



**Northern Kentucky University**  
**Board of Regents Materials**

**September 14, 2022**

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# AGENDA

## Northern Kentucky University

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### Regents Dinner Tuesday, September 13, 2022 – 6:00 p.m.

- 6:00 p.m. • Regents Dinner at the Vaidya's home
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### Joint Finance and Policy Meeting NKU, Student Union Ballroom 107A – Wednesday, September 14, 2022– 9:00 a.m.

9:00 a.m.

**A. Joint Finance and Policy Committee:**

1. Diversity, Equity and Inclusion (Peal, Falcone, Myers)
2. Identifying Appropriate Mix to Optimize Enrollment (Cecil, Padgett, Shepard)

### Board Lunch & Opportunity House Dedication Lunch, Student Union 107 B/C – Wednesday, September 14, 2022 – 11:30 a.m. - 12:15 p.m. Opportunity House Dedication – Wednesday, September 14, 2022 – 12:30 p.m. - 1:15 p.m.

11:30 a.m.

### Board of Regents Meeting Wednesday, September 14, 2022 – 1:30 p.m., Student Union 107A

1:30 p.m.

- Call to Order
- Roll Call
- Approval of June 15, 2022 Board Minutes
- Approval of July 20-21, 2022 Board Minutes
- Presidential Comments
- Joint Finance and Policy Committee Summary, Secretary of the Board of Regents

1:50 p.m.

**B. Presidential Reports:**

1. Facilities Management Report (Alltop)
2. Research/Grants/Contracts Report (April 1, 2022 through June 30, 2022) (Cecil)
3. Fundraising Report (July 1, 2021 through June 30, 2022) (Gentry)
4. Policies Report (Alltop, Garber)
5. Organizational Changes (Alltop)

2:10 p.m.

**C. Presidential Recommendations:**

1. \*Academic Affairs Personnel Actions
2. \*Non-Academic Personnel Actions
3. \*Faculty Emeritus Status (Karrick, Lapin)
4. \*Regents Professorship (Reilly)
5. \*Appropriate Terminal Degrees for Faculty
6. \*Department of History Name Change
7. \*Disclosure of Campus Security and Crime Statistics Policy
8. \*Values and Ethical Responsibilities Policy
9. \*Timely Warning and Emergency Notification Policy
10. \*Major Gifts Acceptance
11. \*Naming Recommendations
12. \*Posthumous Degree (Chames)
13. Reynolds Family Tennis Center

2:30 p.m.

**D. Executive Session**

\*Consent Agenda Items - (Items placed on the consent agenda are passed in one motion without discussion. Any Regent may request that an item be removed from the consent agenda for a separate motion by calling Tammy Knochemann in the Office of the President, (859) 572-5191, by 2 p.m., Monday, September 12, 2022).

**Board of Regents Meeting**  
**Northern Kentucky University, Student Union, Room 104**  
**June 15, 2022**

Regent Andr Ward, Chair, called the regular meeting of the Board of Regents to order at 1:30 pm, Wednesday, June 15, 2022.

**Roll Call:** Michael Baranowski, Richard Boehne, Aliya Cannon, Normand Desmarais, Cori Henderson, Ashley Himes Ken Perry, Greg Shumate. Elizabeth Thompson, Andr Ward, Kara Williams.

**Other Attendees:** Ashish Vaidya, Tammy Knochermann, Ken Bothof, Bonita Brown, Matt Cecil, Ben Figueroa, Eric Gentry, Valerie Hardcastle, Eddie Howard, Elizabeth Meiszer, Darryl Peal, Lori Southwood, Jeremy Alltop, Christina Roybal, Hassan Hassabelnaby, Kevin Kirby, Dale Stephenson, Andrea Falcone, Tracy Insko, Bill Allison, Travis Gibbons, Larissa Heck, Tina Peebles, Sarah Aikman, Jim Allen, Bob Alston, Cynthia Aviles, Liz Birkenhauer, Ginger Blackwell, Janel Bloch, Becky Bowling, Chris Bowling, Chandra Brown, Wesley Brown, Dave Bushle, Allen Cole, Maureen Doyle, Jacqueline Graves, Ali Hannig, Carmen Hickerson, Grace Hiles, Vanessa Hunn, Janice Ison, Dan Jones, Russ Kerdolff, Samantha Langley, Alar Lipping, Dale Mahaney, Karen Mefford, Larry Meyer, Jennifer Moeves, Jayna Morris, Ryan Padgett, Mary Paula Schuh, Frank Robinson, Ashley Seibert, Arnie Slaughter, Steve Slone, Leah Stewart, Chris Tambling, Lori Thaxton, Vanessa Weiland, Chris Witt, Kimberly Wylie Brian Yahl.

Regent Aliya Cannon seconded Regent Greg Shumate’s motion to approve the minutes of the March 16, 2022 Board of Regents meeting. **(Motion carried)**

**Recognition of Regents with expiring terms**

Chair Ward acknowledged and thanked Regent Aliya Cannon, Regent Norm Desmarais and Regent Greg Shumate whose terms are ending on June 30, 2022.

**Presidential Comments:**

**Opening/Welcome**

Thank you, Chair Ward and members of the Board. Welcome everyone to the third Board of Regents meeting of 2022. I hope you all are enjoying your summer.

Let me also add my deep appreciation and gratitude to our three Regents today. Regent Aliya Cannon thank you for everything you’ve done on behalf of this university and especially for your advocacy on behalf of our students and Regents Desmarais and Regent Shumate thank you for your incredible service to this university.

**Russ Kerdolff**

If I may, Chair Ward, I would like to take a moment to thank another individual who is here with us today, Russ Kerdolff, our long-standing University Comptroller. Russ recently announced his retirement effective July 1, 2022, after 42 years of service to the university. He has been an incredible member of the team. Some of you probably know that Russ was one of our student athletes. He was one of our star pitchers, and was one of only two pitchers to post a perfect season, going 11-0 in 1977. He earned All-American honors in 1979 and was also a two-time Academic All-American in 1978 and 1979. He is a double alum from NKU. Russ, thank you for everything you have done for NKU. We will miss you.

### **Jeremy Alltop**

Turning then to my formal remarks, I want to introduce the newest member of Cabinet. Just last week, we announced Jeremy Alltop as the new Vice President for Administration and Finance and Chief Financial Officer. Jeremy comes to NKU from Lamar University in Beaumont, Texas, where he served as Vice President of Finance and Operations and Chief Financial and Operating Officer. He will join us on July 1.

He earned a B.B.A. in Management from Marshall University and an M.S. in Administration/Public Administration from Central Michigan University.

I am excited to have Jeremy join Norse Nation, and I look forward to his leadership on Cabinet.

I would like to thank Provost Matt Cecil and the search committee for their excellent service during the search process. Finally, I want to share my gratitude to Ben Figueroa for his service as interim VP for Administration and Finance and CFO these past six months.

### **Christina Roybal**

In May, we welcomed Christina Roybal as the new Vice President and Director of Athletics, also effective July 1.

Christina comes to NKU from the University of Northern Iowa, where she has served as senior associate athletic director for sports administration since 2016. She also holds the title of senior woman administrator and deputy Title IX coordinator.

Christina holds a Bachelor of Arts in health, physical education, and recreation degree from Saint Mary's College of California (2003), as well as a pair of master's degrees from California State University, Fresno in kinesiology (2006) and business administration (2013).

I would like to thank Eric Gentry and the search advisory committee for their excellent service during the search process.

Welcome, Jeremy and Christina.

### **Welcome Student Regent Daniel Myers**

Welcome also to the 2022-23 SGA President and Student Regent, Daniel Myers and SGA Vice President, Jaelynn Gentry. Their administrative term began on Monday, April 25.

Daniel's role on the Board of Regents will begin on Friday, July 1. I look forward to working with Daniel.

### **Commencement**

In early May, NKU hosted its commencement exercises for spring 2022, celebrating 1,906 new graduates who earned degrees. Of those, 560 were first-generation students, and 292 were underrepresented minority learners. Graduates heard inspiring words from Cincinnati Mayor Aftab Pureval and former M&T Bank Corporation President and CEO, Emerson L. Brumback, among others. Mr. Brumback, a 1973 alum of NKU, also received an honorary degree.

It is one of my biggest pleasures each semester to greet our graduates as they cross the stage, and it reminds us all why we are here.

University Connect and Persist (UCAP), in partnership with Special Events and Alumni Programs, re-initiated a program to allow graduates to borrow a commencement gown for free. 28 students, primarily first-generation, underrepresented minorities, and/or parents attending college participated in the program. NKU looks forward to continuing and growing this program in the future.

Thank you to everyone who made Commencement a special day for all of us and especially for the newest NKU alumni.

### **Ukraine Benefit Concert**

In late April, a campus-wide effort led by University Advancement organized a benefit concert for Ukraine. Two internationally renowned musicians and NKU alums, Anna and Dmitri Shelest performed at Greaves Concert Hall. They met as music students in Ukraine, then came to NKU and graduated in 2005, before establishing themselves as solo artists in New York City.

The event also connected some of our current students to the music of Ukraine. The concert opened with the NKU Student String Quintet performing the Ukrainian national anthem and closed with the 15-member NKU Chamber Choir singing a Ukrainian prayer. In between, student Maddie Pittman played the violin, and accompanied Anna Shelest for a performance.

We sold 527 tickets and raised about \$18,000 between ticket revenue and sponsorship for two local refugee charities. They also received donations directly, so the actual total amount raised is higher.

I want to thank everyone who made that night possible and those who donated and helped us raise money for this worthy cause.

### **Alumni Awards**

In late March, NKU honored 2022 Alumni Awards recipients Nathan Smith, Jakki Haussler, Tracy Schwegmann, Mac Riley, John Jose and Peg Adams at the Alumni Awards dinner.

These outstanding members of the NKU community have a deep passion for supporting our students and making a positive impact in the community. They prove that NKU is a university whose alumni, faculty and staff focus on giving our students opportunities for success, both while in school and post-graduation.

It was a great night to celebrate at the Campus Recreation Center because it was the first Alumni Awards celebration since 2020.

### **Employee Appreciation Week**

Also in March, we celebrated Employee Appreciation Week with many events occurring in person for the first time since 2019. Among the events was the Staff Appreciation Breakfast that gave us an opportunity to celebrate the Regents Distinguished Service recipients and nominees for both 2020 and 2022.

Among the winners were: Michele Kay, David MacKnight and Lisa McElfresh for 2020, and Chris Tambling, Krista Rayford and Kari Wright Perkins for 2022.

We were glad to come together to show gratitude to all who make this a great place and to recognize the many contributions employees make to the university.

### **Further Faster Campaign goal exceeded**

We celebrate the successful culmination of Further Faster – the Campaign for NKU. The campaign was publicly launched in May of 2019 with a goal of raising \$75 million – the largest campaign in NKU’s young history. I am delighted to say that we have far exceeded that goal. As of the beginning of June, we have raised over \$84 million. These dollars will continue to support the Success by Design framework.

We are grateful to the many donors, including members of the Board, who have invested in the future of NKU.

### **Legislative Update**

Back in April, the Kentucky General Assembly wrapped up its work for 2022, including the passage of a two-year state budget.

Because of strong state revenues, the legislature made significant investments in priority areas, including higher education. I am pleased to share that the biennial budget includes:

- An additional \$80 million per year in the higher education performance funding model, bringing the total available in the model to \$97.3 million in each of the next two years. This is good news for NKU, as our Success by Design priorities are well-aligned with the performance measures included in the model.
- \$46.8 million for deferred maintenance and infrastructure improvements in campus buildings and facilities. This is the first time in 10 years there has been a substantial investment from the state in this area. Our priorities, include improvements to the Fine Arts Center, Nunn Hall and the Steely Library.
- Funding for one capital project – the expansion of the Hermann Science Center. This project will include additional interdisciplinary labs, experiential learning and student engagement spaces.
- Funding for the Bucks for Brains matching gift program set aside for the regional comprehensive universities to incentivize private contributions that strengthen essential programs. In the past, NKU has used the match for scholarship programs and endowment contributions.

### **Young Scholars Academy**

In April, we expanded the NKU Young Scholars Academy to eight new local school districts to bring the total to nine. This program allows high-achieving students to spend their junior and senior years full-time at NKU taking courses towards an associate degree or a certificate in STEM and graduating with a high school diploma.

This expansion provides another pathway for these students to complete their college degree and saving them and their families both time and resources.

### **First-Year Student Success Hub**

The new First-Year Student Success Hub opened in April on the second floor of the University Center, offering students who are within their first 30 credit hours — or 45 hours if no major has been declared — a centralized, comprehensive advising experience. The hub will provide first-year students the confidence to pursue academic goals using a coordinated-care approach.

### **Experiential Learning Week**

The second annual Experiential Learning Week took place in April and celebrated the work, experiences and learning opportunities of students involved in study abroad, internships, research and creativity, and service learning.

The week was an opportunity to showcase the work that our students have done over the past year, especially given the challenges of COVID, and show the great experiences they have had inside and outside the classroom.

The Celebration of Student Research and Creativity was part of the week's events and took place in person for the first time since 2019, highlighting scholarly work done by undergraduate and graduate students who presented their research, artistic or creative projects through posters or through interactive demonstrations, performances, or exhibits. It is an important event that allows the community to recognize and acknowledge the excellent work and accomplishments of NKU students.

### **Haile College of Business**

There is a lot of good news from the Haile College of Business.

### **Carnegie African Diaspora Fellowship Program**

Dr. Dekuwmini Mornah, an assistant professor of entrepreneurship, has been awarded a fellowship by the Carnegie African Diaspora Fellowship Program to travel to Ghana to work with Academic City University College. Mornah will work on collaborative curriculum development in entrepreneurship with Academic City University faculty to develop joint projects, courses and a study abroad program between the two institutions.

Congratulations, Dr. Mornah.

### **Kentucky Pitch**

The Haile College of Business entrepreneurship student teams recently competed against universities and colleges across the state as part of the Kentucky Pitch competition, which allows students to pitch their business ideas to investors and the public.

Brittany Styles won the \$1,000 Spirit of Entrepreneurship Award for Style House, an event and interior design service.

Caden Adams and Kayla Braden came in second place and were awarded \$7,000 for Peachy and Vintage, which sells thrifted and vintage clothing. Their first storefront opened April 1.

And Megan Burriss won first place and \$15,000 for On Dogs, which specializes in waterproof dog collars and leashes.

### **Center for Innovation and Entrepreneurship**

The Center for Innovation and Entrepreneurship has had success working with entrepreneurs in the region through NKU Norse Labs. Blake Stevens was able to successfully launch his company, Zap Train, an online platform that connects customers to professional personal trainers.

Covington-based start-up company Safewave Technology successfully raised a \$30,000 bridge fund. The startup focuses on creating a safer environment for individuals who are deaf or hard of hearing through their patent-pending, wearable device.

Smooove Creations and SafeWave Technologies made the Top 10 Northern Kentucky Startups to Watch List, compiled by NKY Thrives.



### **Chase College of Law**

In the Chase College of Law, Carol Bredemeyer, who recently retired as director of the Law Library, won the Marian Gould Gallagher Distinguished Service Award, presented by the American Association of Law Libraries.

Congratulations, Carol.

In another bit of good news, Chase graduates placed first in the February Ohio bar exam for the overall rate among the 10 Ohio and Ohio-adjacent law schools.

### **College of Informatics**

In the College of Informatics, NKU's Student Robotics Team, NUKE Robotics, won fourth place in the 2022 VEX Robotics World Championship held in Dallas, Texas, in early March. This result elevates the NKU team's official skill ranking to No. 2 worldwide. That is a tremendous achievement.

### **NSA GenCyber**

On May 17, the U.S. National Security Agency notified computer science faculty members Dr. James Walden and Emily Taylor that they were awarded a prestigious NSA GenCyber Grant.

Building on the success of a similar project a year ago, this new grant will fund a summer experience giving high school teachers a solid foundation in cybersecurity, with the goal of enhancing the teaching of the field and ultimately increasing the pool of cybersecurity talent. Companies participating include Western & Southern Financial Group and US Bank.

### **College of Arts and Sciences**

In the College of Arts and Sciences, the Kentucky Center for Mathematics (KCM) won a \$150,000 grant from the Kentucky Department of Education, and a \$320,000 grant from XQ, an educational nonprofit, to advance teacher preparation. KCM will partner with the Kentucky Department of Education's Office of Innovative Learning to pilot a Kentucky high school badging system as an alternative credentialing mechanism for students.

### **Tony Awards**

NKU Alum, Kayla Pecchioni-Cummings, who graduated with a bachelor's in Theatre Performance in 2014, performed at the Tony Awards on June 12. Most recently, Kayla made her Broadway principal debut as the lead role of Nelly in Paradise Square, which has been nominated for ten Tonys, including for lead actress.

Congratulations to Kayla.

### **Animation Career Review**

The Animation Career Review publication recently ranked the Visual Communication Design program in the School of the Arts as No. 1 in Kentucky. The online source for people aspiring for careers in animation, game design, graphic design, digital art and related fields, considered more than 700 schools with graphic design programs across the U.S.

### **Research Awards**

Eleven faculty members in the College of Arts and Sciences have received research awards from the Kentucky IDeA Network of Biomedical Research Excellence. Entering its 20th year, KY-INBRE is a statewide program funded by the National Institutes of Health (NIH) aimed at enhancing faculty research in health and biomedicine, engaging students in transformative research experiences, and improving research infrastructure at Kentucky's regional and flagship universities. For the 2022-23 grant year, the faculty members were awarded more than \$446,000 to fund their research projects and efforts to involve students in them.

### **College of Education**

Dr. Missy Jones, on behalf of the Supported Higher Education Project (SHEP) at NKU, was awarded a \$65,000 state grant for the third year in a row to forward the inclusive work of the program. SHEP is an initiative that provides meaningful inclusive opportunities on NKU's campus to up to 10 young adults with an intellectual disability.

Thank you for the work you do, Missy.

### **NPHC Plots Groundbreaking**

On March 25, Student Affairs hosted the official groundbreaking of the NPHC Plots on NKU's campus. This begins the final stage of the project initially proposed during the 2020 NKU Innovation Challenge. The plots will help create a positive environment for NPHC to promote sorority and fraternity involvement and deepen a sense of belonging.

### **University Police**

The University Police Department has relocated its operations to 251 Louie B Nunn Dr., the former Honors House in the heart of main campus. The new space includes an upgraded dispatch center with state-of-the-art technology and flex space that allows UPD to host groups of campus and community members for engagement events.

### **Gold & White Gratitude**

For more than 20 years, Northern Kentucky University has recognized the contributions and successes of our student organizations and leaders. Known by several names over the years, the Gold and White Gratitude Student Leader Recognition was held on Friday, April 8, in the Student Union with more than 200 students, faculty, staff and alumni joining for lunch and celebrating this year's student accomplishments.

### **More End-of-the-Year Activities**

Norse Violence Prevention and LGBTQA+ Student Initiatives partnered to host Take Back the Night on April 5. Kalimah Johnson, executive director of the SASHA Center in Detroit, provided an engaging and intersectional keynote address celebrating the strength of survivors of sexual assault and focused on specific challenges faced by Black women. The event included a candlelight march around Loch Norse.

The Center for Student Inclusiveness' Latino Student Initiatives hosted the annual Latino Student Recognition Banquet on April 7.

LGBTQA+ Student Initiatives and Staff, Administrators, and Faculty for Equity cohosted Lavender Graduation on April 15.

This year's annual Sherehe Black Graduate Ceremony hosted by African American Student Initiatives was held on May 6.

### **Senior Awards**

We also recognized six students for their tremendous service and dedication to NKU:

- Aryan Shrestha received the Excelsior Award for overcoming difficult obstacles during his academic career.
- Samuel Bauer and Elise Bezold received the Faculty Senate Award.
- Katie Clough received the NKU Foundation Student Leadership Award.
- Jackson Coates received the Regents Award.
- And Mia Derks received the University Service Award.

Congratulations to these outstanding graduates.

### **Health Benefits**

In early May, we completed a request for proposal (RFP) for the third-party administrator (TPA) contract for healthcare ending on December 31, 2022. Of the three local carriers responding (Humana, the incumbent, Anthem and United Healthcare), the individual scoring by the selection committee members bore out Humana as unanimous choice based upon the selection criteria. The selection committee was represented by staff and faculty benefits committee members. The new arrangement will provide competitive fixed administration fees and be in place until the end of 2025. St. Elizabeth will continue as an HMO in Kentucky for faculty & staff in their network.

### **Office of Inclusive Excellence**

The Office of Inclusive Excellence hosted the inaugural Inclusive Teaching Academy on April 7 and 8. The event was a two-day immersion into the foundational knowledge, skills and abilities necessary for faculty who wish to lead and instruct through a lens of racial equity and inclusivity while creating a learning environment that fosters a sense of belonging for every student. The goal was to provide participants an opportunity to increase their own awareness about concepts related to cultural and learning diversity through discussion and interaction, as well as to identify the conditions and strategies necessary to create relevant and engaging lessons that enable diverse students to matriculate and graduate.

### **Council on Postsecondary Education Diversity Report**

The Office of Inclusive Excellence submitted the 2020-21 Council on Postsecondary Education Diversity Report on March 1. The Council scores progress annually on both quantitative and qualitative elements. The minimum score to pass for four-year institutions is a 24. NKU received a 28 out of 36, including a perfect score of 18 on the qualitative portion of our report.

### **Athletics Gala**

More than 350 guests enjoyed the 6th Annual “A Night with the Norse” gala held on April 30 at PromoWest Pavilion at The Ovation. It was a record-breaking night of philanthropy for the Go Norse Fund and NKU Athletics with more than \$170,000 raised to support the Norse.

### **Bobby Fong Award**

Lauryn Hicks is the 2022 recipient of the Horizon League Bobby Fong Award, the fourth Norse student-athlete to receive the honor in the award’s seven years. The Bobby Fong Award is given to the student-athlete or team that best represents the Horizon League and its core values of integrity, respect and stewardship.

Congratulations to Lauryn, and thank you for being such a great representative of NKU and Norse Athletics.

### **Ken Bothof Retirement**

This is Ken Bothof’s last Board of Regents meeting at NKU. Ken has been the Director of Athletics here since August of 2013 and since then he has left an indelible mark on this university, its student-athletes and the region. In Ken’s time here, Norse Athletics has enjoyed unprecedented success. He inherited an athletic department transitioning from NCAA Division II to Division I status and successfully guided the program into active DI membership in August 2016.

Apart from his successful leadership, I am grateful for his friendship and leadership.

Let us have a round of applause for Ken.

## **President Vaidya presentations**

I had the pleasure to present remarks at two events recently.

In late April, I gave the keynote at the Financial Executives International Cincinnati Chapter's scholarship awards program, which was held right here at NKU. That day, I shared some of the trends and issues facing higher education and how NKU is being intentional and innovative in meeting those challenges.

Then just last weekend, I delivered the Marie McDemmond lecture to the 2022 cohort of the Millennium Leadership Institute. As a proud MLI alum and AASCU board member, it was an honor to share my professional journey and reflections with the class of aspiring college presidents.

And finally, it is with sadness that I inform you of the passing of our friend and colleague Bruce Smith. Bruce passed away unexpectedly this past Saturday. He was a valued member of our NKU family since joining Human Resources as the Director of Benefits in April 2018 and will be greatly missed.

## **Closing**

Chairman Ward, that concludes my remarks for this meeting.

## **B. Presidential Reports:**

### **1. Facilities Management Report** (Interim Vice President of Administration & Finance/CFO Ben Figueroa).

- a. Gender Neutral Restroom Renovations
- b. Mathematics Education Psychology Center Skylight Replacement
- c. Nunn Hall Air Handlers
- d. Opportunity House
- e. Replace Lake Pavers
- f. Roadway Paving – MEP Circle to Nunn Drive
- g. Central Receiving Concrete Paving
- h. Landrum Generator Replacement
- i. Mathematics-Education-Psychology Generator Replacement
- j. Norse Hall Renovations Phase II
- k. University Police Renovation
- l. Administrative Center Electrical Switchgear Replacement
- m. Administrative Center Façade Cleaning
- n. University Center Roof Restoration
- o. University Suites Cooling Tower Replacement
- p. Callahan Boiler Replacement
- q. Arts & Sciences Dean's Office/Arts & Science Advising Center Renovation
- r. NPHC Plots
- s. Various Upgrades at Callahan Hall
- t. Roof Replacements at Kentucky Hall, Commonwealth Hall and University Suites
- u. Electric Vehicle Charging Infrastructure
- v. Light Pole Replacement

**2. Research, Grants, and Contracts Report (January 1, 2022 through March 31, 2022)** (Provost and Executive Vice President for Academic Affairs Matt Cecil).

