

## Staff Regent Expectations

✓ “Go all in!” The constituent regents (staff, student, and faculty) are expected to attend as many on campus events, to which they’re invited, as possible. This is because appointed regents are less available, due to distance and professional schedules. Secretary to the Regents Bonita Brown will provide a schedule bi-annually with meeting dates, dinners, and other recommended dates.

✓ Every other month, attend all Regents’ meetings and Regents’ dinners at the President’s house the night before. The dinners give Regents a chance to discuss issues that will concern the institution over the long haul – six months to three years into the future – and some of those points will be brought up in future Board meetings. This is also an extremely comfortable venue in which to really speak your mind and be frank on issues at hand.

✓ Be prepared for all Regents’ meetings. This means read the BOR materials (75 – 150 pages) as soon as you are able. They are distributed usually two weeks before the meeting and any questions or concerns you may have need to be shared with the Secretary to the Regents usually a couple of days before the meeting.

✓ Attend December and May commencement ceremonies.

✓ During your tenure, you may be invited to be on a subcommittee examining a specific circumstance for the University. If you are on a subcommittee, it will involve an intense amount of work over a specific period. The issue may not lead to a Board vote until later than initially expected or maybe not at all. However, it’s a great way to interact closely with other regents and to learn about the operations that keep the university running.

✓ The Governor’s Conference on Trusteeship is an overnight conference held every other year the third or fourth week of September. Unfortunately, the conference will not be held in 2021 due to the Coronavirus pandemic. The conference is a fascinating introduction on how those in power in the commonwealth mesh and operate. This should be the only overnighter that you are away from NKU for Regents’ business unless there is an emergency meeting of some type. This is a fantastic way to meet your fellow regents across the state and build a rapport with them. It’s also a great opportunity to “commiserate” with them regarding issues of serving on a governing board of this nature.

✓ Be prepared, there may be meetings you are expected to attend on a week’s notice.

✓ Attend all Staff Congress meetings. Update Staff Congress members on public Board meetings and be prepared to share those written reports with the Secretary of Staff Congress. Certain items cannot be shared with Staff Congress unless the timing is appropriate. There may be items that may never be shared with Staff Congress or any other employees due to the sensitivity of the subject.

- ✓ Attend Staff Congress Council of Chairs meetings when invited and/or available.
- ✓ Serve as a liaison or critical eye on Staff Congress committees when invited and/or available.
- ✓ Attend monthly meeting with the President, Chief Human Resources Officer, and Staff Congress President to discuss campus issues related to staff and the university in general.
- ✓ Attend annual dinner with the NKU Foundation Board (usually held in July).
- ✓ Attend HR University New Staff Orientation (2x annually) with the president of Staff Congress and make presentation on staff advocacy. The presentation is to provide information on the purpose of Staff Congress and the role of staff regent on the Board of Regents.
- ✓ You should consider increasing your monetary donation to the university. This doesn't mean you have to donate above your means, but people from the outside do look at this. If you are asking them to donate, they will want to know how you fit into the picture also.
- ✓ Expect to spend 20 hours per month completing Regent duties beyond the professional time you currently spend on campus.

### **Staff Regent Benefits**

- ✓ You will be one of the eleven people with the fiduciary responsibilities to oversee the successful implementation and management of the university's resources to educate people who will create a better life for those living in the northern Kentucky region and the tri-state area.
- ✓ You are elected by the staff and you will be expected to speak about staff concerns. However, you must also see the big picture, which is that NKU is the fuel for the dreams of northern Kentucky's economy, culture, and way of life. You must be totally objective. While you are not asked to participate in anything illegal or immoral, you will have to put some of your personal ideologies aside to make the necessary decisions regarding the university as a whole. Any personal conflicts will need to be addressed prior to a vote on issues.
- ✓ You will meet many fascinating people with whom you are be able to share your own ideas.
- ✓ You will be highly visible and people you didn't realize knew you will suddenly surround you. Once your term as Regent is completed, don't be offended if these same people don't acknowledge you at all.
- ✓ You will receive tickets/invitations to different events at the BB&T Arena.

✓ You will receive free parking and be able to park anywhere on campus except for a handicapped spot.

## **Other Considerations**

✓ Only the Chair speaks for the Board. If you are asked for your opinion or comment by anyone other than another Board member or the President, refer that individual to the Board Chair. Although official Board meetings are open to the public, what is discussed or disseminated in print before those meetings is usually considered confidential. Some items will never be discussed outside of Executive Session or some subcommittee meetings.

✓ The appointed Regents may have developed deeper or broader legal or financial experience than you. Reach out to university administrators that specialize in these areas.

✓ There will be socializing with major donors, other regents from the commonwealth, elected officials, and other recognized people. Don't feel intimidated. It's all part of the process for positioning the university along its path of progress.

✓ You may be named in a lawsuit with the other Regents. You will be updated on all lawsuits facing the university and the degree of their severity. The university carries insurance for the Regents.

✓ The President will publicly introduce you at any public meeting or gathering. Make your intended and then actual presence known to the President or the Secretary to the Board before the President speaks.

✓ It's impossible to know what will be on the President's agenda. However, certain items are sure to be examined by the Regents either because of Council on Postsecondary Education initiatives or because of institutional concerns: student retention and graduation rates; maintaining excellence with a shrinking state subsidy; keeping a control on tuition and fees; dealing with realistic debt while moving to increase classroom and, especially, laboratory space.

If you have any further questions, please don't hesitate to contact Beth Lackey at x5551 [beth.lackey@nku.edu](mailto:beth.lackey@nku.edu) or Teresa Walker at x5293 or [kessent1@nku.edu](mailto:kessent1@nku.edu)