws Committee on **(insert date)**.

Approved by Staff Congress president _____ on **(insert date).**

NORTHERN KENTUCKY UNIVERSITY
EARTH WEEK
and ARBOR DAY

APRIL 2018

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
15	16	17	18	19	20	21

EARTH DAY OF SERVICE — 21

10 A.M. - 2 P.M.
Student Union
This year we honor Interim President St. Armand with a day of campus beautification – planting, mulching, and more! **tinyurl.com/NKUCommunityService**

APRIL 21 - 28

▶▶ **25¢ OFF BEVERAGES** *when you bring a* **REUSABLE MUG** *to any campus coffee shop*

▶▶ **25% OFF MUGS & REUSABLE BOTTLES** *NKU Bookstore*

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22 — HIKE GLEN HELEN NATURE PRESERVE

9 A.M.
Clifton Gorge, meet in Lot I
Celebrate Earth Day by hiking Clifton Gorge with the NKU Hiking Club. RSVP at:
nku.edu/sustainability

23 — MONDAY MILE WALK FOR SUSTAINABILITY

Noon
Central Plaza
All walkers eligible to win $5 on their AllCard.

24 — FACULTY/STAFF SUPPLY SWAP

11 A.M. - 1 P.M.
Student Union 104
Swap gently used office supplies for free.

CYCLE FOR SUSTAINABILITY

6:30PM - 7:15 PM
Rec Center
Beginner cycling class free to anyone with an AllCard.

25 — FUSE MEETING

11 A.M. - Noon
Student Union 106
NKU Sustainability monthly roundtable

SIX@SIX: THREADING THE OCEAN

6 PM - 7 PM
Baker Hunt Art & Cultural Center
Learn about the environmental impact of the fashion industry.
To buy tickets visit:
nku.edu/civicengagement

26 — THRIFT SHOP

10 A.M. - 2 P.M.
Student Union 2nd Floor Lobby
Swap clothing, school supplies, household and other items.
Admission = 2+ donated items,
nku.edu/thriftshop

27 — COMMUNITY GARDEN CLEAN-UP

Noon
Honors House Community Garden
Help plant and spread mulch at the NKU Community Garden.

28 — #STOPFOODWASTEDAY

All Day
Campus Dining Locations
Reduce waste by taking only what you can eat.

NKU NORTHERN KENTUCKY UNIVERSITY

For more information visit:
nku.edu/sustainability