During the January 1, 2022 through March 31, 2022 time period, 22 grants were awarded. The total amount of money awarded was \$1,503,783. For the fiscal year 2021-22, the cumulative total number of grants awarded is 68 totaling \$7,603,942.

**3. Fundraising Report (July 1, 2021 through April 30, 2022)** (Vice President of University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2021 through April 30, 2022 totaling \$17,408,340 in support of the university.

**4. Quarterly Financial Report (July 1, 2021 through March 31, 2022)** (Interim Vice President of Administration & Finance/CFO Ben Figueroa).

The Report was reviewed by the Board of Regents Audit Committee in accordance with Article III (D) (2) of the Board of Regents Bylaws.

**5. Policies Report** (Provost and Executive Vice President Matt Cecil and Interim Vice President for Legal Affairs/General Counsel Elizabeth Meiszer).

The Policies Report summarized all policies that were approved at the executive-level after proceeding through the campus vetting process. The President and other university administrators determined that approval of these policies by the Board of Regents was not needed per the criteria established in Presidential Recommendation C-7 of the January 2015 regular meeting.

**C. Presidential Recommendations:**

**Consent Agenda Items:** A motion was made by Regent Michael Baranowski and seconded by Regent Rich Boehne to approve the Presidential Recommendations as listed; C-1 through C-9. (**Motion carried**)

**1. Academic Affairs Personnel Actions:**

The following academic affairs personnel actions received approval by the Board of Regents:

**a. Administrative Appointments:**

**Dirk Grupe**, associate professor and department chair in the Department of Physics, Geology, and Engineering Technology, effective July 1, 2022.

b. **Faculty Appointments:**

**Rupesh Kumar Agrawal**, assistant professor in the Department of Business Informatics, College of Informatics, effective August 2022; **Tanyon Boston**, visiting professor in the Department of Law School Instruction, Chase College of Law, effective August 1, 2022; **Sharmin Digankar**, clinical assistant professor in the CHHS Center for Simulation Education, College of Health and Human Services, effective April 25, 2022; **Chelsea Furnish**, clinical associate professor in the School of Allied Health, College of Health and Human Services, effective May 01, 2022; **Joshua Goldstein**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective April 11, 2022; **Nelum Hapuhinna**, assistant professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 15, 2022; **Michelle Johnson**, lecturer and Coordinator for School Based Scholars and Pathways, effective April 25, 2022; **Peiwei Li**, assistant professor in the Department of Business Informatics, College of Informatics, effective August 2022; **Sydney Oluoch**, assistant professor in the Department of Biological Sciences, College of Arts and Sciences, effective August 15, 2022; **Stephen Poulin**, lecturer in the School of Social Work, College of Health and Human Services, effective August 15, 2022; **Brian Sauer**, assistant professor of practice in the Department of Computer Science, College of Informatics, effective August 2022; **Gary Sczerbaniewicz**, assistant professor in the Visual Arts, School of the Arts, College of Arts and Sciences, effective August 15, 2022; **Brittany Smith**, assistant professor in the Department of Psychological Sciences College of Arts and Sciences, effective August 15, 2022; **Mehmet Sulu**, assistant professor in the Department of Educational Leadership and Advanced Studies, College of Education, effective August 15, 2022; **Yingying Xie**, assistant professor in the Department of Biological Sciences, College of Arts and Sciences, effective August 15, 2022.

c. **Transitions:**

**Emily Detmer-Goebel**, from professor in English and associate dean, College of Arts and Sciences, to professor and General Education Director, effective July 1, 2022, **Matthew Zacate**, from professor and interim chair in the Department of Physics, Geology, and Engineering Technology to professor in the Department of Physics, Geology, and Engineering Technology, effective June 30, 2022.

d. **Departures:**

**Nicole Dillard**, assistant professor in Political Science, Criminal Justice and Organizational Leadership, College of Arts and Sciences, effective June 30, 2022; **Dilupima Divaratne**, non-tenure-track, renewable lecturer/academic advisor in Physics, Geology & Engineering Technology, College of Arts and Sciences, effective May 6, 2022; **Molly Hopper**, assistant professor in Chemistry/Biochemistry, College of Arts and Sciences, effective May 31, 2022; **Cory Schedler**, associate professor in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective May 31, 2022; **Xiaoni Zhang**, professor in the Department of Business Informatics, College of Informatics, effective, June 2022.

e. **Phased Retirement:**

**Jennifer Kreder**, professor in the Department of Law School Instruction, Chase College of Law, beginning August 15, 2022 and terminating May 30, 2024; **Henry Stephens**, professor in the Department of Law School Instruction, Chase College of Law, beginning August 15, 2022 and terminating May 30, 2024.

f. **Retirements:**

**Linda Ault**, associate professor and interim director in the School of Social Work, College of Health and Human Services, effective June 30, 2022; **Thomas Baxter**, assistant professor and program director in the School of Allied Health, College of Health and Human Services, effective May 31, 2022; **Deborah Chilcote**, associate professor in the School of Nursing, College of Health and Human Services, effective June 30, 2022; **Wanda Crawford**, lecturer and Writing Coordinator in Learning Plus, effective May 6, 2022; **Brant Karrick**, professor in Music, School of the Arts, College of Arts and Sciences, effective July 1, 2022; **Aimee Krug**, associate professor in the Department of Mathematics and Statistics, College of Arts of Sciences, effective June 2022.

g. **Emeritus Status:**

**Wanda Crawford**, lecturer and Writing Coordinator in Learning Plus, effective May 6, 2022; **Charles Frank**, professor in the Department of Computer Science, College of Informatics, effective April 2022; **Christopher Gulinello**, professor in the Chase Law Library, effective May 2022; **Aimee Krug**, associate professor in the Department of Mathematics and Statistics, College of Arts of Sciences, effective June 2022; **Gail Wells**, professor in the Department of Computer Science, College of Informatics, effective April 2022.

h. **Temporary Appointments:**

**Kelly Stucker**, CHHS Center for Simulation Education, Fiscal Year.

**2. Non-Academic Personnel Actions:**

The following categories of non-academic personnel actions which occurred between February 11, 2022 and May 12, 2022 received approval by the Board of Regents:

Activations/Rehires; Reassignments, Reclassifications; Title/Status Changes, Promotions; Transfers; Contract/Temporary/Student to Regular & Regular to Contract; Departures; Retirements; Administrative/Executive

**3. Faculty Emeritus Status:**

Emeritus status for the following individuals received Board of Regents approval:

**Wanda Crawford**, lecturer and Writing Coordinator in Learning Plus, effective May 6, 2022; **Charles Frank**, professor in the Department of Computer Science, College of Informatics, effective April 2022; **Christopher Gulinello**, professor in the Chase Law Library, effective May 2022; **Aimee Krug**, associate professor in the Department of Mathematics and Statistics, College of Arts of Sciences, effective June 2022; **Gail Wells**, professor in the Department of Computer Science, College of Informatics, effective April 2022.

#### **4. Motor Vehicles-University Policy:**

The Board of Regents approved the Motor Vehicles-University policy.

#### **5. Organizational Chart:**

The Board of Regents approved the organizational chart which reflects all Administrative updates through June 15, 2022.

#### **6. Major Gifts Acceptance:**

The Board of Regents accepted contributions totaling **\$1,311,021** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period February 1, 2022 through April 30, 2022

#### **7. Naming Actions:**

The Board of Regents approved the following naming actions:

1. The naming of an endowed scholarship to support a LIFT scholarship for undergraduate students with demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA) and who upon their initial consideration for the scholarship are full-time, first-generation freshmen from eastern KY/Appalachia. "Appalachian Scholarship"
2. The naming of a scholarship to support children of NKU staff. "Northern Kentucky Staff Scholarship Fund for Children of NKU Staff"
3. The naming of a scholarship to support an incoming freshman student planning to study at the Haile College of Business, who demonstrates financial need as determined by the Free Application for Federal Student Aid (FAFSA). The student recipient must be a graduate of Simon Kenton High School. "Carolyn Franxman Memorial Scholarship"
4. The naming of an endowed scholarship to support a LIFT scholarship for undergraduate students with demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA) and who upon their initial consideration for the scholarship are full-time, first-generation freshmen pursuing studies in a STEM Major. "Christopher R. Walker STEM Endowed Scholarship"

#### **8. Faculty Handbook Amendment (Promotion Requirements):**

The Board of Regents approved the Faculty Handbook amendment regarding Promotion Requirements.



**9. Faculty Handbook Amendment (Administrators Returning to Faculty Status):**

The Board of Regents approved the Faculty Handbook amendment regarding Administrators Returning to Faculty Status.

**10. Master's Degree in Educational Leadership, School Principal, All Grades:**

The Master's Degree in Educational Leadership, School Principal, All Grades was approved by the Board of Regents.

Provost Cecil, Interim Associate Dean Ginger Blackwell and Endowed Chair and Associate Professor James Allen presented item C-10 to the Board and addressed questions.

**Agenda Item:** A motion was made by Regent Greg Shumate and seconded by Regent Normand Desmarais to approve the Presidential Recommendation C-10. **(Motion carried)**

**11. Revisions to the Northern Kentucky University Community Standards & Students Rights:**

The Board of Regents approved revisions to the Northern Kentucky University Community Standards & Student Rights.

VP Howard, Assistant Dean of Students, Community Care & Student Conduct Bob Alston, Staff Attorney Jacqueline Graves, and Interim General Counsel Elizabeth Meiszer presented item C-11 to the Board and addressed questions.

**Agenda Item:** A motion was made by Regent Rich Boehne and seconded by Regent Aliya Cannon to approve the Presidential Recommendation C-11. **(Motion carried)**

**12. FY 2022-2023 Dining, Parking, Housing and Other Fees:**

The Board of Regents authorized the proposed dining, parking, housing, and other fees and the Schedule of Fees and Service Charges for the 2022-2023 academic year.

**13. FY 2022-2023 Updated School Based Scholar Undergraduate Rate and Graduate and Doctorate Tuition Rates:**

The Board of Regents approved the updated FY 2022-2023 School Based Scholar Undergraduate Rate and the FY 2022-2023 Graduate and Doctorate Tuition Rates as detailed in the Authorized Schedule of Tuition.

**14. FY 2022-2023 Annual Operating Budget Resolution:**

The Board of Regents approved the resolution establishing and approving the Fiscal Year 2022-23 Annual Unrestricted Operating Budget for Northern Kentucky University.

Interim VP Figueroa and Budget Director Chandra Brown presented items C-12 through C-14 to the Board and addressed questions about recommended fees, tuition and budget.

**Agenda Items:** A motion was made by Regent Michael Baranowski and seconded by Regent Kara Williams to approve the Presidential Recommendations C-12 through C-14. **(Motion carried)**

**D. Executive Session:**

Regent Rich Boehne seconded Chair Ward's motion to enter into executive session pursuant to KRS 61.810(1) (c). **(Motion carried)**

At 3:33 p.m., Executive Session concluded, and the regular meeting was reconvened.

At 3:35 p.m., the meeting adjourned.

***Signature On File***

**Tammy Knochelmann  
Executive Assistant to the President and  
Secretary to the Board of Regents**

I, Gregory Shumate, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the meeting held on June 15, 2022, and that such matters are still in force and effect.

***Signature On File***

**Gregory Shumate  
Secretary of the Board of Regents**

**Board of Regents Retreat  
Metropolitan Club  
Covington, KY  
July 20, 2022**

Regent André Ward, Chair, called the Board of Regents Retreat to order at 8:35 a.m., Wednesday, July 20, 2022.

**Roll Call:** Michael Baranowski, Richard Boehne, Daniel Myers, Ken Perry, Nathan Smith, Elizabeth Thompson, André Ward, Kara Williams, Brad Zapp (Via Zoom: Cori Henderson and Ashley Himes)

**Other Attendees:** Ashish Vaidya, Tammy Knochelmann, Jeremy Alltop, Bonita Brown, Matt Cecil, Grant Garber, Eric Gentry, Eddie Howard, Lori Southwood, Carmen Hickerson, Samantha Langley. (Via Zoom: Tim Ferguson, Valerie Hardcastle, Darryl Peal, Christina Roybal, Cole Clark, Kim Dunham, Scott Friedman, James Pierpoint, Amy Wittmayer)

**Oath of Office:**

Regent André Ward performed the oath of office for the newly appointed/elected Regents: Nathan Smith, Brad Zapp and Daniel Myers. The newly appointed/elected Regents swore to uphold all stipulations of the oath and faithfully execute, to the best of his/her ability, the duties of Regent of Northern Kentucky University according to law.

Chair Ward appointed Regent Kara Williams as Board Secretary pro tem until Officer elections were held later in the afternoon.

**Opening Remarks:**

President Vaidya provided opening remarks to set to stage for the 2-day Board Retreat.

**Board of Regents Retreat Presentations:**

In the morning session, the Board held in-depth discussions on the following topics.

- Success By Design and State Performance Metrics – Presented by: Bonita Brown, Matt Cecil
- Hybrid U – Presented by Matt Cecil Tim Ferguson and Deloitte (Cole Clark, Kim Dunham, Scott Friedman, James Pierpoint, Amy Wittmayer)

**Board Officer Elections:**

Following lunch, Board Officer Elections were held.

Regent Brad Zapp seconded Regent Nathan Smith's motion to name Regent Kara Williams as Board Secretary (**Motion carried**)

Regent Michael Baranowski seconded Regent Ken Perry's motion to name Regent Nathan Smith as Board Vice Chair. (**Motion carried**)

Regent Kara Williams seconded Regent Michael Baranowski's motion to name Regent Richard A. Boehne as Board Chair. (**Motion carried**)

**Board of Regents Retreat Presentations:**

The Board then held in-depth discussions on the following topics

- NKU Talent Strategy – Presented by Matt Cecil, Eric Gentry, Lori Southwood
- Enterprise NKU – Presented by Matt Cecil, Eric Gentry, Carmen Hickerson, Samantha Langley

At 4:50 p.m., Regent Michael Baranowski seconded Regent Andr  Ward’s motion to adjourn. (**Motion carried**)

I, Kara Williams, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat meeting held on July 20, 2022, and that such matters are still in force and effect.

***Signature On File***

**Tammy Knochelmann**  
**Executive Assistant to the President and**  
**Secretary to the Board of Regents**

***Signature On File***

**Kara Williams**  
**Secretary of the Board of Regents**

**Board of Regents Retreat  
Metropolitan Club  
Covington, KY  
July 21, 2022**

Regent Richard Boehne, Chair, called the Board of Regents Retreat to order at 9:05 a.m., Thursday, July 21, 2022.

**Roll Call:** Michael Baranowski, Richard Boehne, Ashley Himes, Daniel Myers, Ken Perry, Elizabeth Thompson, Andr  Ward, Kara Williams, Brad Zapp (Via Zoom: Cori Henderson) (Absent: Nathan Smith)

**Other Attendees:** Ashish Vaidya, Tammy Knochelmann, Jeremy Alltop, Bonita Brown, Matt Cecil, Grant Garber, Eric Gentry, Eddie Howard, Carmen Hickerson

**Recap of Prior Day:**

President Vaidya provided a recap of the prior day.

**Board of Regents Retreat Presentations:**

The Board held an in-depth discussion on the following topic.

- Charter Schools – Presented by: Carmen Hickerson

**Executive Session:**

Regent Michael Baranowski seconded Regent Richard Boehne’s motion to enter into executive session pursuant to KRS 61.810 (1)(F).

President Vaidya reviewed the successes and challenges of the year.

The Board then discussed the President’s evaluation and annual bonus award. No other matters were discussed.

At 1:00 pm Chair Boehne concluded the executive session and returned to open session.

Regent Daniel Myers seconded Regent Richard Boehne’s motion that the Board approve that President Vaidya receive a bonus payment of \$50,000 in accordance with the terms of his employment contract.

At 1:05 p.m., Regent Elizabeth Thompson seconded Regent Daniel Myers motion to adjourn. **(Motion carried)**

I, Kara Williams, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the retreat meeting held on July 21, 2022, and that such matters are still in force and effect.

***Signature On File***

**Tammy Knochelmann**  
**Executive Assistant to the President and**  
**Secretary to the Board of Regents**

***Signature On File***

**Kara Williams**  
**Secretary of the Board of Regents**

**FACILITIES MANAGEMENT REPORT**

**1. Fine Arts Floor Heaving and HVAC Replacement (AP)**

This Asset Preservation project includes demolition of approximately 16,000 square feet of heaved floor slab on the first floor of the Fine Arts Center, and reconstruction; installation of a new fire alarm system; and, total replacement of the building's HVAC system. Contract negotiation is underway with the selected design team. Construction is set to begin in late spring 2023.

Architect: TBD

Engineers: TBD

Contractor: TBD

Scope: \$13,240,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: TBD

**2. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)**

This Asset Preservation project includes demolition of approximately 8,000 square feet of heaved floor slab on the first floor of Nunn Hall, and reconstruction; replacement of the restrooms on all five floors; and, upgrades to the HVAC system. Contract negotiation is underway with the selected design team. Construction is set to begin in late spring 2023.

Architect: TBD

Engineers: TBD

Contractor: TBD

Scope: \$8,800,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: TBD

**3. Replace Norse Commons Rooftop HVAC Units (AP)**

The Asset Preservation pool will fund replacement of the Norse Commons rooftop cooling/heating units. They are in poor condition and overdue for replacement. New units are on order with a summer 2023 delivery and installation expected.

Contractor: Trane

Scope: \$350,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: TBD

**4. Power Plant Boiler Upgrade (AP)**

Asset Preservation funds will be used to replace obsolete controls, linkages and valves on winter steam boilers #2 and #3, resulting in increased energy efficiency and reliability. The project is in the bidding phase.

Contractor: TBD

Scope: \$380,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: TBD

**5. Rebuild Power Plant Cooling Towers (AP)**

Using Asset Preservation funds, six (6) Power Plant cooling towers will be rebuilt. The scope includes removal and replacement of all fill media, including cleaning and sealing of the towers, and is a critical deferred maintenance need. This project is in the bidding phase.

Contractor: TBD

Scope: \$545,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: TBD

**6. Replace Callahan Boilers #2 & 3 (AP)**

Earlier this year, heating boiler #1 at Callahan Hall was replaced. Asset Preservation funds will be used to replace the two remaining heating hot water boilers. Delivery is expected in September/October, with installation to follow.

Contractor: Alpha Mechanical

Scope: \$225,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Fall 2022

**7. All-Gender Restroom Renovations**

A project is underway to create a much-needed single-person, all-gender and ADA compliant restroom on the Student Union's third floor. Available funding allowed minor modifications to an existing small restroom on Nunn Hall's fifth floor and to two small restrooms on the fourth floor of Steely Library, creating similar single person, all-gender restrooms. Similar restrooms are available in Griffin Hall, the Albright Health Center and HIC.

Anticipated project completion is early in the fall 2022 semester.

Design: In-House

Contractor: Triton Services



## **All-Gender Restroom Renovations** – Continued

Scope: \$75,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022

### **8. UC Plaza Drain and Plaza Repair**

This project includes replacement of deteriorated drains and drainpipes under the elevated plaza on the east side of the University Center and replacement of a large area of poor-condition top concrete slab in the same area. Construction is underway and the walkway is to remain closed until work is complete.

Engineer: THP

Contractor: SSRG

Scope: \$100,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: November 2022

### **9. Nunn Hall Air Handlers**

This project provided funds to replace supply and return fans serving Nunn Hall's floors one, two and five. These fans supply tempered air to the building and help regulate temperature. Installation work began in August and is expected to be complete early in the semester.

Contractor: Daikin/Omnia

Scope: \$695,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022

### **10. Opportunity House**

Opportunity House, an innovative initiative to develop postsecondary educational opportunities for foster care alumni as well as other vulnerable youth between the ages of 18-24, is complete. Dedication will take place on Wednesday, September 14, 2022.

Under terms of a lease the university signed with Brighton Properties on May 28, 2021, Brighton Properties paid for conversion of the vacant Brown Building to the 16-occupant "Opportunity House". The former "Brown Building" is an 8,500 square foot, two-level building located west of Callahan Hall.

The upper floor now houses 15 single-occupant rooms with private bathrooms and one, one-bedroom unit. The lower level includes a meeting room/classroom, a demonstration kitchen, laundry room, gathering and communal space, offices and storage.

## Opportunity House – Continued

Brighton secured all needed project funding, including a \$1,000,000 Community Development Block Grant from the Commonwealth of Kentucky. Brighton will maintain and operate the facility. The Opportunity House is at full occupancy and residents have moved into the building. About fifty percent of the initial group of students plan to attend NKU. A similar number of residents plan to attend Gateway. One student enrolled in a medical training program hopes to attend NKU. Each resident must be employed, pay rent, and be enrolled in a post-secondary educational program.

Architect: Hub+Weber Architects

Contractor: Mark Spaulding Construction

Scope: \$2,222,932.15

Fund Source: Brighton Properties

Completion: August 2022



First Residents at Opportunity House



Apartment Kitchenette



Shared Kitchen and Dining



Shared Living Room

### **11. Replace Lake Pavers**

This project will fund replacement of crumbling pavers on the walkway between the Fine Arts Center and Loch Norse. The work is under contract and scheduled to be complete this fall.

Structural Engineer: THP

Contractor: Tumlin Construction

Scope: \$100,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022

### **12. Mathematics-Education-Psychology Center Generator Replacement**

The emergency generator in this facility is original to the building and in need of life cycle replacement. The generator provides critical back-up power in the event of a power outage. Installation will occur in fall 2022, contingent on September 2022 delivery.

Contractor: SECO Electric

Scope: \$75,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022

### **13. Norse Hall Renovations Phase II**

Norse Hall, constructed in 1992, includes a mix of two-bedroom apartments and efficiencies, housing 304 students. Critical repairs and upgrades were necessary to provide an attractive living environment and extend the life of the building.

Phase II included numerous improvements to the building's interior and exterior, including installation of new fan coil (HVAC) units and two new boilers; replacement of failing shower pan liners; installation of new exterior doors and frames; repairs to the exterior insulation system (the façade); new exterior signage and fire pull stations; and, application of a waterproof membrane on the balconies. Work is substantially complete.

Engineer: THP (Structural Design) and Staggs & Fisher (MEP Engineers)

Contractors: Century Construction (Exterior) & Schrudde Zimmerman (Interior)

Scope: \$3,262,000

Fund Source: NKU Bonds – Supported by Housing Bond Revenue

Anticipated Completion: Fall 2022

## Norse Hall Renovations Phase II – Continued



Norse Hall Interior – room finishes



Norse Hall Exterior – painted windows frames and facade, new doors and signage

### **14. Administrative Center Electrical Switchgear Replacement**

Switchgear equipment distributes a building's incoming electric power to its internal electrical systems. Lucas Administrative Center's high voltage switchgear has reached the end of its useful life. Given the location of the campus data center in the Administrative Center, a risk of switchgear failure makes this a critical project. The switchgear installation will occur during holiday break 2022-2023.

Engineers: KLH

Contractor: Mayers Electric

Scope: \$382,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: January 2023

## 15. Administrative Center Façade Cleaning

Exterior caulk and sealants on the north and east sides of the Lucas Administrative Center were replaced, restoring the integrity of the exterior precast concrete façade. Work began in late April with cleaning of the precast concrete panels.

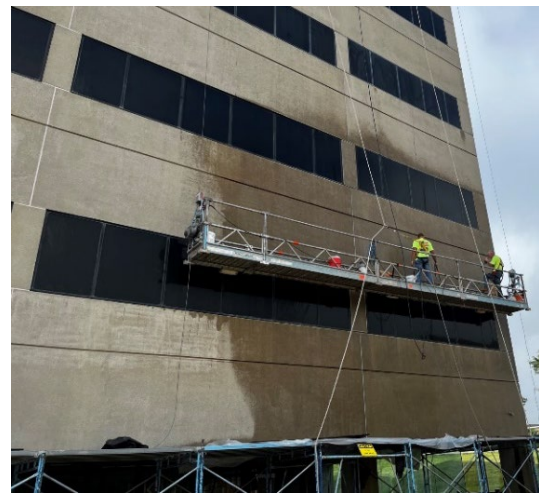
The project is set for completion this fall.

Contractor: ZSR

Scope: \$225,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022



Façade Cleaning Underway, August 2022

## 16. NPHC Plots

The NKU chapter of the National Pan-Hellenic Council, the governing body for the nine historically African American collegiate Greek-lettered organizations, is working to create a monument to honor the chapters currently on campus while acknowledging the Divine Nine of the National Pan-Hellenic Council.

Brownstone Design led the design process, which included student input. The site located on the north side of the Student Union near the West Quad, alongside a major pedestrian path, will include donor recognition pavers, an etched monument stone and aluminum banners.

A ribbon cutting to kick-off the construction occurred on March 25, 2022. Pavers and bricks are in process of installation while the granite monument stone is in transport from Africa. Groundwork began in late May 2022; the permanent metallic banners are in place, but a completion date cannot be set until the monument is delivered.

Design: Brownstone Design

Contractor: Tumlin

Scope: \$45,000

Fund Source: Innovation Challenge Funds/Donor Funds/Student Affairs

Anticipated Completion: TBD



Newly installed pavers



New Banners

## **17. Various Upgrades at Callahan Hall**

Bond funds and housing operating funds have been set aside to accomplish various upgrades at Callahan Hall:

- 1) Completed: Interior painting.
- 2) Completed: Removal of poor-condition asbestos flooring in the stairwells; repair and sealing of concrete stair treads; and, application of non-slip tape on stair nosings.
- 3) In the bidding phase: Renovation of H-Wing first floor to improve the appearance; to relocate the information desk closer to the entrance; add card readers to increase security; and, to create an exercise room. In addition, 14 sets of double doors to the wings will be replaced.
- 4) In planning: Renovation of Callahan's exterior courtyard to create an attractive and maintainable space for student engagement.
- 5) In planning: Repairs to the building's exterior façade, to correct issues with window lintels and bricks above the lintels.

Each of these improvements were separate projects and work started in spring 2022. Work which impacts building occupancy was complete prior to the start of the fall semester.

**Various Upgrades at Callahan Hall** – Continued

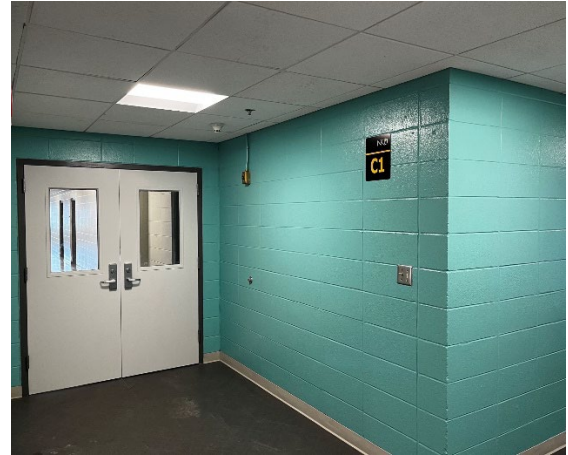
Design: In-House, CMTA, Brown+Kubican, Hub+Weber

Contractors: Radius Construction (Wing Door Replacement); Spectra Flooring (Stairwells); and, Winner’s Circle Painting (Interior Painting)

Scope: \$1,100,000

Fund Source: Housing Bond Funds/Housing Net Position

Anticipated Completion: Fall 2022



Callahan Hall Interior Painting – accent colors selected by student vote



Callahan Hall corridor, August 2022



Callahan Hall student room, August 2022

## **18. Roof Replacements at Kentucky Hall, Commonwealth Hall, and University Suites**

The shingle roofs and associated metal copings on Kentucky Hall, Commonwealth Hall, and University Suites are up for life-cycle replacement. Work began in late July on Kentucky Hall; University Suites and Commonwealth Hall roofing replacement will follow, with an anticipated completion of October 2022.

Design: In-House

Contractor: Radius Construction

Scope: \$440,000

Fund Source: Housing Bond Funds/Housing Net Position

Anticipated Completion: Fall 2022

## **19. Light Pole Replacement**

Although numerous street and parking lot light poles on campus are in need of replacement, 16 streetlights are a priority replacement need. Funding from the university's Deferred Maintenance Pool has been set aside for this purpose. The project is in the bidding phase and installation will be complete this fall.

Design: N/A

Contractor: TBD

Scope: \$275,000

Fund Source: Deferred Maintenance Project Pool

Anticipated Completion: Fall 2022



**OFFICE OF RESEARCH, GRANTS, AND CONTRACTS REPORT**

The attached report lists the grants awarded, with the amount awarded for each grant, for NKU faculty and staff for April 1, 2022 through June 30, 2022, for Fiscal Year 2021-22:

- During the April 1, 2022 through June 30, 2022 time period, **27** grants were awarded. The total amount of money awarded was **\$1,867,433**.
- For the fiscal year 2021-22, the cumulative total number of grants awarded is **94** totaling **\$9,437,472**.

**NKU Office of Research, Grants and Contracts**  
**Grants Awarded Funding: April 01, 2022 - June 30, 2022**  
**FY 2022**

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
<i>Chase College of Law</i>					
Public Service	New	N/A	Small Business and Nonprofit Clinic Online Program	Kentucky Science and Technology Corporation	<b>\$40,000</b>
<i>College of Arts &amp; Sciences</i>					
Basic Research	Continuation	Biological Sciences	KY INBRE KBRIN Post-Doctoral Fellow Award - Year 3	University of Louisville Research Foundation - FFT	<b>\$43,725</b>
Basic Research	Competitive Renewal	Chemistry	Determining how 2'-O-Methylations in the eukaryotic anticodon loop region of tRNA are formed and how they affect translation (R15) (renewal)	National Institutes of Health	<b>\$416,498</b>
Basic Research	Continuation	Chemistry	KY INBRE KBRIN CURE: UROCC Year 3	University of Louisville Research Foundation - FFT	<b>\$26,500</b>
Basic Research	Continuation	Physics, Geology and Engineering Technology	SDSS-V 2022	Astrophysical Research Consortium	<b>\$17,622</b>
Basic Research	Continuation	Psychological Science	KY INBRE KBRIN Lead Faculty 2022	University of Louisville Research Foundation - FFT	<b>\$19,267</b>
Basic Research	Continuation	Psychological Science	KY INBRE KBRIN Post-Doctoral Fellow Award - Year 2	University of Louisville Research Foundation - FFT	<b>\$43,725</b>
Basic Research	New	School of the Arts	Donald Judd's Untitled (1977) at Northern Kentucky University	Great Meadows Foundation	<b>\$2,500</b>
Basic Research	Continuation	Senior Associate Dean	KY Graduate Profile Academy 2022-2024	Kentucky Council on Postsecondary Education	<b>\$12,500</b>
Instruction	Continuation	Mathematics & Statistics	Mathematics Teaching Practices Modules (3-5) & (6-8)	Kentucky Department of Education	<b>\$150,000</b>

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
Other	New	Kentucky Center for Mathematics	XQ Grant Award for Math Badging	XQ Institute	<b>\$320,000</b>
Public Service	New	Center for Integrative Natural Sciences and Mathematics	Kentucky FIRST LEGO League	University of Kentucky Research Foundation - FFT	<b>\$12,483</b>
Student Support	New	English	Becoming a STAR at Northern Kentucky University and Beyond	Teagle Foundation	<b>\$25,000</b>
<i>College of Education</i>					
Basic Research	New	Teacher Education	Kentucky Preschool Partnership Grant Evaluation 2022	KY Cabinet for Health & Family Services	<b>\$307,500</b>
Instruction	Continuation	Teacher Education	Adolescent Literacy Project 2022-2023	Collaborative Center for Literacy Development	<b>\$40,353</b>
Instruction	New	Teacher Education	NKU Kentucky Reading Project (Cadre 24)	Collaborative Center for Literacy Development	<b>\$46,000</b>
Student Support	New	Dean	Summer Bridge Program - NKU Elevating Education	Kentucky Council on Postsecondary Education	<b>\$37,000</b>
Student Support	New	Teacher Education	Supported Higher Education Partnerships at NKU: Student Supports (22-23)	University of Kentucky	<b>\$65,000</b>
<i>College of Health &amp; Human Services</i>					
Applied Research	New	Social Work	UC The HEALing Communities 21-22	University of Cincinnati - FFT	<b>\$11,726</b>
Public Service	New	Northern Kentucky Nursing and Interprofessional Re	NKYNIRC 2022	St. Elizabeth's Hospital Medical Center	<b>\$26,500</b>
Student Financial Aid	Continuation	Nursing	Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program 22-23	Health Resources and Services Administration	<b>\$22,708</b>
Student Financial Aid	New	Nursing	Nurse Faculty Loan Program 22-23	Health Resources and Services Administration	<b>\$138,543</b>
<i>College of Informatics</i>					
Basic Research	New	Computer Science	KCV IMPACT Competition 2022	Kentucky Science and Technology Corporation	<b>\$9,000</b>

<u>Category</u>	<u>Type</u>	<u>College/Administrative Office Department</u>	<u>Project Title</u>	<u>Sponsor</u>	<u>Sponsor Total</u>
Public Service	New	Business Informatics	Post-Deployment Rehabilitation and Evaluation Program (PREP)	Eastern Oklahoma VA Healthcare System, Research Service	<b>\$13,642</b>
Public Service	New	Business Informatics	Post-Deployment Rehabilitation and Evaluation Program (PREP) - Additional	Eastern Oklahoma VA Healthcare System, Research Service	<b>\$13,642</b>
<i>Health Innovation Center</i>					
Public Service	New	Institute for Health Innovation	Health Science Book Club	Save the Children	<b>\$5,000</b>
Public Service	New	Institute for Health Innovation	Health Science Book Club	Greater Cincinnati Foundation	<b>\$1,000</b>
<b>Total Number of Awards 04/01/2022- 06/30/2022</b>			<b>27</b>	<b>Total Funds Awarded</b>	<b>\$1,867,433</b>
<b>Total Number of Awards FY 2022</b>		<b><u>94</u></b>	<b>Total Funds Awarded FY 2022</b>		<b>\$9,437,472</b>

**REPORT: FUNDRAISING RESOURCES**

The following Fundraising Report summarizes fundraising resources committed from July 1, 2021 through June 30, 2022 totaling \$18,051,546 in support of the university.

The report includes:

1. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
2. Resources for Fiscal Year 2022.

<b>FY22 Fundraising Resources Through 6/30/22</b>	
<b>Designation</b>	<b>FY 2022 at 6/30/2022</b>
Academic Affairs/Univ. Designated	\$4,390,780
Athletics	\$4,222,468
Chase College of Law	\$3,781,553
College of Arts & Sciences	\$844,808
College of Education	\$282,999
College of Health and Human Services	\$1,201,939
College of Informatics	\$1,522,705
Haile College of Business	\$1,040,260
Honors College	\$25,231
Institute for Health Innov./Health Innov Ctr.	\$1,107
Steely Library	\$105,494
Student Affairs	\$632,203
<b>Total</b>	<b>\$18,051,546</b>

## REPORT: FUNDRAISING RESOURCES

The following Fundraising Report summarizes fundraising resources committed from July 1, 2022 through July 31, 2022 totaling \$320,356 in support of the university.

The report includes:

3. Resources in support of the colleges, Academic Affairs and University Designated programs, Steely Library, Norse Athletics, Institute for Health Innovation/Health Innovation Center, and Student Affairs.
4. Resources for Fiscal Year 2023.

<b>FY23 Fundraising Resources Through 7/31/22</b>	
<b>Designation</b>	<b>FY 2023 at 7/31/2022</b>
Academic Affairs/Univ. Designated	\$105,005
Athletics	\$21,617
Chase College of Law	\$50,270
College of Arts & Sciences	\$11,575
College of Education	\$210
College of Health and Human Services	\$51,427
College of Informatics	\$1,672
Haile College of Business	\$73,012
Honors College	\$100
Institute for Health Innov./Health Innov Ctr.	\$5
Steely Library	\$167
Student Affairs	\$5,296
<b>Total</b>	<b>\$320,356</b>

## **POLICIES REPORT**

The following policies were approved at the executive level after proceeding through the campus vetting process. The President and other university administrators determined that approval of these policies by the Board of Regents was not needed per the [criteria established in Presidential Recommendation C-7 of the January 2015 regular meeting](#):

The Board of Regents shall approve the following criteria to determine if a university policy requires Board approval:

- The policy identifies a major university strategic initiative;
- The policy involves the Board’s fiduciary responsibilities;
- The policy is associated with an issue of significant risk; and/or
- The policy must be approved by the Board for legal and compliance purposes

The criteria will be interpreted by the President, who may seek consultation from General Counsel or other university administrators. All new or revised university policies that meet the above criteria will be submitted to the Board for approval.

For efficiency purposes, the administration shall have the authority to make technical or editorial revisions for Board approved policies. A technical or editorial change is a non-substantive change such as the correction of statutory or regulation references, contact names, position titles, department names, office locations, email or web addresses, spelling or grammatical errors, and the like.

Copies of these policies are available upon request.

### **CREDIT HOUR**

The purpose of this policy is to provide guidance consistent with federal regulations and SACSCOC to NKU faculty in setting credit hour expectations for NKU academic courses and programs. This policy was passed by the Board of Regents in 2014. This technical/editorial revision includes updated references to sources and the Unique Course Syllabus Template on the Academic Affairs website, which includes required syllabus language relating to this policy. This revision also updates the policy’s formatting to conform to the policy template.

### **CREDIT FOR PRIOR LEARNING**

This policy provides the guidelines for credits for prior learning. These minor revisions, including changing the name of the policy from “Non-Traditional Credit” consist of editing/wording changes, mainly replacing “nontraditional credit” with “credit for prior learning (CPL)”.

### **GRADUATING WITH HONORS**

This policy states the GPA requirements for graduating with undergraduate honors (cum laude, magna cum laude, summa cum laude). These minor revisions are for updates and editing/formatting.

## **DROP DEADLINE FOR 100% TUITION REFUND**

The minor revisions/edits to this policy include a name change from “Last Date to Drop with a 100% Tuition Adjustment”. Additionally, rather than stating the drop deadline for only the full semester session, the policy refers to the Registrar's Academic Calendar, which includes the drop deadlines for all sessions.

## **TRANSFER STUDENTS – REQUIRED ORIENTATION**

This policy specifies the requirements, fee, and exception for transfer student orientation. These revisions are editorial, including updates of outdated references and formatting.



## **ORGANIZATIONAL CHANGES REPORT**

### **DIVISION OF ACADEMIC AFFAIRS**

1. Effective 07/01/2022, the College of Business is merging the Department of Economics and Finance with the Department of Accounting and Business Law to create the Department of Accounting, Economics, and Finance. A search for a new chair resulted in the selection of Dr. Lee Kersting to lead the newly formed department. The reason for the merger is that the Department of Economics and Finance is small and merging with Accounting and Business Law will create 3 similar sized departments in the College of Business. In addition, there will be some cost savings by eliminating one department. The cost savings will be used to hire program directors for the departments.

**RECOMMENDATION:**

That the following academic affairs personnel actions receive Board of Regents approval:

**FACULTY APPOINTMENTS:**

**Carol Atherton**, lecturer in the School of Nursing, College of Health and Human Services, effective August 15, 2022.

**Melissa Beale**, lecturer and coordinator, Young Scholars Academy, effective July 5, 2022.

**Callie Elizabeth Beuke**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 15, 2022.

**Nicholas E. Bliven**, lecturer and Fuel NKU program coordinator in the School of Social Work, College of Health and Human Services, effective August 15, 2022.

**Tanyon Boston**, assistant professor in the Chase College of Law, effective August 1, 2022.

**Emilie Carter**, lecturer in the School of Social Work, College of Health and Human Services, effective August 15, 2022.

**Colleen Deel**, lecturer in the W. Frank Steely Library, effective August 15, 2022

**Jennifer Hunter**, assistant professor and director of Nurse Advocacy Center for the Underserved (NACU) in the School of Nursing, College of Health and Human Services, effective August 15, 2022.

**Erin Kelley**, assistant professor in the School of Nursing, College of Health and Human Services, effective August 15, 2022.

**Carlos Matthews**, lecturer in the Department of Communication, College of Informatics, effective August 2022.

**Rhyanne McDade**, lecturer in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 15, 2022.

**Erica Nerbonne**, lecturer and coordinator, Learning Plus, effective July 11, 2022.

**Hanieh Shabanian**, assistant professor in the Department of Computer Science, College of Informatics, effective August 2022.

**Christopher Smith**, lecturer in the School of the Arts, College of Arts and Sciences, effective August 15, 2022.

**Michael Tittel**, lecturer in the School of the Arts, College of Arts and Sciences, effective August 15, 2022.

**Laura Urbanski**, lecturer in the Department of Mathematics and Statistics, College of Arts and Sciences, effective August 15, 2022.

**Richard Van Dyke**, lecturer in the School of the Arts, College of Arts and Sciences, effective August 15, 2022.

**Jason White**, associate professor and program director for exercise science in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 15, 2022.

Mini Vitas Follow

#### **TRANSITIONS:**

**Maureen Doyle**, from professor and chair to professor in the Department of Computer Science, College of Informatics, effective August 2022.

**Eric Jackson**, from professor in History and Geography to professor in History and Geography and associate dean, College of Arts and Sciences, effective August 1, 2022

**Caroline Macke**, from professor to professor and interim director of the School of Social Work, College of Health and Human Services, effective July 20, 2022.

**Danielle McDonald**, from professor in Political Science, Criminal Justice, and Organizational Leadership to professor in Political Science, Criminal Justice, and Organizational Leadership and associate dean, College of Arts and Sciences, effective July 1, 2022

**Traian Marius Truta**, from professor to professor and interim chair of the Department of Computer Science and Department of Business Informatics, College of Informatics, effective July 2022.

Mini Vitas Follow

#### **DEPARTURES:**

**Axel Brandt**, assistant professor in the Department of Mathematics and Statistics, College of Arts and Sciences, effective May 31, 2022.

**Tracey Bonner**, associate professor in the School of the Arts, College of Arts and Sciences, effective June 30, 2022.

**Rachael Clark**, lecturer in Psychological Science, College of Arts and Sciences, effective May 31, 2022.

**Michelle Donahue**, assistant professor in the Department of English, College of Arts and Sciences, effective May 31, 2022.

**Jasmine Hardy**, lecturer and academic advisor, College of Arts and Sciences, effective June 6, 2022.

**Tracy Hart**, director of First Year Programs, effective August 26, 2022.

**Amanda Laskowski**, lecturer and academic advisor, College of Arts and Sciences, effective August 15, 2022.

**Cristen Ross**, lecturer in the W. Frank Steely Library, effective March 11, 2022

**Sue Ott Rowlands**, professor in the School of the Arts, College of Arts and Sciences, effective June 30, 2022.

**Alma Mattocks** clinical assistant professor in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective June 30, 2022.

**Erica Taylor**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective June 02, 2022.

**Danielle Todd**, assistant professor in the School of the Arts, College of Arts and Sciences, effective June 30, 2022.

**Lynn Warner**, lecturer II in the W. Frank Steely Library, effective May 28, 2022.

**EMERITUS STATUS:**

**Brant Karrick**, professor in the School of the Arts, College of Arts and Sciences, effective July 1, 2022.

**Samuel Lapin**, lecturer in the Department of Communication, College of Informatics, effective August 2022.

Mini Vitas Follow

**TEMPORARY APPOINTMENTS:**

**College of Arts and Sciences**

CINSAM

<b>Kristina Bielewicz</b>	Academic Year
<b>Reuben Bullard</b>	Academic Year

English

<b>Kristi Brock</b>	Academic Year
<b>Lindsey Caldwell Thomas</b>	Academic Year
<b>Kathleen Spada</b>	Academic Year
<b>Natalie Williams</b>	Academic Year

History and Geography

<b>Joseph Lombardi</b>	Academic Year
<b>Kathleen Quinn</b>	Academic Year

Integrative Studies	<b>Nathan Singer</b> <b>Lynda Mercer</b>	Academic Year Academic Year
Mathematics and Statistics	<b>Chrystal Brinkman</b> <b>Barbara Phillips</b> <b>John Wagner</b>	Academic Year Academic Year Academic Year
Music	<b>Joy Burdette</b> <b>Michael Culligan</b> <b>Nikk Pilato</b> <b>Louis Setzer</b> <b>Krista Weiss</b> <b>Cara Leanne Wood</b> <b>John Zappa</b>	Academic Year PT/ Academic Year Academic Year Academic Year Academic Year Academic Year Academic Year
Physics, Geology, and Engineering Technology	<b>Rachel Bosch</b> <b>Marian Ihlenfeldt</b> <b>Mohsen Keshtvarz</b> <b>Julie Reizner</b> <b>Yong Xue</b>	Academic Year Academic Year Academic Year Academic Year Academic Year
Political Science, Criminal Justice, and Organizational Leadership	<b>Jason Farkas</b> <b>Corey Owens</b> <b>Bobby Platt</b>	Academic Year Academic Year Academic Year
Sociology, Anthropology, and Philosophy	<b>Gary Blahnik</b> <b>Robert Greenleaf Brice</b> <b>Denise Knisely</b> <b>Michael Simonton</b>	Academic Year Academic Year Academic Year Academic Year
Theatre and Dance	<b>Tao Wang</b>	Academic Year
Visual Arts	<b>Denise Ayers</b> <b>Tom Capizzi</b> <b>Randel Plowman</b> <b>Josie Roebuck</b> <b>Julia Sebastian</b>	Academic Year Academic Year Academic Year Academic Year Academic Year

World Languages and Literatures

**Sandra Bazzani-Aronne**  
**Iliana Rosales Figueroa**

Academic Year  
Academic Year

**College of Health and Human Services**

CHHS Center for Simulation Education

**Kelly Holcomb**

Fiscal Year

Kinesiology, Counseling, and Rehabilitative Science

**Christopher Harp**  
**Paige Yeager-Faust**

Academic Year  
Academic Year

**College of Informatics**

Computer Science

**Asa'd As'ad**  
**John Musgrave**  
**Sunday Ngwobia**

Academic Year  
Academic Year  
Academic Year

Business Informatics

**Anthony Burk**  
**Marjorie McCaskey**

Academic Year  
Academic Year

Communication

**David R. Brandt**  
**Michelle Crowley**  
**Aaron Zlatkin**

Academic Year  
Academic Year  
Academic Year

Mini Vitas Follow

## MINI VITA

**Name:** Sandra Bazzani Aronne

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Teaching Spanish as a Foreign Language, 2008, Fundación Universitaria Iberoamericana (FUNIBER), Universidad de León, Spain

B.A. in Venezuelan Legal Studies, 2001, Universidad Católica Andrés Bello, Caracas, Venezuela

**Experience:** 2016-present, Lecturer, Northern Kentucky University

2015-2016, Adjunct Instructor, Northern Kentucky University

2012-present, Freelance Spanish Teacher, Procter and Gamble

2012-2016, Adjunct Instructor of Spanish, University of Cincinnati, Blue Ash

2009-2016, Adjunct Instructor of Spanish, Xavier University

2009-2010, Spanish Instructor, Berlitz Language Center

2003-2007, Spanish Teacher, Loyalist College, Belleville, ON, Canada

2003-2007, Freelance Spanish Teacher, Belleville, ON, Canada

## MINI VITA

**Name:** Asa'd As'ad

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Computer Science and Information Systems, Sheffield Hallam University

M.S. in Computer Information Systems, 2007, Arab Academy for Banking and Financial Sciences

B.S. in Computer Science, 2004, Zarka University

**Experience:** 2008-2021, Computer Lab Supervisor, King Abdullah II School for Information Technology

2017-2020, Teacher of Design and Technology, Ministry of Education

2007-2008, Computer Trainer, Vocational Training Corporation

2006-2007, Computer Programmer, Al-Arab Metal Industries

2004-2006, Computer Lab Assistant and Technical Support, Amman Arab University for Graduate Studies



## MINI VITA

**Name:** Carol A. Atherton

**Title:** Lecturer (non-tenure-track, renewable), Northern Kentucky University

**Education:** M.S. in Nursing Education, 2021, Northern Kentucky University

B.S. in Nursing, 2017, Kaplan University

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2021-2022, Clinical Instructor, Northern Kentucky University

2021-2022, Operating Room RN, Bethesda North Hospital

2021-2021, Travel Operating Room RN, Medical Solutions, Shriners Burn Center (Dayton, Ohio)

2021-2021, Open Heart Surgery Nurse, St. Elizabeth Hospital

2019-2020, Travel Operating Room RN, Medical Solutions, Shriners Burn Center (Cincinnati, Ohio)

2019-2019, Operating Room Nurse, Genesis Hospital

2019-2019, Travel Operating Room Nurse, St. Elizabeth Health Care

2019-2019, Travel Operating Room Nurse, Albert Chandler University of Kentucky Medical Center

2017-2018, Travel Operating Room RN, Kettering Medical Center

2017-2017, Travel Operating Room RN, St. Mary's Hospital; Mayo Clinic-Austin

2016-2017, Travel Operating Room RN, Bluefield Regional Medical Center

2015-2016, Evening Supervisor Surgical Services, Baptist Health

2012-2015, Travel Nurse OR/Preceptor, Elm Brook Memorial Hospital

## MINI VITA

**Name:** Denise Ayers

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.F.A. in Studio Art, 2019, Clemson University

B.F.A. in Drawing, 2015, Northern Kentucky University

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2020-2022, Adjunct, Northern Kentucky University

2020-2021, Adjunct, Tri-County Technical College

2018-2019, Teacher of Record, Clemson University

2017-2018 Graduate Teaching Assistant, Clemson University

## MINI VITA

**Name:** Melissa Beale

**Title:** Lecturer (non-tenure-track, renewable) and Coordinator, Young Scholars Academy

**Education:** M.A. in Teaching, 2014, Northern Kentucky University

B.A. in English, Minor in Religious Studies, 2009, Northern Kentucky University

**Experience:** 2013-2022, English Teacher, Boone County Schools

2010-2013, Case Manager, Northern Kentucky University

## MINI VITA

**Name:** Callie Elizabeth Beuke

**Title:** Assistant Professor

**Education:** D.N.P., 2021, Northern Kentucky University

M.S. in Nursing, 2017, Northern Kentucky University

B.S. in Nursing, 2013, Northern Kentucky University

**Experience:** 2022-present, Assistant Professor, Northern Kentucky University

2017-2022, Nursing Adjunct Faculty, Northern Kentucky University

2020-2022, Education Specialist, St. Elizabeth Healthcare

2018-2020, Assistant Nurse Manager/Charge Nurse, St. Elizabeth Healthcare

2014-2018, Staff Nurse, St. Elizabeth Healthcare

2015-2016, Team Leader, St. Elizabeth Healthcare

2015-2018, Preceptor Coordinator, St. Elizabeth Healthcare

2016-2018, Staff Development Skills Facilitator, St. Elizabeth Healthcare

2014, Staff Nurse, Cincinnati Children's Hospital Medical Center

2010-2014, Staff Nurse, Adolescent Medicine/Teen Center, Cincinnati Children's Hospital Medical Center

2010-2014, Public Health Nurse, Hamilton County Juvenile Detention Center

2008-2012, Public Health Nurse, Kenton County Detention Center

## MINI VITA

**Name:** Kristina Bielewicz

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S., Immunobiology, 2014, University of Cincinnati

B.S., Natural Sciences, 2000, University of Cincinnati

A.A.S., Biochemistry, 1997, University of Cincinnati

**Experience:** 2015-present, Adjunct Professor of Biology, Clermont College, University of Cincinnati

2013-2020, Freelance Medical Science Writer and Editor, *The American Academy of Allergy, Asthma and Immunology: the Journal of Allergy and Clinical Immunology*

2008-2015, Principal Research Assistant-Compliance Officer, Departments of Neurology and Neurosurgery, University of Cincinnati

2007-2008, Senior Research Assistant, UC Cancer Programs, University of Cincinnati

2004-2007, Research Assistant, Department of Neurosurgery, University of Cincinnati

2003-2004, Principal Research Assistant, Department of Cancer and Cell Biology, University of Cincinnati

2002-2003, Staff Research Associate, Elan Pharmaceuticals

2000-2002, Research Associate, Gladstone Institute of Neurological Disease

## MINI VITA

**Name:** Gary Blahnik

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Humanities, 1989, Union Institute and University

M. Ed. in Counseling, 2004, Xavier University

M.A. in Philosophy, 2007 University of Cincinnati

M.A. in English, 2006 Xavier University

B.A. in Linguistics and Religion, 1975, California State University System

**Experience:** 1996 – present, Lecturer, Northern Kentucky University

1994 –2016, Adjunct Professor, Xavier University

1991 – 2016, Adjunct Professor, Union Institute and University

## MINI VITA

**Name:** Nicholas E. Bliven

**Title:** Lecturer and Fuel NKU Program Coordinator (non-tenure-track, renewable)

**Education:** B. A., Communication Studies and Organizational Leadership, 2017, Northern Kentucky University

**Experience:** 2022–present, Lecturer/FuelNKU Program Coordinator, NTTR, Northern Kentucky University

2021–2022, Lecturer/FuelNKU Program Coordinator, NTTT, Northern Kentucky University

2020-2021, Communications Coordinator, KY Campus Compact

2020-2021, Outreach & Engagement Coordinator, FuelNKU, Northern Kentucky University

2017-2019, NKU Student Engagement, Volunteer Coordinator, AmeriCorps VISTA, Northern Kentucky University

2014-2017, Norse Leadership Society, Northern Kentucky University Student Organization Fall Retreat Chair/Member, Northern Kentucky University

## MINI VITA

**Name:** Tan T. Boston

**Title:** Assistant Professor

**Education:** J.D., 2001, University of Virginia School of Law

LL.M. Intellectual Property & Technology, 2015, University of Dayton School of Law

B.A. in Political Science, 1997, Florida Atlantic University

**Experience:** 2020-2021, Visiting Professor, Northern Kentucky University, Chase College of Law

2019-2020, Visiting Assistant Professor, University of Dayton

2015-2019, Director, LLM. & MSL Programs, University of Dayton

2012-2015, Graduate Assistant, LLM & MSL Programs, University of Dayton

2014-2015, Law Clerk, Legal Affairs, University of Dayton

2002-2011, Legal Consultant, Wyndham Worldwide (RCI)

2001-2002, Governance/General Counsel Clerk, National Collegiate Athletic Association



## MINI VITA

**Name:** Rachel Bosch

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Geology, 2021, University of Cincinnati

M.S. in Geosciences, 2015, Penn State

Copyediting Certificate, 2015, University of California – San Diego

B.A. in Physics, 1996, Wesleyan University

**Experience:** 2021-present, Lecturer, Northern Kentucky University

2021-present, Research Mentor, iResearch Academy

2021-2021, Adjunct Instructor, Mount St. Joseph University

2021-2021, Mentor, Earth Surface Processes Modeling Institute, Community Surface Dynamics Modeling System, University of Colorado

2017-2021, Graduate Assistant, University of Cincinnati

2017-2017, Camp Innovation Instructor, Northern Kentucky University

2015-2016, EKG Telemetry Technician, St. Joseph Mercy Hospital

2014-2017, Freelance Science Copyeditor

2001-2003, Emergency Medical Technician – Paramedic, Marion County Rescue Squad and Monongalia Emergency Medical Services

2000-2001, EKG Telemetry Technician, Monongalia General Hospital

1999-2000, Park Naturalist, Tygart Lake State Park

1999-1999, Emergency Medical Technician, Philipsburg Emergency Medical Services

1997-1998, Cave Guide, Mammoth Cave National Park

1996-1999, Graduate Researcher, The Pennsylvania State University

1996-1996, Park Ranger, Wind Cave National Park

## MINI VITA

- Name:** David Brandt
- Title:** Visiting Assistant Professor of Practice (non-tenure-track, temporary)
- Education:** Ph.D. in Communication, 1980, Michigan State University  
M.A. in Communication, 1975, Indiana University  
B.A. in Communication, 1974, Purdue University
- Experience:** 2018-present, Visiting Assistant Professor of Practice of Communication, Northern Kentucky University  
2016-2018, Adjunct Professor of Communication, Northern Kentucky University  
2015-2018, Founder and Principal, Voice Crafter  
2012-2015, Senior Vice President, Maritz Research  
2004-2012, Vice President, Maritz Research  
1998-2004, Senior Vice President, Burke, Inc.  
1988-1998, Vice President, Burke, Inc.  
1985-1988, Director, Marketing Sciences, Walker Information  
1984, Adjunct Instructor, University of Texas at Dallas  
1982-1985, Associate Research Director, Tracy-Locke/BBDO Advertising  
1979-1982, Assistant Professor of Communication, University of North Texas  
1978-1979, Assistant Professor of Language, Literature, and Communication, Rensselaer Polytechnic Institute  
1975-1978, Graduate Teaching Assistant, Michigan State University  
1974-1975, Graduate Teaching Assistant, Indiana University

## MINI VITA

**Name:** Robert Greenleaf Brice

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Philosophy, 2004, Michigan State University

M.A. in Philosophy, 1997, West Chester University of Pennsylvania

B.A. in Philosophy, 1994, University of Houston

**Experience:** 2016-present, Lecturer, Northern Kentucky University

2010-2016, Assistant Professor, Loyola University New Orleans

2008-2010, Visiting Professor, Loyola University New Orleans

2007-2008, Visiting Professor, Marlboro College

2003-2007, Adjunct Professor, Elmhurst College

## MINI VITA

**Name:** Chrystal Brinkman

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Mathematics, 2005, Miami University, Concentrations: Sequences in Algebra, Real Analysis, and Topology

B.S. in Mathematics and Secondary Math Education, 2003, Pikeville College,

**Experience:** 2008–Present, Lecturer, Northern Kentucky University

2009–2011, GRE and GMAT Test Prep Instructor NKU Community Connections

2007–2008, High School Mathematics Teacher, Powell County High School, Stanton, KY

2005–2007, High School Mathematics Teacher, George Rogers Clark High School, Winchester, KY

2003–2005 Teaching Assistant Miami University, Oxford, OH

2000–2003 Peer Tutor Pikeville College, Pikeville, KY

## MINI VITA

**Name:** Kristi Brock

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in English (Professional Writing), 2001, University of Cincinnati

B.A. in Journalism, 1988, Northern Kentucky University

**Experience:** 2001-Present, Lecturer, Northern Kentucky University

2002-2003, Thomas More College, Adjunct Instructor

2001-2002, University of Cincinnati, Adjunct Instructor

1999-2001, Academic Tutor, University of Cincinnati

1990-2001, Staff Writer for *The Sycamore Messenger*, Freelance Writer,  
*Cincinnati Enquirer/Kentucky Post/Cincinnati Business Courier*

## MINI VITA

**Name:** Reuben (Rick) G. Bullard, Jr.

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. (A.B.D.) in Geology, University of Cincinnati

M.S. in Geology, 2001, University of Cincinnati

M.A. in Near Eastern Archaeology, 1996, Cincinnati Christian University

B.A. in Near Eastern Archaeology and Biblical Studies, 1982, Cincinnati Christian University

**Experience:** 2013-Present, Lecturer and Course Coordinator, CINSAM, Northern Kentucky University

2000-2013, Lecturer, Geology, Northern Kentucky University

2012-2019, Lecturer (part time), Geology, Ancient History, Cincinnati Christian University

2007-2012, Assistant Professor, Geology, Ancient History, Cincinnati Christian University

2002-2006, Lecturer, Geology, Cincinnati Christian University

1986-2004, Lab Instructor, Geology, University of Cincinnati

1986-1994, Instructor, Photography, Cincinnati Christian University

## MINI VITA

**Name:** Joy Burdette

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** D.M.A. Voice and Pedagogy, 2013, College-Conservatory of Music, University of Cincinnati

M.M. Voice, 1997, University of Louisville School of Music

B.M.E. Voice and Horn, 1992, Cumberland College

**Experience:** 1999- Present, Lecturer, Northern Kentucky University

2016-2017, Instructor, Xavier University

## MINI VITA

**Name:** Anthony Burk

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S. in Computer Information Technology, 2013, Northern Kentucky University

B.A. in Accounting & Psychology (Double Major), 1979, Georgetown College

**Experience:** 2014-present, Lecturer of Business Informatics, Northern Kentucky University

2012-2014, Adjunct Professor of Media Informatics, Northern Kentucky University

2011-2012, Instructor of Psychology, University of Michigan

2011-2013, Graphic Designer in the Center for Applied Informatics, Northern Kentucky University



## MINI VITA

**Name:** Tom Capizzi

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** B.S. in Industrial Design, 1994, University of Cincinnati

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2018-2022, Environmental Design Instructor, Eastern Michigan University

2016-2019, Computer Graphics Generalist, Daniel Brian Advertising

2014-2016, Computer Graphics Generalist, Ford Motor Company

1997-2013, Generalist, Rhythm and Hues

## MINI VITA

**Name:** Emilie Carter

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** M.S.W. in Social Work, 2006, Spalding University

B.A. in Social Work, 2001, University of Kentucky

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2021-2022, Adjunct Professor, Northern Kentucky University

2019-2022, Private Practice Owner and Therapist, Made for More Counseling, PLLC

2016-2017, Assessment Clinician II, Our Lady of Peace/Kentucky One Health

2015-2016, Clinical Supervisor, Beaumont Behavioral Health

2007-2016, Outpatient Therapist, Beaumont Behavioral Health

## MINI VITA

**Name:** Michelle Crowley

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Communication, 2012, University of Cincinnati

B.A. in Theatre/Communication, 2010, Thomas More College

**Experience:** 2016-present, Lecturer of Communication, Northern Kentucky University

2013-2016, Adjunct Professor of Communication, Cincinnati State and Technical College

2012-2016, Adjunct Professor of Communication, Northern Kentucky University

2012-2016, Adjunct Professor of Communication, University of Cincinnati  
Clermont Campus

2011-2012, Assistant Individual Events Forensics Coach, University of Cincinnati

2011-2012, Graduate Teaching Assistant of Public Speaking, University of Cincinnati

## MINI VITA

**Name:** Michael Culligan

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.M. in Percussion Performance, 2010, Temple University

B.S. in Music Education, 2008, Duquesne University

**Experience:** 2015-2020, Part-Time Faculty, Northern Kentucky University

## MINI VITA

**Name:** Colleen Deel

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** M.A. in Teaching Capstone Project: “Using Rhetorical Genre Studies to Inform Library Instructions, 2020, Bemidji State University

M.S. in Library and Information Science, 2011, Kent State University

B.A. in Political Science, 2007, Otterbein University

**Experience:** 2017-present, Assistant Professor of Library Services, Bemidji State University

2015-2017, Library Technician, North Dakota State College of Science

2011-2015, Records Specialist, Franklin County Board of Developmental Disabilities

2008-2011, Library Services Specialist, Columbus Metropolitan Libraries

## MINI VITA

**Name:** Maureen Doyle

**Title:** Professor

**Education:** Ph.D. in Scientific Computing and Computational Mathematics, 2004, Stanford University

M.S. in Scientific Computing and Computational Mathematics, 2001, Stanford University

M.S. in Mathematics, 1990, Northeastern University

B.S. in Mathematics, University of Massachusetts at Lowell

**Experience:** 2013 – 2016, Associate Professor of Computer Science and Associate Dean College of Informatics

2006 – 2013, Assistant Professor of Computer Science, Northern Kentucky University

2003 – 2006, Assistant Professor of Computer Science, Morehead State University

2001 – 2003, Teaching Assistant of Computer Science, Stanford University

1983 – 1985, Adjunct Instructor of Computer Science, University of Lowell

## MINI VITA

**Name:** Jason S. Farkas

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S. in Leadership Development, 2016, Wright State University

B.A. in Psychology, 2014, Wright State University

**Experience:** 2017 - present, Lecturer, Northern Kentucky University

2014 - present, Adjunct Instructor & Research Assistant, Wright State University

2003 - 2013, General Manager, Guitar Center, Inc.

## MINI VITA

**Name:** Paige Yeager-Faust

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S. in Clinical Mental Health Counseling, 2016, Northern Kentucky University  
B.S. in Psychology, 2014, Northern Kentucky University

**Experience:** 2022-present, Lecturer, Northern Kentucky University  
2020-2022, Adjunct Faculty, Northern Kentucky University  
2016-2020, School-based Counselor, NorthKey Community Care  
2017-2022, Outpatient Counselor, NorthKey Community Care  
2020-2022, Internship Program Lead, NorthKey Community Care



## MINI VITA

- Name:** Iliana Rosales Figueroa
- Title:** Lecturer (non-tenure-track, temporary)
- Education:** Ph.D. in Romance Languages & Literatures, 2012, University of Cincinnati  
M.A. in French Literature, 2006, University of Missouri  
B.A. in French, 2001, Universidad Veracruzana, Xalapa, Ver., México  
B.A. in English, 2003, Universidad Veracruzana, Xalapa, Ver., México
- Experience:** 2017-present, Lecturer, Northern Kentucky University  
2016-2017, Adjunct Instructor, Northern Kentucky University  
2014-2017, 2011-2012, 2006-2007, French Instructor, Alliance Française  
2014-2016, Spanish Instructor, Xavier University  
2016, French instructor, Kenton County Public Library, Covington, KY Branch  
2014, Spanish Instructor, Cincinnati Spanish Academy  
2012-2014, Visiting Assistant Professor of Spanish, Dept. of Modern Languages, Denison University  
2010-2011, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati  
2009- 2010, Research assistant for Dr. Myriam Chancy, Dept. of English and Comparative Literature, University of Cincinnati  
2007-2009, Spanish Instructor, Dept. of Romance Languages & Literatures, University of Cincinnati  
2005-2006, French Instructor, Dept. of Romance Languages & Literatures, University of Missouri

## MINI VITA

**Name:** Christopher Harp

**Title:** Lecturer and Clinical Coordinator (non-tenure-track, temporary)

**Education:** M.S. in Athletic Training, 2016, Spalding University  
M.B.A. in Sports Management, 2010, Nichols College  
B.S. in Health & Sports Studies, 2000, Miami University

**Experience:** 2022-present, Lecturer and Clinical Coordinator of Athletic Training, Northern Kentucky University  
2021-2022, Lab Instructor, Beckfield College  
2019-2021, Athletic Trainer, Concentra Urgent Care  
2019-2018, Athletic Trainer, ATI Physical Therapy  
2017-2019, Athletic Trainer, St. Elizabeth Healthcare  
2017-2022, Lecturer, Northern Kentucky University  
2016-2017, Health and PE Teacher, Holmes High School  
2013-2014, Business Teacher, Tates Creek High School  
2012-2014, Adjunct Faculty, Eastern Kentucky University

## MINI VITA

**Name:** Kelly Holcomb

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** B.S. 2019, Northern Kentucky University

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2021-2022, Student Simulation Technician Intern, Northern Kentucky University

2020-2022, Registered Nurse, The Christ Hospital Health Network

## MINI VITA

**Name:** Jennifer Hunter

**Title:** Assistant Professor and Director of Nurse Advocacy Center for the Underserved

**Education:** M.S. in Nursing, 2010, University of Kentucky

B.S. in Nursing, 1996, Northern Kentucky University

**Experience:** 2022-present, Assistant Professor and Director of Nurse Advocacy Center for the Underserved (NACU), Northern Kentucky University

2019-2022, Lecturer and Director of Nurse Advocacy Center for the Underserved (NACU), Northern Kentucky University

2018-2019, Adjunct Instructor, Northern Kentucky University

2019, Occupational Health Nurse, St. Elizabeth Healthcare

2007-2018, Director of Clinical Services and Director of Nursing, Northern Kentucky Health Department

2003-2006, Interim Director of Clinical Services and Director of Nursing, Northern Kentucky Independent District Health Department

2000-2003, Quality Assurance Manager of Clinical Services, Northern Kentucky Independent District Health Department

1997-2000, Clinic Manager, Kenton County Dressman Health Center

1993-1997, Clinic Manager, Kenton County Health Center

1992-1993, Team Leader, Campbell County Health Center

1989-1992, Community Health Nurse, Campbell County Health Center

1988-1989, Labor and Delivery Staff Nurse, St. Luke East Hospital

## MINI VITA

**Name:** Marian Ihlenfeldt

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.E. in Secondary Education, Integrated Mathematics, 2013, Xavier University  
B.S. in Mechanical Engineering, 1982, Stanford University

**Experience:** 2021-present, Lecturer, Northern Kentucky University  
2020-2021, Part-Time Faculty, Northern Kentucky University  
2019-present, Adjunct Instructor, Thomas More University  
2016-present, Adjunct Professor, Gateway Community & Technical College  
2011-present, Marketing and Product Development Consultant, Big Blue Sky LLC  
2000-2011, Category Director, Totes>>Isotoner  
1995-1999, Director of Marketing, Warner Bros. Toys  
1994-1995, Team Leader, Kenner/Hasbro  
1992-1994, Product Manager, Kenner/Hasbro  
1990-1992, Product Development Engineer, Ethicon, Inc.  
1988-1990, Assistant Product Manager, Kenner/Hasbro  
1982-1988, Product Development Engineer, Kenner/Hasbro

## MINI VITA

**Name:** Eric Jackson

**Title:** Professor and Associate Dean

**Education:** Ph.D./Ed.D., 2000, University of Cincinnati  
M.A., in History, 1992, University of Cincinnati  
B.S., in History, 1988, Ball State University

**Experience:** 2022-present, Associate Dean and Professor, History, Northern Kentucky University  
2006-2017, Associate Professor, History, Northern Kentucky University  
2000-2006, Assistant Professor, History, Northern Kentucky University  
1993-2000, Lecturer, History, Northern Kentucky University  
1992-1993, Adjunct Instructor, History, Northern Kentucky University

## MINI VITA

**Name:** Brant Karrick

**Title:** Professor

**Education:** Ph.D. in Music Education, 1994, Louisiana State University

M.A. in Music Education, 1982, Western Kentucky University

B.M. in Music Education, 1982, University of Louisville

**Experience:** 2013-Present, Professor, Northern Kentucky University

2009-2013, Associate Professor, Northern Kentucky University

2003-2009, Assistant Professor, Northern Kentucky University

1994-2003, Associate Professor, University of Toledo

## MINI VITA

**Name:** Erin Kelley

**Title:** Assistant Professor

**Education:** D.N.P., 2021, Northern Kentucky University

M.S. in Nursing, Healthcare Administration and Education, 2014, University of Phoenix

B.S. in Nursing, 2011, Northern Kentucky University

**Experience:** 2022-present, Assistant Professor, Northern Kentucky University

2019-2022, Lecturer, Northern Kentucky University

2018-2022, Education Specialist, St. Elizabeth Healthcare

2016-2021, Registered Nurse, St. Elizabeth Healthcare

2018-2019, Part-time Clinical Faculty, Northern Kentucky University

2013-2015, Care Coordinator, St. Elizabeth Healthcare

2012-2016, Registered Nurse, St. Elizabeth Healthcare

2012-2016, Registered Nurse, Cincinnati Children's Hospital



## MINI VITA

**Name** Mohsen Keshtvarz

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. ABD, Industrial Engineering, University of Cincinnati  
M.S., 1985, Industrial Engineering, North Carolina A&T State University  
B.S., 1982, Mechanical Engineering, Jackson State University, Jackson, MS

**Experience:** 2021-2022, Part-time Faculty, Northern Kentucky University  
2014-2020, Lecturer, Northern Kentucky University  
2010-2013, Assistant Professor, Engineering, Shiraz University, Shiraz, Fars  
2000-2009, Full-time Lecturer, Computer Information Systems, University of Texas-El Paso  
1995-2000, Assistant Professor, Computer Information Systems, Peru State College, Peru, NE  
1988-1995, Assistant Professor, Information Technology, Wilmington College, Wilmington, OH  
1987-1988, Assistant Professor, Dir. Engineering Technology, Shawnee State University, Portsmouth, OH  
1986-1987, Instructor, Computer Information Technology, Southern Ohio College Tech. Center, Cincinnati, OH  
1981-1986, Senior Information Systems Engineer, Integrated Management Controls, Greensburg, PA

## MINI VITA

**Name:** Denise E. Knisely

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Anthropology, 2013, University of Cincinnati

B.A. Anthropology, 2003, Millersville University

B.A. in History, 1997, York College of Pennsylvania

**Experience:** 2013-Present, Lecturer, Anthropology, Northern Kentucky University

2012-2013, Visitation Enhancement Specialist, Cincinnati Museum Center

2011-2012, Graduate Assistant, University of Cincinnati

2011, Field School Staff, University of Cincinnati

2007-2009, Archaeological Field Technician/Historic Researcher, Navarro and Wright consulting Engineers, Inc., New Cumberland, PA

2004-2007, Archaeological Field Technician, Pinedale CRM Associates, Carlisle, PA

2001-2002, Archaeology Lab Technician, Millersville University, Millersville, PA

2000-2001, Technology Training Coordinator, York County Library, York, PA

1999-2000, Facility Manager, Martin Library, York, PA

1997-1999, Technology Instructor, Martin Library, York, PA

## MINI VITA

**Name:** Samuel Lapin

**Title:** Senior Lecturer (non-tenure-track, renewable)

**Education:** M.S. in Speech Communication, 1989, Illinois State University

B.S. in Mass Communication, 1986, Illinois State University

**Experience:** 2019, Team Leader, Governor's School for Entrepreneurs

1998-2003, Coordinator of Extended Campus, Northern Kentucky University

1996, Trainer/Coordinator, Northern Kentucky University

1995-2022, Instructor, Northern Kentucky University

1995-1996, Computer Trainer, Catapult Software Training

1995, Communication Instructor, Christian Brothers University

1991-1995, Director of Marketing and Development, Senior Services

1989-1991, Assistant Director of Fundraising, United Way

1988-1989, Public Relations Graduate Assistant, Illinois State University

1986-1988, Communication Graduate Assistant, Illinois State University

## MINI VITA

**Name:** Joseph Lombardi

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S.L.S. in Library Science, 2006, University of Kentucky

M.A. in History, 2002, Ohio University

B.A. in History, 1995, Miami University

**Experience:** 2013 - present, Lecturer, History, Northern Kentucky University

2009 - 2012, Adjunct Lecturer, History, Northern Kentucky University

## MINI VITA

- Name:** Caroline Macke
- Title:** Professor and Interim Director, School of Social Work, Northern Kentucky University
- Education:** Ph.D. in Social Work, 2010, University of Kentucky  
M.S. in Social Work, 2003, University of Kentucky  
B.A. in Economics, 2001, Thomas Moore College  
B.A. in International Studies, 2001, Thomas Moore College  
B.A. in Business, 2001, Thomas Moore College
- Experience:** 2022-present, Professor and Interim Director, School of Social Work, Northern Kentucky University  
2021-2022, Professor, Northern Kentucky University  
2009-2021, Associate Professor, Northern Kentucky University  
2008-2009, Instructor, Northern Kentucky University  
2006-2008, Teaching Assistant, University of Kentucky

## MINI VITA

**Name:** Carlos Matthews

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** M.A. in Communication, 2017, Northern Kentucky University

B.A. in Theatre, 2015, Northern Kentucky University

**Experience:** 2021-2022, Academic Advisor, Northern Kentucky University

2021, Tutor, Reading Partners Colorado

2021, Distance Tutoring Counselor, Reading Partners Colorado

2018-2021, Adjunct Instructor, Community College of Aurora

2018, Program Assistant and Tutor, Madisonville Education & Assistance Center

2017-2021, Affiliate Faculty, Metropolitan State University of Denver

2018, GED Tutor, Madisonville Education and Assistance Center

2017-2018, College and Career Coordinator, "I Have a Dream" Boulder County

2017, Teaching/Training Assistant, Community Matters

2016-2017, Employment and Training Counselor, Community Matters

## MINI VITA

- Name:** Marjorie McCaskey
- Title:** Lecturer (non-tenure-track, temporary)
- Education:** Ph.D. in Nursing Practice, 2011, Purdue University  
M.S. in Nursing of Children at Risk, 1996, Indiana University  
B.S. in Nursing, 1981, Purdue University
- Experience:** 2016-present, Director of Nursing and Professional Development, Children's of Alabama  
2015-present, Clinical Outcomes and Quality Advisor, Children's of Alabama  
2015-present, Online Faculty, University of Phoenix  
2010-2015, Chief Quality Officer of Pediatric Service Line, Riley Hospital for Children  
2007-2010, Clinical Nurse Specialist, Riley Hospital for Children  
2002-2007, Nursing Practice, University of North Carolina Health System  
1999-2000, Interim Clinical Nursing Director, University of North Carolina Health System  
1996-2002, Nurse Manager, University of North Carolina Health System  
1993-1996, Clinical Nurse II, University of North Carolina Health System  
1989-1993, Staff Development Coordinator, Indiana University Medical Center  
1986-1989, Primary Nurse II, University of Maryland Medical System  
1984-1986, Clinical Nurse II, The Johns Hopkins Health Care System  
1982-1984, Charge RN, Victory Medical Hospital  
1981-1982, Charge RN, Michael Reese Hospital

## MINI VITA

**Name:** Rhyanne McDade

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** Ph.D. in Health Education, 2016, University of Cincinnati

M.S. in Health Promotion and Education, 2013, University of Cincinnati

B. S. in Biology, 2011, College of Mount St. Joseph

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2020-2022, Lecturer/Diversity Post-Doctoral Fellow, Northern Kentucky University

2020-present, Adjunct Faculty, Xavier University

2020, Adjunct Faculty, Northern Kentucky University

2018-present, Community Health Program Director, Center for Closing the Health Gap

2016-present, Clinical Research Coordinator, Cincinnati Children's Hospital Medical Center

2015-present, Apple of His Eye, Inc., founder

2013-2014, Clinical Research Coordinator II, Cincinnati Children's Hospital Medical Center

2008-2010, Pharmacy Technician, University of Cincinnati Medical Center

2005-2007, child care services, owner, Karlynnne Kare



## MINI VITA

- Name:** Danielle McDonald
- Title:** Professor and Associate Dean, College of Arts & Sciences, Northern Kentucky University
- Education:** Ph.D., Criminology, 2006, Indiana University of Pennsylvania  
M.S., Criminology, 2001, Virginia Tech  
B.A., Sociology and Psychology, 1998, West Virginia University
- Experience:** 2018 – 2022, Professor, Criminal Justice, NKU Department of Political Science, Criminal Justice, and Organizational Leadership  
2018 – 2020, Assistant Chair, NKU Department of Political Science, Criminal Justice, and Organization Leadership  
2013 – 2017, Associate Professor, Criminal Justice, NKU  
2008 – 2012, Assistant Professor, Criminal Justice, NKU  
2006 - 2008, Assistant Professor, Criminal Justice Department, Plymouth State University  
2003 - 2006, Temporary Faculty, Criminology Department of Indiana University of Pennsylvania

## MINI VITA

**Name:** Lynda Mercer

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D., Humanities, 2017, University of Louisville

M.A., English, 2007, University of Louisville

B.A., English, 2005, University of Louisville

**Experience:** 2020-2022, Instructor, Northern Kentucky University

2008-2022, Instructor, University of Louisville

2015, Instructor, Jefferson Community and Technical College

## MINI VITA

**Name:** John Musgrave

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Computer Science, in progress, University of Cincinnati

M.S. in Computer Science, 2019, University of Cincinnati

B.S. in Computer Information Technology, 2012, Northern Kentucky University

A.A.S. in Software Engineering, 2008, Cincinnati State

**Experience:** 2019-present, Researcher, University of Cincinnati

2017-2019, Senior Software Engineer, The Kroger Company

2016-2017, Senior Software Engineer, Modulus by Progress Software

2014-2015, Senior API Developer, Roadtrippers

2012-2014, Freelance Consulting

2011-2012, Contract Software Engineer, eBay

2010-2011, Junior Software Engineer, General Electric

## MINI VITA

**Name:** Erica Nerbonne

**Title:** Lecturer (non-tenure-track, renewable) and Writing Center Coordinator

**Education:** M.A. in English Literature, Expected August 2022, Miami University

B.A. in Spanish Linguistics, 2020, University of Wisconsin – Eau Claire

**Experience:** 2021-present, Howe Writing Center Graduate Consultant

2020-present, Instructor of Rhetoric and Composition, Miami University

2015-2020, Writing Center for Excellence Writing Assistant, University of Wisconsin – Eau Claire

2015-2017, Spanish Technical Curriculum Writer, University of Wisconsin – Eau Claire Nature Academy

## MINI VITA

**Name:** Sunday Cosmos Ngwobia

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Computer Science and Engineering, in progress, University of Cincinnati

M.S. in Computer Science, 2019, University of Dayton

B.S. in Computer Science, 2004, Abia State Polytechnic

**Experience:** 2020-present, Teaching/Research Assistant, University of Cincinnati

2018-2019, Graduate Teaching/Research Assistant, University of Dayton

2011-2017, Lecturer, Federal Polytechnic Damaturu

2006-2011, Software Engineer, Coddessoft Nigeria Technologies

## MINI VITA

**Name:** Barbara Phillips

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Education, 2000, College of Mt. St. Joseph

Graduate Work, Education, 1996-97, University of Cincinnati

Graduate Work, Mathematics, 1981-82, Rice University

B. A. in Mathematics, 1981, Hanover College

**Experience:** 2004-Present, Lecturer, Mathematics, Northern Kentucky University

1990-2004, Instructor, University of Cincinnati

1989-2000, Instructor, Development Department Cincinnati State College

1985-1989, Instructor, Mathematics, University of Missouri

1984-1985, Instructor, Mathematics University of North Carolina

1983-1984, Teacher, St. Pius School, Houston, TX

## MINI VITA

**Name:** Nick Pilato

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Music Education, 2007, Florida State University

M.M. in Music Education, 1999, Florida State University

B.M. in Music Education, 1997, Florida State University

**Experience:** 2015-Present, Assistant Professor of Music, Indiana State University

2014-2015, Associate Conductor, Atlanta Wind Symphony

2013-2015, Director of Wind Studies, Emory University

2012-2013, Director of Bands, Mount San Antonio College

2011-2012, Associate Director of Bands, California State University-Long Beach

## MINI VITA

**Name:** Bobby Platt

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.S. in Public Administration, 2020, Arkansas State University

M.S. in Criminal Justice, 2007, University of Cincinnati

B.S. in Business Management, 2003, Hodges University

A.S. in Criminal Justice Technology, 2005, Edison State College

**Experience:** 2016 - present, Commander, North Port Florida Police Department

2004 - 2016, Sergeant, Collier County Florida Sheriff's Office

2009 - 2017, Adjunct, SW Florida Criminal Justice Academy



## MINI VITA

**Name:** Randel Plowman

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.F.A. in printmaking, 2013, University of Wisconsin-Madison

M.A. in printmaking, 2012, University of Wisconsin-Madison

B.F.A. Art, 2008, Northern Kentucky University

**Experience:** 2019-present, Lecturer, Northern Kentucky University

2015-2019, Adjunct, Northern Kentucky University

## MINI VITA

**Name:** Corey Shaun Owens

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ed.D. in Organizational Leadership, 2020, Grand Canyon University  
M.S. in Business Psychology, 2014, Franklin University  
M.S. in Marketing & Communication, 2013, Franklin University  
B.S. in Organizational Communication, 2012, Franklin University

**Experience:** 2020 - present, Clinical Assistant Professor, University of Louisville  
2018 - 2020, Lead Faculty, Urbana University  
2015 – 2020, Adjunct Faculty, Central State University, Wilberforce University, Clark State Community College, Urbana University  
2015 – 2018, Director of Residence Life, Central State University  
2014 – 2015, Academic Advisor, Central State University  
2012 – 2014, Business Development Manager, The American Legion  
2011 – 2012, Assistant Director of Membership, The American Legion  
2003 – 2011, United States Army, Finance Corp (Non-Commissioned Officer)

## MINI VITA

**Name:** Kathleen M. Quinn

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** A.B.D., Classics, University of Cincinnati

M.A. in Classics, 1999, University of Cincinnati

M.A. in Archaeology, 1996, Cornell University

B.A. in Archaeology and Latin, 1992, The College of Wooster

**Experience:** 2011-present, Lecturer, Northern Kentucky University

2008-2009, 2012-2013, 2015, 2017, 2018-2019, Summer/Winter Faculty, Ancient and Byzantine History and Archaeology, Western Kentucky University (KIIS Study Abroad Programs to Turkey, Greece, and Italy)

2005-present, Adjunct Instructor, Latin Language, Northern Kentucky University

2003-2011, Adjunct Instructor, Ancient and Early European History, Northern Kentucky University

2010-2011, Faculty, Latin Language, Saint Ursula Academy

2006-2010, Adjunct Faculty, Latin Language, Saint Ursula Academy

2006-2007, Adjunct Instructor, Composition and World Literature, Northern Kentucky University

2004, Adjunct Instructor, Classics, Xavier University

2003-2004 & 2007, Adjunct Instructor, Classics, University of Cincinnati

2001-2002, Visiting Instructor, Classics, University of Cincinnati

## MINI VITA

**Name:** Julie Ann Reizner

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** MS in Earth Sciences, 2010, Montana State University

BS in Geology, 2003, Western Kentucky University

**Experience:** 2020-2022, Part-time Faculty, Northern Kentucky University

2018-present, Part-time Instructor, Gateway Community and Technical College

2017-2020, Lecturer, Northern Kentucky University

2016-present, Education and Outreach Volunteer, WAVE Foundation at the Newport Aquarium

2010-2014, Part-time Instructor, Gateway Community and Technical College

2008-2016, Raptor Caretaker, Handler, and Educator, Biology Integration & Outreach for Science Education (BIOSE)

2007-2017, Part-time Instructor, Northern Kentucky University

2007-2010, Educator and Animal Handler, Cincinnati Zoo and Botanical Gardens

2004-2007, Teaching Assistant, Montana State University

2002-2003, Water Quality Technician, Mammoth Cave National Park

## MINI VITA

**Name:** Josie Roebuck

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.F.A. in Architecture, 2021, University of Cincinnati

B.F.A. in Drawing and Painting, 2019, University of Georgia

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2022 spring, Adjunct, Northern Kentucky University

2021-2022, Adjunct Instructor, University of Cincinnati

2020-2021, Instructor, University of Cincinnati

2019-2020, Graduate Assistant, University of Cincinnati

2018-2019, Studio Assistant to Professor, University of Georgia

## MINI VITA

**Name:** Julia Sebastian

**Title:** Lecturer, (non-tenure-track, temporary)

**Education:** M.F.A. in Art, 2014, University of Cincinnati

B.A. in Drawing & Printmaking, 2012, Transylvania University

**Experience:** 2018-Present, Lecturer, Northern Kentucky University

2016-2018, Adjunct, Northern Kentucky University

## MINI VITA

**Name:** Louis Setzer

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** D.M.A. in Trombone Performance, 2017, University of Cincinnati

M.M. in Trombone Performance, 2013, Pennsylvania State University

B.M. in Music Education, 2011, Mansfield University of Pennsylvania

**Experience:** 2018-2020, Instructor, Marian University

2017, Instructor, Rend Lake College

2015-2016, Part-Time Faculty, Northern Kentucky University

2014-2016, Instructor, University of Cincinnati

2012-2013, Instructor, Pennsylvania State University

## MINI VITA

**Name:** Hanieh Shabanian

**Title:** Assistant Professor

**Education:** Ph.D. in Computer Engineering, 2021 The University of Memphis

M.S. in Computer Engineering, 2017, The University of Memphis

M.S. in Software Engineering, 2015, Qazvin University

B.S. in Software Engineering, 2012, Shariati Technical and Vocational University

**Experience:** 2019-2021, Graduate Teaching Assistant, University of Memphis

2016-2021, Undergraduate Teaching Assistant, University of Memphis

2014-2015, Undergraduate Teaching Assistant, University of Memphis

2011, Tutor, Asre Emrooz Institute

2011, Tutor, Golchine Shahr Institute

2010, Tutor, Pasdaran High School



## MINI VITA

- Name:** Michael J. Simonton
- Title:** Lecturer (non-tenure-track, temporary)
- Education:** Ph.D. in Social Anthropology, 2010, National University of Ireland-Galway  
M.A. in Anthropology, 1977, The Ohio State University  
B.A. in Anthropology, 1976, University of Dayton
- Experience:** 2001-present, Lecturer, Anthropology, Northern Kentucky University  
2008 -2018, Adjunct Associate Professor of Anthropology, University of Cincinnati  
2000 -2018, Adjunct Professor of Sociology and Biology, Wilmington College Cincinnati Campus  
2000-2001, Adjunct Instructor, Anthropology, Northern Kentucky University  
1985, Part-time Faculty, Anthropology, The Ohio State University, Marion Regional Campus  
1985, Part-time Faculty, Anthropology, Urbana University Dayton Campus  
1979- 1985, Graduate Teaching/Research Associate, Anthropology, The Ohio State University

## MINI VITA

**Name:** Nathan Singer

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Interdisciplinary Humanities & Culture, 2016, Union Institute/University

M.A. in Creative Writing, 2002, Antioch University McGregor

B.A. in English, 2000, Northern Kentucky University

**Experience:** 2005-2022, Instructor, Northern Kentucky University

2005-2022, Instructor, University of Cincinnati/Blue Ash

2005-2014, Instructor, Tiffin University

## MINI VITA

**Name:** Christopher Smith

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** B.A. in Creative Writing/English, 1976, Ohio State University  
A.A. in Photography, 1984, Antonelli College

**Experience:** 2003-Present, Lecturer, Northern Kentucky University  
1988-Present, Chris Smith Photography  
2005-2013, Founder and Manager, NKFOTO.COM  
2004-2005, Photography Instructor, Ivy Tech Community College  
1999-2007, Varsity girl's soccer coach, South Dearborn High School  
1985-1988, Photographer, Bauman & Associates  
1984, Contract Photographer, Procter & Gamble  
1984, Photo Assistant, Tom Rogowski Photography  
1982, Staff photographer and writer, Batesville Herald Tribune

## MINI VITA

**Name:** Kathleen Spada

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. (ABD) English and Comparative Literature, University of Cincinnati

M.A. English Studies, 2015, Northern Kentucky University

Graduate Certificate Composition/Rhetoric, 2015, Northern Kentucky University

Graduate Certificate Professional Writing, 2015, Northern Kentucky University

B.A. Organizational Leadership, 2013, *summa cum laude*, Northern Kentucky University

**Experience:** 2022-Present, Lecturer Composition, Northern Kentucky University

2014-2022, Adjunct, Composition & Rhetoric, Northern Kentucky University

2016-2022, Adjunct, Composition and Professional/Technical Writing, University of Cincinnati

2016-2022, Adjunct, Composition, Southeastern University

2004-2012, YouNique Publications, Senior Production and Editing Manager

## MINI VITA

**Name:** Michael Tittel

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** B.F.A. in Creative Writing/English, 1992, Ohio University

**Experience:** 2022-present, Lecturer, Northern Kentucky University

2010-Present, Executive Creative Director, Gyro

2008-2010, Senior VP Global Practice Leader, Gyro

2007-2008, VP of Interactive, HSR Business to Business

2006-2007, Creative Director, HSR Business to Business

2001-2006, Associate Creative Director, HSR Business to Business

2000-2001, Partner/User Interface Designer, View Source Media

1999-2000, Commercial Photographer/Studio Manager, Kuchik Photography

1990-1999, Commercial Photographer, Austin Bewsey Studios

## MINI VITA

**Name:** Lindsey Caldwell Thomas

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. English, 2011, Northern Kentucky University

Professional Certificate in Composition and Rhetoric, 2011, Northern Kentucky University

B.A. English, 2002, Northern Kentucky University

**Experience:** 2010-present, Lecturer, Department of English, Northern Kentucky University

2004-2006, Account Service Representative, RR Donnelley, Florence

2002-2004, On-Site Performance Manager, CBS Companies, Cincinnati

## MINI VITA

- Name:** Traian Marius Truta
- Title:** Professor and Interim Chair, Department of Computer Science and Department of Business Analytics
- Education:** Ph.D. in Computer Science. 2004, Wayne State University
- M.S. in Computer Science, 1999, “Babes-Bolyai” University
- B.S. in Computer Science, 1998, “Babes-Bolyai” University
- Experience:** 2019-2022, Assistant Chair, Department of Computer Science, Northern Kentucky University
- 2016-present, Professor, Northern Kentucky University
- 2010-2016, Associate Professor, Northern Kentucky University
- 2009-2010, 2011-2018, MSCIT Program Director, Northern Kentucky University
- 2004-2010, Assistant Professor, Northern Kentucky University
- 1999-2004, Research/Teaching Assistant and Lecturer, Wayne State University
- 1997-1999, Research/Teaching Assistant, “Babes-Bolyai” University

## MINI VITA

**Name:** Laura Urbanski

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** M.S. in Mathematics, 1992, Cleveland State University

B.S. in Mathematics Education, 1990, Bowling Green State University

**Experience:** 2008-present, Lecturer, Mathematics, Northern Kentucky University

2005-2008, Instructor, Mathematics, University of Cincinnati Clermont College

1992-1997, Instructor, Mathematics, Miami University Middletown



## MINI VITA

**Name:** Richard Van Dyke

**Title:** Lecturer (non-tenure-track, renewable)

**Education:** D.M.A. Piano Performance, 2007, University of Cincinnati College Conservatory of Music

M.M. Piano Performance, 1988, University of Cincinnati College Conservatory of Music

B.S. Music, 1976, University of Wisconsin Oshkosh

**Experience:** 2022, lecturer (NTTR), Northern Kentucky University

2012-2021, lecturer (NTTT), Northern Kentucky University

## MINI VITA

**Name:** John Wagner

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Mathematics, 2010, University of Cincinnati

M.E. in Electrical Engineering, 1989, University of Virginia

B.E.E. in Electrical Engineering, 1987, University of Dayton

**Experience:** 2021-2022, Adjunct Instructor, Cincinnati State

2007-2020, Technical Leader, Nielsen (BASES)

2001-2007, Graduate Teaching Assistant, University of Cincinnati

1990-2001, Controls Systems Engineer, Procter & Gamble Company

1989, Teacher, High School Mathematics, Computers for Grade and High School,  
The American School of Recife PE Brazil

## MINI VITA

**Name:** Tao Wang

**Title:** Professor of Practice (non-tenure-track, temporary)

**Education:** M.F.A. in Theatre & Dance Lighting and Projection design, 2020, The University of Memphis

M.F.A. in design focus on Lighting design, 2017, University of Wisconsin-Stout

B.F.A. in Theatre Scene Design, 2006, The Central Academy of Drama, Beijing, China

**Experience:** 2020 – present, Professor of Practice, Northern Kentucky University

2017-2020, Graduate Assistant, University of Memphis

2009-2013, Head of School, Beijing Yunshui Tide International Cultural Education Center

2006-2009, Program Head of BFA in Scenic Design and Related Crafts, Beijing Institute of Performing Arts, Beijing, China

## MINI VITA

**Name:** Jason White

**Title:** Associate Professor and Program Director for Exercise Science

**Education:** Ph.D. in Human Physiology and Muscle Biology, Higher Education Administration, and Nutrition, 2011, Ohio University

M.S in Sports Physiology, 2002, Ohio University

B.S. in Biological Sciences, 2001, Ohio University

**Experience:** 2022-present, Associate Professor and Program Director for Exercise Science, Northern Kentucky University

2019-2022, Associate Clinical Professor and Graduate Coordinator, Ohio University

2018-2019, Associate Professor, George Mason University

2015-2018, Assistant Professor, George Mason University

2010-2015, Assistant Professor, Ohio University

2004-2010, Visiting Professor, Ohio University

2004-2010, Physical Education Activity Director, Ohio University

2002-2003, Exercise Physiologist, Emory University

2001-2002, Fitness Instructor, Ohio University Wellworks

## MINI VITA

**Name:** Natalie Williams

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A., TESOL, 2008, University of Central Florida

B.A. in Organizational Communication, 2001, University of Central Florida

Associate of Arts, 1994, Elementary Education, Miami Dade Community College

**Experience:** 2012 - Present, Lecturer, Learning PLUS, Northern Kentucky University

2011-2013 - Developmental Reading Instructor, Gateway Community College

2009-2012 - Online English Instructor, Kaplan University

2010 – English Instructor, College of Southern Nevada

2008 – ESOL/EAP Instructor, Seminole Community College

2008 – EAP Instructor, Valencia Community College

## MINI VITA

**Name:** Krista Weiss

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.M. Clarinet Performance, 2010, Indiana University, Bloomington, IN

B.M. Music, 2008, Indiana University, Bloomington, IN

**Experience:** 2020-present, Lecturer, Northern Kentucky University

2018-2020, Adjunct, Northern Kentucky University

2010-2011, Adjunct, Indiana University Terra Haute

## MINI VITA

**Name:** Cara Leanne Wood

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Musicology, 2010, Princeton University, Princeton

M.A. in Musicology. 2005, Princeton University, Princeton

B.Mus. in Piano Performance, 2003, Trinity University

**Experience:** 2018-Present, NTTT, Northern Kentucky University

2016–2018, Assistant Professor and Faculty Director Honors Program, Honors College, Salisbury University

2014–2016, Assistant and Assistant Director Honors Program, Salisbury University

2010–2014, Lecturer, Princeton University

2011, Adjunct Instructor, Columbia University

## MINI VITA

**Name:** Yong Xue

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** Ph.D. in Physics, 2012, University of Illinois at Chicago

M.S. in Physics, 2008, University of Illinois at Chicago

B.S. in Microelectronics, 2005, Sichuan University

**Experience:** 2019-present, Lecturer, Northern Kentucky University

2017-2019, Visiting Assistant Professor, University of Cincinnati

2017-2019, Adjunct Instructor, Cincinnati State Community and Technical College

2016-2017, Adjunct Instructor, Gateway Technical College

2016-2017, Physics Teacher, Pius XI Catholic High School

2016-2019, Adjunct Physics Instructor, Milwaukee Area Technical College

2015-2016, Physics Instructor, Milwaukee Area Technical College

2014-2015, Tutor/Trio Summer Instructor, John Wood Community College

2014-2015, Adjunct Physics Instructor, Culver-Stockton College

2013-2014, Adjunct Physics Lab Instructor, Indiana State University

2009-2012, Tutor/Instructor, University of Illinois at Chicago



## MINI VITA

**Name:** John Zappa

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.M. in Jazz percussion, 2006, University of Cincinnati-College Conservatory of Music

B.M. in trumpet, 1995, University of Cincinnati-College Conservatory of Music

**Experience:** 2018-Present, Lecturer, Northern Kentucky University

2015 – 2018, Adjunct, Northern Kentucky University

2015 – present, Adjunct, College Conservatory of Music

## MINI VITA

**Name:** Aaron Zlatkin

**Title:** Lecturer (non-tenure-track, temporary)

**Education:** M.A. in Communication Studies, 2013, Northern Kentucky University

B.A. in English, 2000, Northern Kentucky University

**Experience:** 2019-present, Lecturer of Communication, College of Informatics, Northern Kentucky University

2017-2019, Academic Specialist, College of Informatics, Northern Kentucky University

2014-2016, Adjunct Instructor, Northern Kentucky University

2013, Adjunct Instructor, Xavier University

2012-2017, Media Equipment Manager, Department of Communication, Northern Kentucky University

2011-2012, Graduate Assistant, Norse Media, Northern Kentucky University

2010-2011, Page, Public Library of Cincinnati and Hamilton County

2000-2010, Administrative Assistant, Honors Program, Northern Kentucky University

**RECOMMENDATION:**

That the attached non-academic personnel actions receive Board of Regents approval.

**BACKGROUND:**

The following categories of non-academic personnel actions which occurred between May 13, 2022 and August 11, 2022 require approval by the Board of Regents:

1. Activations/Rehires
2. Reassignments, Reclassifications, Title/Status Changes, Promotions
3. Transfers
4. Contract/Temporary/Student to Regular & Regular to Contract
5. Departures
6. Retirements
7. Administrative/Executive

**ACTIVATIONS/REHIRES****05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Adhikari, Ganga	IT-Enterprise Systems Group	Business Intelligence Developer I	05/16/2022
Allen-Jolly, Brandon	Student Engagement	Asst. Director, Student Egmnt. & Prog.	06/06/2022
Arrasmith, Tara	Health, Counseling, & Student Wellness	Counselor	06/21/2022
Austin, Erika	College of Health & Human Svcs.	Secretary	05/23/2022
Baloch, Joveria	Institute for Health Innovations	Research Analyst, IHI	08/01/2022
Boger, Abby	Human Resources	Director of Employee Relations & EEO	05/31/2022
Briggs, Chelsey	Health, Counseling & Student Wellness	Specialist, Office Support	07/18/2022
Bryant, Bryston	IT-Infra. & Ops. Group	Systems Analyst I	08/08/2022
Burnette, LaVette	LGBTQA+ Student Initiatives	Director of LGBTQA+ Services	05/17/2022
Daniel, Tinley	CHHS Advising Center	Academic Advisor	05/31/2022
Deinlein, Isaiah	Bus. Operations & Auxiliary Svcs.	Accounting Specialist	05/16/2022
Dorn, Cody	Campus Recreation	Coordinator, Aquatics & Facility	05/24/2022
Esche, Samantha	College of Educ. Advising Center	Academic Advisor	07/18/2022
Feltner, Brittany	Institute for Health Innovations	Peer Support Specialist, IHI	08/01/2022
Ferguson, Thomas	Budget Office	Budget Analyst	07/11/2022
Goldfarb, Shelly	CHHS Advising Center	Academic Advisor	07/12/2022
Hellmann, Julie	University Police	Police Dispatcher I	06/14/2022
Human, Lydia	Student Financial Assistance	Specialist, Financial Aid Processing	07/05/2022
Jones, Nicole	University Housing	Coordinator, Univ. Housing Billing	06/06/2022
Kriebs, John	Athletics Internal Operations	Assoc. Athletics Director, Int. Ops.	07/25/2022
Ligier, Emma	University Housing	Specialist, Univ. Housing Facilities	08/08/2022
Lince, Tiburcio	Latino Student Initiatives	Director of Latino Student Initiatives	06/29/2022
Lopez, Jarett	Institute for Health Innovations	Program Coordinator	06/01/2022
Mattingly, Valerie	Human Resources	HR Assistant I	05/24/2022
May, Isaiah	University Housing	Residence Life Coordinator	07/01/2022
Mays, Scott	Power Plant	Asst. Power Plant Supervisor II	07/25/2022
Messer, Hope	Student Financial Assistance	Specialist, Financial Aid Processing	05/23/2022
Mullins, Skylar	Student Union & Programming	Coordinator	08/08/2022
Murray, Khalid	University Housing	Coordinator	06/09/2022
Nieberding, Nicholas	Safety and Emergency Mgmt.	Coordinator, Safety & Emergency Mgmt.	05/16/2022
Ruschman, Jennifer	HR – Payroll & Tax	Payroll Coordinator	07/27/2022
Ruwe, Michael	English	Advisor, Undergraduate Program	07/01/2022

**ACTIVATIONS/REHIRES-CONTINUED****05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Schaefer, Matthew	Athletics Communication	Asst. Athletic Director of Comm. & Media	08/01/2022
Shearer, David	Men's Golf	Head Coach, Men's Golf	07/01/2022
Sloan, Cydni	African American Programs & Svcs.	Coordinator	06/27/2022
Smith, Amirah	Student Financial Assistance	Specialist	07/05/2022
Smith, Kelly	Health, Counseling, & Student Wellness	Counselor	07/11/2022
Stambaugh, Melony	Ofc. Of Student Cond., Rights & Adv.	Coordinator, SCRA	08/08/2022
Strauss, Avi	Athletics Mktg. & Promotions	Coordinator, Athletics Mktg. & Prom.	07/05/2022
Uwolloh, Onyinye	Steely Library	Administrative Assistant	07/05/2022
VanWay, Kaitlyn	Steely Library	Assistant to the Dean, Steely Library	06/13/2022
Watts, LeeAnn	Institutional Research	Analyst, Co-Curricular Assessment & Res.	08/01/2022
Wilson, Melinda	Kentucky Campus Compact	Program Manager, Prog. Dev. & Assessment	06/01/2022
Yerace, Pete	Chase – Student Affairs	Asst. Director of Recruitment, CCOL	07/26/2022

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS****05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>STATUS</b>	<b>EFF. DATE</b>
Alston, Robert	Ofc. Of Student Conduct, Rights, & Adv.	Dean of Students, SCRA	Reclassification	08/01/2022
Atchley, Rachel	Kentucky Center for Mathematics	Coordinator, KCM	Reclassification	07/24/2022
Brown, Jennifer	College of Education	Mgr. of Admin., Events & Sp. Proj.	Reclassification	07/26/2022
Herald, John	Building Services 1 <sup>st</sup> Shift	Building Services Material Handler	Promotion	06/13/2022
Knight, Christina	Psychological Science	Academic Coordinator	Promotion	05/30/2022
Miller, Roger	Phy., Geo., & Eng. Tech.	Lab Coordinator, PGET	Faculty to Staff	08/01/2022
Mills, Beth	Data, Access & Work Control Systems	Manager, Work Control	Promotion	08/01/2022
Schultz, Brian	IT-HR Business Support Group	Sr. Business Systems Analyst	Promotion	03/22/2022
Sharpe, Bernadette	University Housing	Coordinator, Univ. Housing Ops.	Promotion	07/01/2022
Shearer, Kimberly	FY Student Success Hub	Academic Advisor – FY Students	PT to FT	07/26/2022
Sinclair, Javance	Ofc. Of Stud. Cond., Rights & Adv.	Asst. Director, Stud. Conduct	Reclassification	07/27/2022
Vasquez, Holly	Procurement Services	Assoc. Director, Procurement Svcs.	Promotion	07/01/2022

**TRANSFERS**  
**05/13/22-08/11/22**

<b>NAME</b>	<b>PREVIOUS DEPARTMENT</b>	<b>NEW DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Adams, Michele	Admissions	Student Engagement	Coord., FSL & CE	08/01/2022
Andrews, Amanda	Institute for Health Innovations	AV Provost Adv. & FY Exp.	Coord., FY Stud. Eng.	07/26/2022
Dickerson, Bradley	University Housing	Admissions	Asst. Dir., Recruit.	07/05/2022
Jackson, Brittany	University Housing	Stud. Union & Programming	Dir. Of Stud. Eng.	08/01/2022
Koeninger, Katherine	Human Resources	Accounts Payable	Mgr., Accts. Payable	08/08/2022
Nedderman, Mary	Admissions	Admissions	Specialist	08/07/2022
Williamson, Jasmine	English	Kin. Counseling & Rehab	Acad. Coord.	06/27/2022

**CONTRACT/TEMPORARY/STUDENT TO REGULAR & REGULAR TO CONTRACT**  
**05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>STATUS</b>	<b>EFF. DATE</b>
Baker, Madison	Kentucky Center for Mathematics	Coordinator, Events and Comm.	Student to Regular	07/11/2022
DeAtley, William	Univ. Police – Field Operations	Police Officer	Student to Regular	05/10/2022*
Goering, Patricia	Office of Student Acct. Services	Stud. Acct. Svcs. Rep.	Temp. to Regular	07/26/2022
Hartfiel, Justin	University Housing	Assoc. Dir. Of Univ. Housing Fac.	Temp. to Regular	07/13/2022
Lillie, Shelby	Alumni Eng. & Annual Giving	Coord. Alumni Outreach & Comm.	Student to Regular	07/13/2022
Patrus, Kylie	Student Engagement	Coord., Stud. Eng. Programs	Student to Regular	07/01/2022
Warren, Grant	College of Health & Human Svcs.	Academic Assistant	Student to Regular	06/01/2022

**DEPARTURES**  
**05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Bihl, Brittany	Honors College	Coordinator, Admissions	08/06/2022
Brossart, Renee	Research, Grants & Contracts	Sr. Administrator, Grants & Contracts	07/30/2022
Cahill, Jill	Student Financial Assistance	Team Leader	06/22/2022
Crumbie, Richard	Univ. Marketing & Communications	Communications Specialist	06/09/2022
Doering, William	Men's Cross-Country	Asst. Coach, Cross-Country/Track	06/01/2022
Ford, Michelle	Athletics Marketing & Promotions	Director, Athletics Ticketing	07/09/2022
Glick, Molly	Women's Basketball	Director of Operations, Women's Basketball	05/21/2022
Goolsby, Marissa	University Development	Asst. Director of Development, CHHS	08/03/2022
Horan, Stacey	HR – Payroll & Tax	Senior Coordinator, Payroll	07/16/2022
Jones, Nile	Comptroller's Office	Specialist	07/09/2022
Klocke, Daniel	IT – HR Business Support Group	Business Analyst, SAP HR Systems	07/30/2022
Knuehl, Georgia	Ctr. For Innovation & Tech. in Education	Instructional Designer	07/09/2022
Lagesse, Alexandria	Softball	Asst. Coach, Women's Softball	07/01/2022
Mangold-Martin, Robin	Building Services 1 <sup>st</sup> Shift	Custodian	06/15/2022
Meecker, Amanda	Career Services	Assoc. Dir. For Stud. Svcs. & Programs	07/01/2022
Michalak, Lindsey	Sports Medicine	Athletic Training Intern	06/01/2022
Nilson, Courtney	Student Union & Programming	Coordinator	07/02/2022
Olberding, Laurie	Teacher Preparation & Educ. Studies	Project Assistant	07/01/2022
Perkins, Antoinette	Univ. Connect & Persist	Coordinator, UCAP	07/01/2022
Popenoe, Subira	Admissions	Coordinator, Multicultural Recruitment	07/07/2022
Pugh, Jeffrey	Univ. Marketing & Comm.	Director of Univ. Marketing	05/28/2022
Racke, Brenda	Biological Sciences	Research Assistant	07/15/2022
Rea, Matthew	Men's Basketball	Director, Men's Basketball Operations	07/31/2022
Robinson, Akya	Admissions	Coordinator, Mktg. Comms. & Tech.	07/12/2022
Rodney, Lousette	Institute for Health Innovations	Research Analyst, IHI	06/10/2022
Rumage, Michael	Locksmith	Coordinator of Locksmith Operations	07/01/2022
Salyers, Krista	Campus Recreation	Coordinator, CRC Business Ops.	07/02/2022
Schlosser, Eden	World Languages & Literatures	Academic Coordinator	05/18/2022
Skinner-Fine, Hayden	Center for Student Excellence	Asst. Director, CSE-COB	08/06/2022
Wright, Lisa	University Police	Police Dispatcher II	02/25/2022

**RETIREMENTS**  
**05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>EFF. DATE</b>
Dewberry, Cathy	Legal Affairs & General Counsel	Asst. to the VP, Legal Affairs	08/01/2022
Fisk, Patricia	College of Education Advising Center	Academic Advisor	07/01/2022
Kerdolff, Russell	Comptroller's Office	Comptroller	07/01/2022
Landrum, William	Men's Golf	Head Coach, Men's Golf	06/01/2022
Leopold, Mark	Center for Environmental Restoration	Manager, Field Services	08/01/2022
Stuntz, Louise	History & Geography	Academic Coordinator	07/01/2022
Yelton, Robert	University Police-Field Operations	Sergeant	08/01/2022

**ADMINISTRATIVE/EXECUTIVE**  
**05/13/22-08/11/22**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>REASON</b>	<b>EFF. DATE</b>
Alltop, Jeremy	Administration & Finance	VP for Admin. & Finance and CFO	New Hire	07/01/2022
Bergman, John	Upward Bound	Director	Re-Hire	07/13/2022
Bothof, Kenneth	Intercollegiate Athletics	Athletic Director	Retirement	07/01/2022
Figueroa, Benjamin	Administration & Finance	Interim VP/CFO, Admin. & Fin.	Separation	07/01/2022
Garber, Grant	Legal Affairs & General Counsel	VP Legal Affairs/General Counsel	New Hire	07/18/2022
Keene, Kelly	University Development	Asst. VP., Leadership Gifts	Separation	06/01/2022
Royal, Christina	Intercollegiate Athletics	Vice President & Athletic Director	New Hire	07/01/2022

\*Not on previous report



**RECOMMENDATION:**

That Emeritus status for the following individuals receive Board of Regents approval:

**Brant Karrick**, professor in the School of the Arts, College of Arts and Sciences, effective July 1, 2022.

**Samuel Lapin**, lecturer in the Department of Communication, College of Informatics, effective August 2022.

Mini Vita Follows

**BACKGROUND:**

The faculty members recommended for Emeritus status have received the endorsement of the faculty, the dean, the provost, and the president.

## MINI VITA

**Name:** Brant Karrick

**Title:** Professor

**Education:** Ph.D. in Music Education, 1994, Louisiana State University

M.A. in Music Education, 1982, Western Kentucky University

B.M. in Music Education, 1982, University of Louisville

**Experience:** 2013-Present, Professor, Northern Kentucky University

2009-2013, Associate Professor, Northern Kentucky University

2003-2009, Assistant Professor, Northern Kentucky University

1994-2003, Associate Professor, University of Toledo

## MINI VITA

**Name:** Samuel Lapin

**Title:** Senior Lecturer (non-tenure-track, renewable)

**Education:** M.S. in Speech Communication, 1989, Illinois State University

B.S. in Mass Communication, 1986, Illinois State University

**Experience:** 2019, Team Leader, Governor's School for Entrepreneurs

1998-2003, Coordinator of Extended Campus, Northern Kentucky University

1996, Trainer/Coordinator, Northern Kentucky University

1995-2022, Instructor, Northern Kentucky University

1995-1996, Computer Trainer, Catapult Software Training

1995, Communication Instructor, Christian Brothers University

1991-1995, Director of Marketing and Development, Senior Services

1989-1991, Assistant Director of Fundraising, United Way

1988-1989, Public Relations Graduate Assistant, Illinois State University

1986-1988, Communication Graduate Assistant, Illinois State University

**RECOMMENDATION:**

That the Regents Professorship be awarded to Shauna Reilly, Director of the Institute for Student Research and Creative Activity and Professor of Political Science.

**Background:**

The Regents Professorship is an important award that recognizes full professors who, “at the apex of their careers, have an exceptional record of achievements in scholarship or creative activity that has brought acclaim to the university and is consistent with the university’s core values... The award celebrates the accomplishments of the recipient and provides support through time and resources for the professor to focus on his/her work. Such work should bring further acclaim to the University and ultimately enhance the full breadth of the professor’s work.” (*Faculty Policies and Procedures Handbook*, p. 142)

A selection committee was formed of distinguished NKU professors. The committee members were Drs. Cecile Marczynski, Michael Carrell, Carol Bredemeyer, Lynne Smith, Yi Hu, Hassan HassabElnaby, Scott Nutter, and Charlisa Daniels. The committee reviewed the materials of four nominees: Eric Jackson, Debra Meyers, Tamara O’Callaghan, and Shauna Reilly.

From the nominees, finalists were chosen by the committee, judged upon the criteria set forth in the faculty handbook and the strength of nominating letters and the candidate’s personal statement. After conferring with the committee and reviewing the application materials of each nominee, Shauna Reilly is recommended as the recipient of the Regents Professorship award. This recommendation has been approved by Provost Matt Cecil and President Ashish Vaidya.

**RECOMMENDATION:**

That the following list of appropriate terminal degrees for faculty receive Board of Regents approval.

**BACKGROUND:**

The list of appropriate terminal degrees for faculty helps guide faculty hiring and credentialing decisions. It last received board approval at the November 2016 meeting. Since that time, NKU program offerings have changed, necessitating an update of this list.

**Appropriate Terminal Degrees for Faculty**

(Degrees are expected to be in an appropriate discipline as defined by the program)

**COLLEGE OF ARTS AND SCIENCES**

<b>Program</b>	<b>Terminal Degree</b>
Anthropology	PhD
Biological Sciences	PhD or EdD
Chemistry	PhD
Criminal Justice	PhD
Electronics Engineering Technology	PhD
Engineering Physics	PhD
English	PhD or MFA
Environmental Science	PhD or EdD
French	PhD
Geography	PhD
Geology	PhD
German	PhD
History	PhD or Doctorate with track or concentration in public history
Industrial and Organizational Psychology	PhD
International Studies	PhD
Japanese	PhD
Law	JD
Mathematics	PhD
Mechanical & Manufacturing Engineering Technology	Doctorate
Mechatronics Engineering Technology	PhD
Music Education	PhD or DMA
Music Performance	DMA
Neuroscience	PhD
Organizational Leadership	Doctorate
Philosophy	PhD
Physics	PhD
Political Science	PhD
Psychological Science	PhD
Public Administration	Doctorate
Public History	PhD
Sociology	PhD
Spanish	PhD

Statistics	PhD
Theatre Arts	MFA (or DFA, MM, DMA, or PhD)
Visual Arts	MFA for Studio Art, MFA or MDes, MAD, MGraph for Design, PhD for Art History and Criticism, PhD or EdD for Art Education
Integrative Studies	PhD, Doctorate, MFA, MM

#### HAILE COLLEGE OF BUSINESS

Program	Terminal Degree
Accounting	PhD or DBA
Business Administration	PhD or DBA
Business Leadership and Innovation	PhD or DBA
Entrepreneurship	PhD or DBA
Construction Management	PhD
Economics	PhD or DBA
Finance	PhD or DBA
Human Resources Management	PhD or DBA
Management	PhD or DBA
Marketing	PhD or DBA
Sports Business	PhD or DBA

#### COLLEGE OF EDUCATION

Program	Terminal Degree
Early Childhood Education (Birth – Kindergarten)	Doctorate
Education, Culture, and Society	Doctorate
Education – Teacher as Leader	Doctorate
Educational Leadership and Administration	Doctorate
Educational Leadership Ed.S.	Doctorate
Educational Leadership School Superintendent	Doctorate
Elementary Education and Teaching	Doctorate
Elementary Education (P-5)	Doctorate
Middle Grades Education (5-9)	Doctorate
Secondary Education (8-12/P-12)	Doctorate
Special Education (P-12)	Doctorate
Teaching MAT	Doctorate
Teaching and Leading	Doctorate

#### COLLEGE OF HEALTH AND HUMAN SERVICES

Program	Terminal Degree
Nursing (traditional, RN to BSN, BSN, ABSN)	Doctorate
Nursing MSN – Family Nurse Practitioner	Family Nurse Practitioner Board Certification required and MSN . DNP preferred along with Board Certification.
Nursing MSN – Adult-Gero Acute Care Nurse Practitioner	AGACNP Board Certification required and MSN. DNP preferred along with Board Certification.

Nursing MSN – Psych Mental Health Nurse Practitioner	PMHNP Board Certification required and MSN. DNP preferred along with Board Certification.
Nursing MSN – Nursing Education	DNP or Ph.D, or EdD and Certified Nurse Educator preferred
Nursing MSN – Nurse Executive Leadership	MSN and Board Certification, DNP preferred.
Nursing Practice (DNP Post-Master’s)	DNP
Nursing Practice (DNP Nurse Anesthesia)	PMHNP Board Certification required and MSN. DNP preferred along with Board Certification.
Radiologic Science (BS)	Master’s
Respiratory Care (BS)	Master’s
Health Administration (MS)	Doctorate
Health Sciences (BS)	Master’s
Physical Education BA	Doctorate
Athletic Training (BS)	Doctorate
Athletic Training (MS)	Doctorate
Social Work BSW	Doctorate
Social Work MSW	Doctorate
Radiation Therapy (BS)	Master’s
Cardiovascular Perfusion (MS)	Master’s
Exercise Science BS	Doctorate
Exercise Science MS	Doctorate
Human Services and Addictions BS	Doctorate
Clinical Mental Health Counseling (MS)	Doctorate
School Counseling MA	Doctorate
Occupational Therapy Doctorate	Doctorate

#### COLLEGE OF INFORMATICS

<b>Program</b>	<b>Terminal Degree</b>
3D Digital Design and Visual Effects	Masters
Applied Software Engineering	PhD
Business Informatics	Doctorate
Business Information Systems	Doctorate
Communication Studies	PhD
Communication Graduate Program	PhD
Computer Information Technology	PhD
Computer Science	PhD
Cybersecurity	PhD
Electronic Media and Broadcasting	Masters
Health Informatics	Doctorate, MD or MBBS
Journalism	PhD
Library Informatics	ALA Accredited MLS or Equivalent
Public Relations	Doctorate
Data Science	PhD

**CHASE COLLEGE OF LAW**

<b>Program</b>	<b>Terminal Degree</b>
Master of Legal Studies	JD or PhD
LLM	JD or PhD
Juris Doctor	JD or PhD

**STEELY LIBRARY**

<b>Program</b>	<b>Terminal Degree</b>
Library Informatics	ALA Accredited MLS or Equivalent



**RECOMMENDATION:**

That the following name change of the Department of History and Geography receive Board of Regents approval.

**BACKGROUND:**

The faculty of the Department of History and Geography request to change their name to the **Department of History**. This change is in response to the closing of the Geography major and is in alignment with other departments in the college. Faculty and students met over nearly two years to discuss and research the closing of Geography and transition the Department of History to two majors.

This request has received the approval of the Dean and Provost.

**RECOMMENDATION:**

That the Board of Regents approve the following policy:

**DISCLOSURE OF CAMPUS SECURITY AND CRIME STATISTICS**

***BACKGROUND:***

This policy establishes the parameters for compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the state Michael Minger Act (Minger Act). The revisions in this policy reflect the addition of the separate Timely Warning and Emergency Notification policy.

# DISCLOSURE OF CAMPUS SECURITY & CRIME STATISTICS

**POLICY NUMBER:** ADM-DISCOFCAMPUSSECCRIMESTATS

**POLICY TYPE:** ADMINISTRATIVE

**RESPONSIBLE OFFICIAL TITLE:** VICE PRESIDENT FOR STUDENT AFFAIRS

**RESPONSIBLE OFFICE:** UNIVERSITY POLICE DEPARTMENT

**EFFECTIVE DATE:** UPON BOARD OF REGENTS APPROVAL –

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS TWO (2) YEARS –

**SUPERSEDES POLICY DATED:** 01/10/2018

**REQUIRES BOARD OF REGENTS REPORTING (CHECK ONE):**

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM)

PRESIDENTIAL REPORT (INFORMATION ONLY)

## I. POLICY STATEMENT

Northern Kentucky University (NKU) is required by federal and state law to provide information to the public about campus crime statistics and statements of security policy. Failure to provide the required information or the inclusion of inaccurate information can result in fines up to \$59,017 per violation or the suspension of NKU's participation in federal student financial aid programs.

This policy establishes the parameters for compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the state Michael Minger Act (Minger Act).

## II. ENTITIES AFFECTED

This policy applies to

- All NKU employees (faculty, staff, administrators, and student workers);
- The NKU Police Department (University Police); and
- Individuals designated as campus security authorities (CSAs)

## III. AUTHORITY

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([20 USC 1092 \(f\)](#), [34 CFR Part 668.46](#))

Michael Minger Act ([KRS 164.948 to 164.9489](#); [KRS 164.993](#))

## IV. DEFINITIONS

**Campus Security Authority (CSA):** Broadly defined for this policy as an official of an institution who has significant responsibility for student and campus activities or monitoring University property, or an individual who a student could reasonably believe has this authority or responsibility.

Examples of CSAs at NKU include, but are not limited to, the following:

- The President, Provost, Vice Presidents, Sr. Vice Presidents, Vice Provosts, Deans, Department Chairs, and Directors

- Assistant and Associate Vice Presidents, and Assistant and Associate Vice Provosts
- Resident Assistants/Advisors
- Employees in the Athletics Department
- Employees of Parking Services
- Employees of the Vice President for Student Affairs
- Employees in the Office of Fraternity and Sorority Life
- Employees in Norse Violence Prevention
- Title IX Coordinator(s) and Deputy Title IX Coordinator(s)
- Any employee in a supervisory or management role
- Any faculty member responsible for supervising any activities or programs that include direct contact with students outside the classroom (this includes faculty advisors)
- Employees of the NKU Police Department

**Exceptions regarding CSAs:**

When a professional mental health counselor, pastoral counselor, or any other licensed counselor is functioning in those capacities, they are not considered to be a CSA. Maintenance, support, and clerical staff are not considered CSAs.

**Clery Act Crimes (“Clery Crimes”):** Crimes that are required by the Clery Act to be reported annually to the University community. Please see the list included in Section VI below. The identity of the individuals involved in the incident is not relevant, and crimes that involve individuals with no affiliation to NKU are still subject to reporting requirements as long as they occurred on the University’s Clery geography as identified in Section VIII below.

**Emergency Notification:** NKU’s Timely Warning and Emergency Notification policy [\(add link to new policy\)](#) establishes parameters and procedures for issuing emergency notifications in accordance with the Clery Act and the Minger Act.

**Fire:** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**Missing Student Notification for On-Campus Housing Residents policy:** NKU’s [Missing Student Notification for On-Campus Housing Residents](#) policy is designed to comply with the Higher Education Opportunity Act of 2008, which requires universities to establish such a policy for on-campus residents. The policy describes the procedures to be followed when a student is determined to be missing for 24 hours by the NKU Police Department or other Police Department.

**Official:** Any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

**Pastoral Counselor:** A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides private counseling, and is functioning within the scope of that recognition as a pastoral counselor. This includes individuals who are not yet licensed or certified as a counselor but are acting under the supervision of a licensed or certified professional counselor.

**Professional Counselor:** A person licensed or certified pursuant to Kentucky statute whose official University responsibilities include providing mental health counseling to members of the University community and who is functioning within the scope of the counselor's license or certification.

**Timely Warning:** NKU's Timely Warning and Emergency Notification policy [\(add link to new policy\)](#) establishes parameters and procedures for issuing timely warnings in accordance with the Clery Act and the Minger Act.

## V. RESPONSIBILITIES

The NKU Police Department has been designated as the entity responsible for ensuring that the requirements of the Clery and Minger Acts are met by CSAs and the University as an entity. The NKU Police Department will identify the individual(s) responsible for overseeing the University's overall compliance with the Clery and Minger Acts.

### A. The NKU Police Department is responsible for

- 1) Collection of data and statistics for the annual campus security report, which includes crime and fire data as required in the Clery and Minger Acts by October 1 of each year;
- 2) Preparing and submitting the annual campus security report by October 1 of each year;
- 3) Creating and posting the [Daily Crime and Fire Log](#) so that information about all fire, criminal incidents, and alleged criminal incidents that are reported to the NKU Police Department is available to the public;
- 4) Reporting any fire that occurs in an on-campus student housing facility;
- 5) Distributing the Annual Campus Security Report as required by the Clery and Minger Acts to the University's Office of Marketing and Communications;
- 6) Issuance of timely warnings and emergency notifications as appropriate;
- 7) Posting the [Annual Campus Security Report](#) on the NKU Police Department website.
- 8) Compiling and maintaining a list of NKU CSAs in conjunction with the Office of Compliance and Institutional Ethics; and
- 9) Reporting on the completion of training for CSAs in conjunction with the Office of Compliance and Institutional Ethics.

### B. The Office of Marketing and Communications is responsible for

- 1) Distributing the Annual Campus Security Report to faculty, staff, students, prospective students, and prospective employees.

### C. All Administrators, Vice Presidents, Vice Provosts, Department Heads, Directors, and Supervisors/Managers shall fully cooperate with University Police and the Vice President for Student Affairs to ensure that the employees in their areas comply with the requirements of this policy and the Clery Act and Minger Act. They are also responsible for

- 1) Completing the University-offered/approved training regarding the Clery and Minger Acts;
- 2) Assisting in identification of the applicable CSAs in their respective units;
- 3) Ensuring those designated as CSAs in their units complete appropriate training in order to understand their role and responsibilities as a CSA; and
- 4) Ensuring those designated as CSAs in their units report Clery crimes to the police and provide the University Police the correct Clery Act and Minger Act data.

#### **D. CSAs are responsible for**

- 1) Receiving and promptly reporting allegations of Clery Act crimes that occur in the geographic locations outlined in Section VIII below to University Police. The reporting requirement is triggered by the geographical location. It is important for CSAs to make their reports so that
  - The University can issue a Timely Warning if there is a crime that poses a serious or continuing threat to the safety of University members;
  - Police can investigate the reported crime if warranted; and
  - NKU can accurately disclose crime statistics as required by the Clery Act and Minger Act

To report information to University Police about a crime reported to them, CSAs must complete a [Campus Security Authority Incident Form](#) (available online), or contact University Police in person or at 859-572-5500. Even if a CSA is unsure of whether an incident is a Clery crime, the incident must still be reported to University Police.

**Under the Clery Act, a crime is considered “reported” when it is brought to the attention of a CSA or local law enforcement personnel by a victim, witness, or other third party – including the offender.**

- 2) Submitting all completed [Campus Security Authority Incident Forms](#) and any other reports or data requested by the University Police in order to allow the creation of the annual campus security report; and
- 3) Completing annual training regarding the Clery and Minger Acts in order to understand their role and responsibilities as a CSA

#### **E. The [Office of Student Conduct, Rights and Advocacy](#) is responsible for**

- 1) Working with students to promote compliance with the NKU [Code of Student Rights and Responsibilities](#);
- 2) Promptly reporting alleged Clery Crimes to the University Police. If unsure that the incident meets the criteria, contact the University Police for guidance; and
- 3) Annually, providing all conduct referral data to the University Police for inclusion in the Annual Campus Security Report

#### **F. The Office of Compliance and Institutional Ethics is responsible for**

- 1) Compiling and maintaining a list of NKU CSAs in conjunction with University Police;
- 2) Annually notifying NKU CSAs of their designation via email; and
- 3) Facilitating, tracking, and reporting data regarding the completion of CSA training in conjunction with University Police.

## VI. CRIMES AND DATA TO BE REPORTED BY CAMPUS SECURITY AUTHORITIES (CSAS)

The following crimes shall be reported immediately to the University Police:

- 1) Murder and non-negligent manslaughter
- 2) Manslaughter by negligence
- 3) Sexual offenses (forcible and non-forcible sex offenses)
- 4) Robbery
- 5) Aggravated assault
- 6) Burglary
- 7) Motor vehicle theft
- 8) Arson
- 9) Dating violence
- 10) Domestic violence
- 11) Stalking
- 12) Incidents where students are referred for campus disciplinary action related to liquor laws, drug laws, or illegal weapons violations shall be noted on the Daily Crime Log and be reported at least annually in the Campus Security Report.
- 13) Hate crimes: In addition to the above listed crimes, the following must be reported if it appears the victim was intentionally selected because of their actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability:
  - Larceny
  - Simple assault
  - Intimidation
  - Destruction/damage/vandalism of property
  - Any other crime involving bodily injury if it appears the victim was intentionally selected because of their actual or perceived race, gender, religion, sexual orientation, ethnicity or disability.

**CSAs must report the incident even if it was shared with them in confidence** (although the CSA may report the information without identifying the people involved in the incident), **and cannot wait for criminal charges to be brought, arrests to be made, or determinations of guilt or misconduct to be made.** Even if a CSA is unsure of whether an incident is a Clery crime, the incident must still be reported to University Police.

**Please note: Kentucky law ([KRS 620.030](#)) requires that any person who suspects or is aware that a minor child (under the age of 18) is the victim of abuse or neglect must immediately contact a local law enforcement agency or other agency authorized by statute.** The NKU Police department constitutes a local law enforcement agency.

## VII. FIRES, FIRE ALARMS, AND THREATS OF FIRES TO BE REPORTED TO UNIVERSITY POLICE

Every fire, fire alarm, or threat of fire in on-campus student housing shall immediately be reported to the University Police. University Police will in turn report the incident to the State Fire Marshal.

University Police shall also report all threats or actual alarms to the local fire department.

## VIII. GEOGRAPHIC DEFINITIONS FOR REPORTING REQUIREMENTS

For the purposes of this policy, the geographic areas for reporting are defined as follows:

- A. All buildings or property owned, leased, rented, controlled, or managed by NKU, including on-campus housing facilities both owned by the University and on-campus housing facilities that are privately owned/operated.
- B. All public property, including thoroughfares, streets, sidewalks, and parking facilities, within the campus, or immediately adjacent to the campus;
- C. All buildings or property owned, leased, rented, or controlled by any registered student organization including fraternities and sororities; and
- D. Any other buildings or properties owned, leased, or controlled by the University that are used in direct support of, or in relation to, the University's educational purposes and are frequently used by students.

## IX. COOPERATION WITH OTHER AGENCIES

The NKU Police Department maintains a close working relationship with local, state, and federal law enforcement agencies. The NKU Police Department shall make reasonable, good faith efforts to obtain the required statistics from local police agencies and the State Police concerning campus crimes reported to those agencies.

## X. REPORTS AND NOTIFICATIONS

### A. Timely Warning Reports

The requirements for Timely Warning reports are described in the Timely Warning and Emergency Notification policy ([add link to new policy](#)).

### B. Emergency Notification

The requirements for Emergency Notifications are described in the Timely Warning and Emergency Notification policy ([add link to new policy](#)).

### C. Missing Student Notification

The University has a [Missing Student Notification for On-Campus Housing Residents](#) policy that was adopted as required by the Higher Education Opportunity Act of 2008. The policy can be found in the Annual Campus Security Report as well as on the [NKU policy site](#).

### D. Crime Log

1. The University shall make available to the public, an easily understood Daily Crime Log. The Log may either be a hard copy or available electronically and must contain the following information:

- The date the crime was reported
- The date and time the crime occurred
- The nature of the crime
- The general location of the crime
- The disposition of the complaint (if known)

The [Daily Crime Log](#) can be viewed at the University Police office or on the University Police website.



2. University Police may temporarily withhold information only if there is clear and convincing evidence that release of the information would
  - Jeopardize an ongoing investigation;
  - Jeopardize the safety of an individual;
  - Cause a suspect to flee or evade detection; or
  - Result in the destruction of evidence.

This information shall be disclosed once the adverse effect is no longer likely to occur.

#### E. Fire Log

1. The University shall make available to the public an easily understood Fire Log. The log may either be a hard copy or available electronically and must contain the following information:
  - The nature of the fire
  - The date of the fire
  - The time of the fire
  - The general location of the fire

The [Fire Log](#) can be viewed at the University Police office or on the University Police website.

2. The University shall complete the Annual Fire Report and include the Report in the University's Annual Campus Security Report as required by the Clery Act.

## XI. VIOLATION OF THIS POLICY

Violation of this policy, including CSAs who fail to report Clery incidents may be subject to discipline up to and including termination of employment. Adverse employment action will be taken pursuant to applicable institutional handbooks, policies, and procedures.

## XII. REFERENCES AND RELATED MATERIALS

### REFERENCES & FORMS

- [Campus Security Authority Incident Form](#)
- [NKU Annual Campus Security Report](#)
- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([20 USC 1092 \(f\)](#), [34 CFR Part 668.46](#))
- Michael Minger Act ([KRS 164.948 to 164.9489](#); [KRS 164.993](#))
- [NKU Title IX](#)
- [U.S. Department of Education, Office of Post-Secondary Education, The Handbook for Campus Safety and Security Reporting, Washington, D.C., 2016 Edition](#)
- [13 KAR 2:100 - Campus Security, public institutions](#)

RELATED POLICIES/PROTOCOL

[Mass Notification Protocol](#)

[Fire and Life Safety](#)

[Missing Student Notification for On-Campus Housing Residents](#)

[Sexual Harassment](#)

Timely Warning and Emergency Notification *(add link to new policy)*

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Revisions to reference the new Timely Warning and Emergency Notification policy; minor edits/formatting	
Formatting and editing to update links and fine amount (from \$58,328 to \$59,017)	March 8, 2021
Edit to update DOE change to fine amount (from \$57,317 to \$58,328)	September 13, 2020
Minor edits, including consistency, formatting, and updating links	July 1, 2020
Edit to reflect Dept. of Education (DOE) inflation adjustment increase to fine amount in Part 1 (from \$55,907 to \$57,317)	February 2019
New Policy	January 10, 2018 (NKU Board of Regents meeting)
New Policy (Interim)	May 12, 2017

# DISCLOSURE OF CAMPUS SECURITY & CRIME STATISTICS

## PRESIDENTIAL APPROVAL

PRESIDENT	
Signature	<i>Ashish K. Vaidya</i>
Date	<i>6/21/22</i>
Ashish K. Vaidya	

## BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)	
<input type="checkbox"/> This policy was forwarded to the Board of Regents on the <b>Presidential Report (information only)</b> . Date of Board of Regents meeting at which this policy was reported: ____/____/____.	
<input type="checkbox"/> This policy was forwarded to the Board of Regents as a <b>Presidential Recommendation (consent agenda/voting item)</b> .	
<input type="checkbox"/> The Board of Regents approved this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing approval of policy.)	
<input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing rejection of policy.)	
SECRETARY TO THE BOARD OF REGENTS	
Signature	Date
Tammy Knochelmann	

**RECOMMENDATION:**

That the Board of Regents approve the following policy:

**VALUES AND ETHICAL RESPONSIBILITIES**

***BACKGROUND:***

This policy outlines NKU's values and the ethical responsibilities of NKU community members. In addition to minor updates, edits, and clarifications, as recommended by NKU's internal auditor, this revision adds/clarifies sections addressing whistleblowing, retaliation, and investigation of violations of this policy.

# VALUES & ETHICAL RESPONSIBILITIES

**POLICY NUMBER:** HYB-VALUES-ETHICS

**POLICY TYPE:** HYBRID

**RESPONSIBLE OFFICIAL TITLE:** PRESIDENT OF THE UNIVERSITY

**RESPONSIBLE OFFICE:** OFFICE OF THE PRESIDENT

**EFFECTIVE DATE:** UPON BOARD APPROVAL –

**NEXT REVIEW DATE:** BOARD APPROVAL PLUS FOUR (4) YEARS –

**SUPERSEDES POLICY DATED:** 5/18/2016

**BOARD OF REGENTS REPORTING (CHECK ONE):**

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM):

PRESIDENTIAL REPORT (INFORMATION ONLY)

## I. POLICY STATEMENT

Northern Kentucky University (NKU) is entrusted with resources by students, parents, taxpayers, sponsors, alumni, donors, and other constituencies with the responsibility to fulfill its educational mission. This trust and responsibility require a commitment to ethical standards to assure others that our activities are executed to serve the mission of the university. This policy documents value and ethical standards at NKU.

## II. ENTITIES AFFECTED

This policy applies to faculty; staff and administration; members of the Board of Regents; any individual employed by the university, using university resources or facilities, receiving funds administered by the university; and other representatives when speaking or acting on behalf of NKU. These individuals are referred to as “NKU community members” within this policy.

## III. ANNUAL ACKNOWLEDGEMENT

Understanding one’s responsibilities as a member of the NKU community is important in maintaining ethical standards across campus and ensuring compliance with federal and state laws.

Annually, all faculty members, staff members, administrators, and members of the Board of Regents will acknowledge their awareness and understanding of this policy. A refresher course will be provided by Human Resources each year to facilitate this acknowledgement.

## IV. CORE VALUES

The NKU community is committed to these core values:

- Excellence
- Integrity
- Inclusiveness
- Innovation
- Collegiality

As a reflection of these core values, NKU community members strive to behave ethically, and with integrity and common sense, at all times. NKU community members seek to fulfill obligations towards

students, co-workers and other members of the university community with honesty and transparency, and to behave according to the highest ethical and professional standards of conduct.

NKU is committed to tolerance, inclusion, and respect for others, regardless of differences. All members of the NKU community strive to treat others with professional courtesy and civility, regardless of position or status, and to work cooperatively with others. NKU community members seek to promote equality and collaboration among faculty, staff, and administrators. NKU provides equal access to programs, facilities, and employment and seeks to foster positive campus change through greater diversity, equity, inclusion, and accountability.

## V. ETHICAL RESPONSIBILITIES

In addition to following these guidelines, the faculty, staff, administrators, student workers, members of the Board of Regents, and other affiliated individuals in conducting the affairs of NKU will comply with all federal, state, and local laws and regulations as well as university policies, procedures, and codes in the performance of job-related duties. The values, principles, and standards of conduct in this policy are supported through university policies, procedures, and guidelines that provide guidance for making decisions consistent with NKU's commitment to responsible and ethical behavior.

All NKU faculty, staff, administrators, and members of the Board of Regents who are members of occupations or professions that have established standards or codes of ethics shall, in addition to the responsibilities referenced in this document, be bound by the standards of conduct and/or codes of ethics that apply to such occupations or professions.

NKU community members have the ethical responsibilities described in the following subsections.

### Manage Responsibly

NKU community members who supervise, instruct and/or advise faculty, staff, and student workers are entrusted with significant responsibility and are expected to:

- Foster an environment of transparency and integrity;
- Ensure compliance with applicable laws, policies, regulations, and workplace rules;
- Evaluate performance impartially and conscientiously to ensure that the evaluation of each individual's performance reflects the true merit of that work;
- Ensure access to and delivery of proper training on applicable workplace and educational rules, laws, policies, and procedures (including these principles);
- Foster opportunities for intellectual growth and professional development both on and off campus;
- Promote a productive, innovative, and professional atmosphere that encourages dialogue and is responsive to concerns; and
- Avoid making unreasonable job demands.

### Protect and Preserve University Resources

NKU community members are responsible for integrity in the stewardship of resources entrusted to them and are expected to:

- Exercise responsible and ethical behavior regarding stewardship of university resources;
- Protect university property, equipment, data and other assets of the university;
- Prevent waste, abuse, and misuse of university resources;

- Follow guidelines, procedures, and/or manuals regarding the use of financial assets, including university procurement cards;
- Comply with government grants and contract terms and conditions;
- Follow sound financial practices, including accurate financial reporting, controls and processes to protect assets, and responsible fiscal management; and
- Engage in appropriate accounting and monitoring.

### **Promote a Culture of Compliance**

NKU is committed to meeting legal requirements as well as fostering a culture of ethics and compliance. University community members are expected to:

- Be aware of, understand, and comply with laws, regulations, contracts, and university policies and procedures applicable to their duties;
- Seek to prevent, detect and report suspected compliance violations to the appropriate university official; supervisors will ensure that reports of violations within their area of responsibility are properly resolved, including disclosure to any authority as appropriate; and
- Participate in mandatory education opportunities required of faculty, staff, administrators, and student workers.

No NKU community member is permitted to engage in retaliation, retribution, adverse employment consequences or any form of harassment against an individual for a good faith report of misconduct or other ethics or compliance-related concern, or participation in an investigation of a good faith report of misconduct, ethics or compliance-related concern or retaliation.

### **Preserve Academic Freedom and Meet Academic Responsibilities**

Academic freedom is essential to NKU's mission. NKU community members are expected to:

- Encourage students in the free pursuit of learning;
- Demonstrate respect for the student as an individual, make every effort to foster honest academic conduct, and assure that the evaluation of student work reflects that work's true merit;
- Respect the confidential nature of the relationship between professor and student;
- Avoid exploitation of students for private advantage and acknowledge significant assistance from them;
- Promote academic freedom, including the freedom to discuss relevant matters in the classroom, with fellow NKU community members, and with the public; academic freedom includes the freedom to explore all avenues of scholarship, research and creative expression, to participate in the shared governance of the University, and to speak and write as a public citizen without institutional restraint;
- Participate in shared governance of the university
- Where appropriate, assist the university in meeting its public engagement mission;
- Exercise their best professional judgment when writing letters of recommendation or otherwise providing input regarding the manner in which individuals carry out responsibilities expected of or entrusted to them.

The freedom of speech of NKU community members includes the freedom to express their views on matters having to do with their institution and its policies. This freedom should be accorded – and rights

to it protected – because grounds for thinking an institutional policy desirable or undesirable must be heard and assessed if the community is to have confidence that its policies are appropriate. The faculty protection for Academic Freedom is described in section 16.3 in the NKU Faculty Policies and Procedures Handbook, which is incorporated herein by reference.

### **Teach and Conduct Research Ethically**

NKU community members have an obligation to the university and the larger global community as they seek knowledge and understanding. NKU community members are expected to:

- Propose, conduct, and report research honestly and with integrity;
- Adhere to the practical and ethical professional standards appropriate to a discipline in order to protect people and appropriately care for animals in the context of teaching;
- Protect the welfare and dignity of human participants and properly care for animals in compliance with current federal regulations and NKU Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC), and/or Institutional Biosafety Committee (IBC) policies in the context of research. Individuals uncertain about whether a teaching or research activity is governed by federal guidelines and NKU IRB, IACUC, and/or IBC policies can contact the NKU Office of Research Compliance for guidance;
- Refrain from engaging in copyright infringement or plagiarism;
- Ensure originality of work, provide credit for the ideas of others upon which their work is built; and
- Be responsible for the accuracy of published information; and
- Truthfully report authorship.

Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

Teachers are entitled to freedom in the classroom in discussing their subject.

### **Avoid Conflict of Commitment and Interest**

NKU community members have a responsibility to maintain objectivity and impartiality when making decisions on behalf of NKU. To ensure objectivity, NKU community members are expected to:

- Base decisions on judgment free from conflicting interest;
- Refrain from using their official position to inappropriately further professional or private interests or the interests of any members of their family;
- When conducting or participating in any transaction, disclose any real or perceived conflict with personal interests and remove himself or herself from further participation; and
- Ensure personal relationships do not interfere with objective judgment in decisions affecting university employment and/or the academic progress of a community member. Recuse themselves (i.e., not participate) in cases where a real or apparent conflict of interest exists.

### **Carefully Manage Public, Private, and Confidential Information**

NKU community members are the creators, custodians, and stewards of many types of information, much of which is confidential. Access to this information and the individual's right to privacy are governed by both laws and university policies. In order to meet our responsibilities, NKU community members are expected to:



- Learn and follow laws, regulations, and university policies regarding access, use, protection, disclosure, retention, and disposal of public, private, and confidential information;
- Follow document retention and disposal guidelines;
- Maintain information security using electronic and physical safeguards;
- Protect information quality and integrity;
- Ensure that information provided to the university community and other entities is accurate and consistent; and
- Provide information as needed for other community members to adequately perform job duties.

### **Promote Health and Safety in the Workplace**

All NKU community members have a shared responsibility to ensure a safe, secure, and healthy campus for all faculty, staff, students, volunteers, and visitors. NKU community members are expected to:

- Follow federal and state safety laws and university policies and practices, including participating in appropriate education; using appropriate personal safety equipment; and reporting accidents, injuries, and unsafe situations promptly;
- Maintain security, including securing university assets and facilities;
- Report suspicious activities and suspected abuse; and
- Protect the environment, including carefully handling hazardous waste and other potentially harmful agents, materials, or conditions.

## **VI. VIOLATIONS OF THIS POLICY**

Any individual found to have violated the expectations set forth in section V above may be subject to discipline up to and including termination of employment and criminal prosecution. Any adverse employment action shall be taken only pursuant to applicable institutional handbooks, policies, and procedures.

## **VII. NON-DISCRIMINATION STATEMENT**

NKU does not discriminate based on national origin, race, color, age, gender, gender identity, gender expression, sexual orientation, religion, physical or mental disability, genetic information, pregnancy, and Uniform Service or veteran status in its education programs, activities, employment, daily operations, or admissions policies, in accordance with all applicable federal, state, and local laws. NKU will not tolerate retaliation against any individual who makes a good faith report of a violation.

## **VIII. REPORTING SUSPECTED VIOLATIONS OF THIS VALUES & ETHICAL RESPONSIBILITIES POLICY**

All faculty, staff, and administrators have an obligation to report conduct that violates the ethical standards described in this policy. Examples of violations that should be reported include but are not limited to:

- Fraud, waste, abuse, or misuse of university resources
- Financial misconduct/wrongdoing
- Violation of federal law, state law, university policy, or procedure
- Ethics and/or compliance violations
- Research misconduct
- Harassment

Violations can be reported to:

- The immediate-supervisor of the individual making the report
- [Financial and Operational Auditing](#)
- [Compliance and Institutional Ethics](#)
- [Ethics and Compliance Helpline](#)

The NKU Ethics and Compliance Helpline is administered by a third-party and is available 24 hours a day, 7 days a week, 365 days a year. Reports can be made anonymously via the Ethicspoint website ([www.nku.ethicspoint.com](http://www.nku.ethicspoint.com)) or by phone (toll-free) at 855-597-4539.

**NOTE:** The helpline is **NOT** a 911 or emergency service. Those needing emergency assistance should contact 911 or University Police at 859-572-7777.

## IX. WHISTLEBLOWER (ANTI-RETALIATION) PROTECTION

Any NKU community member who acts in good faith to report an alleged violation of this policy is referred to as a whistleblower.

A whistleblower is NOT responsible for investigating the allegation or for determining fault or corrective measures. Appropriate management officials are charged with these responsibilities as discussed in section X below.

The confidentiality of anyone who is alleged to be in violation of this policy will be maintained to the extent possible under applicable state and federal laws. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense. NKU community members are cautioned, via this provision, that their identity may become known for reasons outside of the control of university administrators and investigators.

NKU will protect against retaliatory behavior towards any whistleblower who, in good faith, reports any action or suspected action taken by or within the university that is illegal, fraudulent, or in violation of any adopted policy of the university. Retaliatory behavior includes, but is not limited to, intimidation, harassment, discrimination, or other acts of retaliation that could result in adverse employment consequences. Adverse employment consequences include, but are not limited to, actions such as termination, compensation decreases, poor work assignments, unsubstantiated poor performance evaluations, or threats of physical harm. Any whistleblower who believes they are being retaliated against must contact Human Resources or their immediate supervisor or division vice president as soon as possible.

However, the right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. A commitment to protecting whistleblowers from retaliation does not preclude the University from addressing performance or unprofessional business behaviors with community members as appropriate. In addition, using this *no retaliation* provision in bad faith (i.e., deliberately making false allegations) is itself a violation of this policy.

Any community member who retaliates against someone who has reported a concern in good faith will be subject to appropriate disciplinary action as determined by NKU administration, including but not limited to Human Resources, the President, and the Board of Regents.

## X. INVESTIGATING ALLEGED VIOLATIONS OF THIS VALUES & ETHICAL RESPONSIBILITIES POLICY

Each area with investigative authority shall carry out investigative activities in accordance with appropriate laws and established procedures within its discipline and regulatory policies and guidelines.

## XI. REFERENCES AND RELATED MATERIALS

### REFERENCES & FORMS

- [Faculty Policies and Procedures Handbook](#) (see especially section 16.2 “Professional Ethics and Responsibilities,” 16.3 “Academic Freedom,” and Section 14 “Grievances.”)
- [Chase Faculty Handbook](#)
- [Code of Student Rights and Responsibilities](#)
- [Chase Student Handbook](#)
- [Graduate Student Honor Code and Appeals Policy](#)
- [Northern Kentucky University Ethics and Compliance Helpline](#)
- [Compliance and Institutional Ethics](#)
- [Frequently Asked Questions re: Reporting Violations](#)

### Related Policies and References

- [Intellectual Property](#)
- [Sexual Harassment](#)

### Revision History

REVISION TYPE	MONTH/YEAR APPROVED
<b>Revision</b> <ul style="list-style-type: none"> <li>• Added sections IX and X re: whistleblowing, retaliation, investigation</li> <li>• Updates, clarifications, formatting, and editing throughout</li> </ul>	
<b>Edits/Corrections</b> <ul style="list-style-type: none"> <li>• Corrected policy to reflect 2016 BoR-approved changes</li> <li>• Made minor edits to formatting, spacing, and punctuation</li> <li>• Corrected the reference to the Faculty Policies and Procedures Handbook on p. 3 to reflect the current numbering system (changed from “section III, Items A-D” to “section 16.3”)</li> <li>• Updated URLs</li> </ul>	October 2, 2019
<b>Revision</b>	May 18, 2016
<b>Revision</b>	April 29, 2016
<b>Revision &amp; Name Change</b>	March 1, 2014
<b>Revision &amp; Name Change to “Ethical Principles &amp; Code of Conduct”</b>	July 13, 2005
<b>New Policy–Administrative Regulation (AR-I-1.0-1) – “Statement of Administrative Ethics”</b>	July 29, 1981

# VALUES & ETHICAL RESPONSIBILITIES

## PRESIDENTIAL APPROVAL

<b>President</b>	
Signature <i>Ashish K. Vaidya</i>	Date <i>5/11/22</i>
Ashish K. Vaidya	

## BOARD OF REGENTS APPROVAL

<b>BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)</b>	
<input type="checkbox"/> This policy was forwarded to the Board of Regents on the <b>Presidential Report (information only)</b> . Date of Board of Regents meeting at which this policy was reported: ____/____/____.	
<input type="checkbox"/> This policy was forwarded to the Board of Regents as a <b>Presidential Recommendation (consent agenda/voting item)</b> .	
<input type="checkbox"/> The Board of Regents approved this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing approval of policy.)	
<input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing rejection of policy.)	
<b>SECRETARY TO THE BOARD OF REGENTS</b>	
Signature	Date
Tammy Knochelmann	

**RECOMMENDATION:**

That the Board of Regents approve the following policy:

**TIMELY WARNING AND EMERGENCY NOTIFICATION**

***BACKGROUND:***

This policy establishes parameters and procedures for issuing timely warnings and emergency notifications in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the state Michael Minger Act. Timely warning and emergency notifications are briefly addressed in NKU's existing Disclosure of Campus Security and Crime Statistics policy. This new independent policy addressing these notifications is being proposed by the Clery Coordinator/University Police at the request of NKU's internal auditor.

# TIMELY WARNING AND EMERGENCY NOTIFICATION

**POLICY NUMBER:** ADM-TIMELYWARNING

**POLICY TYPE:** ADMINISTRATIVE

**RESPONSIBLE OFFICIAL TITLE:** VICE PRESIDENT FOR STUDENT AFFAIRS

**RESPONSIBLE OFFICE:** UNIVERSITY POLICE/CLERY COORDINATOR

**EFFECTIVE DATE:** UPON BOARD OF REGENTS APPROVAL –

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS TWO (2) YEARS –

**SUPERSEDES POLICY DATED:** N/A – NEW POLICY

**BOARD OF REGENTS REPORTING (CHECK ONE):**

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM):

PRESIDENTIAL REPORT (INFORMATION ONLY)

## I. POLICY STATEMENT

The purpose of this policy is to establish parameters and procedures for issuing timely warnings and emergency notifications in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) and the Michael Minger Act (The Minger Act).

### Timely Warnings

Timely warnings are issued as soon as is reasonably practical to report to the campus community Clery Act crimes that have both occurred within the University's Clery geography and are considered to represent a serious or continuing threat to students and employees.

The University shall withhold the victim(s)' names and other identifying information when providing notifications. Notifications are also reported on the [University Police website](#).

To trigger a Timely Warning, the Clery Act crime in question must present a serious or continuing threat to the campus community. University Police shall determine, on a case-by-case basis and based upon the information known, if such a threat exists. Factors examined include, but are not limited to, the following:

- The nature of the crime
- The degree to which evidence exists that the incident is isolated or stems from an incident that does not manifest a threat to the community at large
- The length of time that has lapsed between the crime occurring and receipt of a report
- The recent occurrence of any crimes carried out in a similar manner
- Threats or other statements attributable to the suspected offender
- Other relevant information as it is available

***Timely Warnings, or certain information in Timely Warnings, may be withheld if providing that information could reasonably compromise law enforcement efforts.***

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### **Highland Heights Campus**

The Chief of Police, or designee, is responsible for preparing Timely Warnings. Information for Timely Warnings may come from Campus Security Authority (CSA) reports, other law enforcement agencies, or other offices. While every attempt should be made to distribute the alert as soon as possible after an incident or series of incidents is reported, the release is subject to the availability of accurate information concerning the incident(s). Determinations regarding the existence of a continuing threat to the community are necessarily made with the information available at any given time. To ensure accuracy and clarity of messaging, Timely Warnings are distributed in conjunction with the Vice President of Student Affairs, Marketing and Communications, and the President's Office.

University Police makes every effort to properly classify a criminal incident when issuing a Timely Warning. However, upon further investigation and analysis, it may be determined that an incident for which a Timely Warning was issued did not ultimately fall within the definitions of Clery reportable crimes. Therefore, some incidents for which Timely Warnings were issued may not be included in the crime statistics provided by NKU's Annual Security Report. Timely Warnings may be updated if new or more accurate information becomes available. Timely Warnings may also seek information leading to the arrest and conviction of an offender.

Timely Warnings shall be communicated in a way likely to reach the entire community.

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### **Grant County Campus**

Primary law enforcement response at the Grant County campus is provided by the Williamstown Police Department. The offices of NKU's Grant County campus are responsible for preparing and distributing Timely Warnings for that campus either by email, social media, or by posting fliers within the facility, whichever is best tailored to reach their entire community. University Police will assist as resources and distance between the campuses permit.

## **Emergency Notification**

University Police shall notify the campus community immediately upon a confirmation of a significant emergency or dangerous situation that involves an immediate threat to the health or safety of students or employees on campus. Such events include, but are not limited to, the following:

- Infectious disease outbreak
- Fire or natural disaster
- Terrorist attack
- Chemical or hazardous waste spill
- National Weather Service Tornado Warning affecting NKU's main campus

Incidents such as weather delays or closures and power outages do **not** generally necessitate an emergency notification under the Clery Act though the University may choose to notify the campus community of these situations.

***Emergency Notifications may be withheld or delayed if release would compromise efforts to respond to, mitigate, or resolve the incident.***

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### **Highland Heights Campus**

The Chief of Police, or designee, is responsible for preparing Emergency Notifications within the guidelines deemed acceptable by the University. Information for Emergency Notifications may come from other NKU personnel or administrators, local first responder agencies, and/or the National Weather Service. Determinations regarding the existence of a significant emergency or dangerous situation that involves an immediate threat to the health or safety to the community are necessarily made with the information available at any given time.

Emergency situations are by their nature unpredictable. The content of an Emergency Notification is designed to help the NKU community protect themselves against an imminent threat to their safety. Best efforts shall be made to provide accurate information that will allow the NKU community to protect themselves. Emergency notifications, however, are subject to **minimal** review to provide the community actionable information **as soon as possible**.

Emergency Notifications shall be communicated in a way likely to reach the entire community and should be primarily disseminated using the Norse Alert system. Other notification mechanisms may include the use of sirens, loudspeakers, postings on NKU's website homepage, and/or social media.

Once an emergency is over, University Police shall send an "All Clear" message to inform the community that the emergency is over. All Clear messages may also be used to communicate the resolution of a situation for which notification was not practical or was withheld in the interest of a safe resolution.

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### **Grant County Campus**

The offices of NKU Grant County campus are responsible for preparing and distributing Emergency Notifications. University Police does not patrol or provide a primary law enforcement response at this location. Williamstown Police Department is the primary responding department for Grant County. University Police will assist as resources and distance between the campuses permit.

## **II. ENTITIES AFFECTED**

This policy applies to the following:

- all NKU employees (faculty, staff, administrators, and student workers)
- the University Police Department

## **III. AUTHORITY**

- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([20 USC 1092 \(f\)](#) and [34 CFR Part 668.46](#))
- The Michael Minger Act ([KRS 164.9481\(2\)](#)).



## IV. DEFINITIONS

**Annual Security Report (ASR):** A report that an institution must prepare each year, containing among other things, policy statements, and other information related to campus safety and security.

**Campus Community:** Enrolled students, faculty, and staff or those who have an active NKU email.

**Clery Act Crimes (Clery Crimes):** Those crimes identified in the Clery Act, including the following:

- Murder and Non-Negligent Manslaughter
- Manslaughter by Negligence
- Sexual Offenses (Forcible and Non-Forcible Sex Offenses)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Dating Violence
- Domestic Violence
- Stalking

**Clery Act Geography:** Any physical location that is (1) on campus; (2) on public property within or immediately adjacent to the campus; or (3) in or on non-campus buildings or property that an institution owns or controls.

**Emergency Notifications:** Information provided to the campus community upon confirmation of a significant emergency or dangerous situation on campus that poses an immediate threat to the health or safety of students or employees. This includes Clery Crimes and other type of emergencies. Examples of emergencies include, but are not limited to, the following:

- Infectious disease outbreak
- Fire or natural disaster
- Terrorist attack
- Chemical or hazardous waste spill
- National Weather Service Tornado Warning affecting NKU's Highland Heights campus

Incidents such as snow closures or power outages do **not** necessitate an emergency notification under the Clery Act, although the University may notify the campus community of these situations.

**Timely Warning:** A campus alert disseminated upon availability of pertinent information about a reported Clery Act crime, occurring within the institution's Clery Act geography that represents a continuing threat to the safety of students or employees.

## V. RESPONSIBILITIES

NKU's University Police has been designated as the entity responsible for ensuring that the requirements of the Clery and Minger Acts are met, which include the issuance of Timely Warnings and Emergency Notifications.

### Timely Warnings

- 1) University Police shall evaluate crime information for Timely Warnings.
- 2) University Police shall prepare the notification for the Timely Warning.
- 3) University Police shall work in conjunction with the Vice President for Student Affairs to disseminate Timely Warnings.
- 4) University Police shall distribute the Timely Warning to the campus community. Timely Warnings will be disseminated primarily using the NKU Flash and NKU Student Flash email listservs.
- 5) University Police will post Timely Warnings on the [University Police website](#).

### Emergency Notifications

1. University Police will evaluate crime information for Emergency Notifications.
2. University Police in conjunction with the Vice President for Student Affairs will prepare the Emergency Notification.
3. University Police shall distribute the Emergency Notification to the campus community. Emergency notifications will be disseminated primarily using the NKU Flash and NKU Student Flash email listservs.
4. University Police will provide updates and/or an all-clear message when applicable.
5. University Police will post Emergency Notifications on the [University Police website](#)

## VI. REFERENCES AND RELATED MATERIALS

### References

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([20 USC 1092 \(f\)](#) and [34 CFR Part 668.46](#))

Michael Minger Act ([KRS 164.9481\(2\)](#)).

### Related Policies

[Disclosure of Campus Security and Crime Statistics](#)

### REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
New Policy	

# TIMELY WARNING AND EMERGENCY NOTIFICATION

## PRESIDENTIAL APPROVAL

<b>President</b>			
Signature	<i>A-K Vaidya</i>	Date	<i>6/21/22</i>
Ashish K. Vaidya			

## BOARD OF REGENTS APPROVAL

<b>BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)</b>	
<input type="checkbox"/> This policy was forwarded to the Board of Regents on the <b>Presidential Report (information only)</b> . Date of Board of Regents meeting at which this policy was reported: ____/____/____.	
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<input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____. (Attach a copy of Board of Regents meeting minutes showing rejection of policy.)	
<b>SECRETARY TO THE BOARD OF REGENTS</b>	
Signature	Date
Tammy Knochelmann	

**RECOMMENDATION:**

The Board of Regents officially hereby accepts contributions totaling **\$497,445.00** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period May 1, 2022 through July 31, 2022 per the below list.

**BACKGROUND:**

At the March 12, 2014 Board Meeting, a major gift policy was approved by the Regents raising the level of major gifts submitted for review and acceptance by the Board to \$25,000. Contributions of \$25,000 or more for the period 5/1/22 through 7/31/22 are itemized below.

<b>Contributions of \$25,000 or more from May 1, 2022 – July 31, 2022</b>				
<b>Name</b>	<b>Gift Date</b>	<b>Fund Description</b>	<b>Amount</b>	<b>Gift Type</b>
Pamela J. Viscione	7/18/2022	Master of Business Leadership and Innovation (MBLI)	\$50,000.00	Planned Gift
Mary Riesenbeck	7/14/2022	Anthony W. Neltner and Agnes Stella Neltner Scholarship	\$100,000.00	Pledge
James T. Witcher	7/14/2022	Pennie Kitchens Witcher Memorial Endowed Scholarship	\$50,000.00	Pledge
Fifth Third Bancorp	6/13/2022	Fifth Third Scholarship	\$48,000.00	Pledge
The Kroger Company Foundation	6/9/2022	Kroger FUEL NKU	\$82,445.00	Pledge
Phillip H. Schmidt & Susan Schmidt	6/9/2022	Phil and Susan Schmidt Endowment for Undergraduate Research	\$117,000.00	Planned Gift
Anonymous	5/25/2022	CINSAM	\$50,000.00	Cash
		<b>TOTAL</b>	<b>\$497,445.00</b>	

**RECOMMENDATION:**

The Board of Regents hereby approves the following naming actions:

- (1) The naming of a scholarship for junior students majoring in Applied Software Engineering, Computer Science, Computer Information Technology, Cybersecurity, or Data Science with a GPA of 3.0 or higher. “Fifth Third Scholarship”
- (2) The naming of a scholarship to support students pursuing a degree in the Expedited Master of Accountancy (MAcc) program. “Plante Moran Expedited MAcc Scholarship”
- (3) The naming of an endowed scholarship to support a LIFT scholarship for undergraduate students with demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA) and who upon their initial consideration for the scholarship are full-time first-generation freshmen pursuing studies in nursing, or a related field. “Pennie Kitchens Witcher Memorial Endowed Scholarship”
- (4) The naming of a scholarship for students who graduated from a Catholic high school in Kenton and Campbell counties. “Anthony W. Neltner and Agnes Stella Neltner Scholarship”
- (5) The naming of an endowed fund that will provide program support for undergraduate STEM research in the College of Arts and Sciences with preference to supporting the UR-STEM (Undergraduate Research in STEM) summer research program. “Phil and Susan Schmidt Endowment for Undergraduate Research”
- (6) The changing of a scholarship name from the Seven Hills Anesthesia – St. Elizabeth Division Scholarship Fund to the Dr. Richard E. Park Memorial Scholarship.
- (7) The naming of an endowed scholarship in the College of Informatics to support sophomore or junior students who have declared a major in Communication Studies or Public Relations. “Dr. Russell Proctor Endowed Scholarship for Communication Studies and Public Relations”
- (8) The naming of an endowed scholarship in the Chase College of Law for students who demonstrate high academic promise and who are enrolled in the evening division. “Judge Norbert A. Nadel Endowed Scholarship”
- (9) The naming of a scholarship to support students in the School of Allied Health within the College of Health and Human Services. “St. Elizabeth Healthcare Allied Health Scholarship”
- (10) The naming of a scholarship to support Accelerated Bachelor of Science in Nursing (ABSN) students within the College of Health and Human Services. “St. Elizabeth Healthcare ABSN Scholarship”
- (11) The naming of a scholarship to support Traditional Bachelor of Science in Nursing (TBSN) students within the College of Health and Human Services. “St. Elizabeth Healthcare TBSN Scholarship”
- (12) The naming of a fund in the Chase College of Law to help recruit and support underrepresented minority students to enhance the diversity of Chase’s student body and improve the student experience overall. “Chase All Rise Fund”

**BACKGROUND:**

Naming actions in connection with private gifts are governed by NKU Administrative Regulation-II-4.0-2, section 2.2. NKU’s Naming Policy provides for naming opportunities in consideration of a major contribution to the university. The policy allows flexibility in determining the level of contribution appropriate for each naming action, enabling each gift to be judged on its own merit.

After careful consideration by university officials and unanimous support by the University Naming Committee, it was recommended to offer the following naming recognitions.

(1) The university has received a gift that will support a scholarship for two junior students majoring in Applied Software Engineering, Computer Science, Computer Information Technology, Cybersecurity, or Data Science with a GPA of 3.0 or higher. Preference will go to students with a GPA of 3.3 or higher. The scholarship will be renewable for the recipient's senior year as long as they continue to meet the scholarship qualifications.

Donor: Fifth Third Bank  
Naming Gift: \$48,000  
Naming Recognition: Fifth Third Scholarship

Fifth Third Bank is a diversified financial services company headquartered in Cincinnati. With four main business lines, Commercial Banking, Branch Banking, Consumer Lending, and Wealth & Asset Management. Fifth Third Bank is among the largest money managers in the Midwest. As a technology-forward bank, Fifth Third Bank is committed to supporting NKU's Informatics program and being a strong community partner.

(2) The university has received a gift that will support a scholarship for students pursuing a degree in the Expedited Master of Accountancy (MAcc) program. Eligible students must be accepted into the Expedited Master of Accountancy program, have a cumulative GPA of 3.0 or higher, and have completed at least 15 credit hours at NKU. Eligible students must have also completed the following course, ACC 200. In the spirit of supporting a racially and ethnically diverse student population and strengthening the pipeline of diverse talent entering the profession, the accounting program endeavors to consider applications from unrepresented demographic groups and/or first-generation college students.

Donor: Plante Moran  
Naming Gift: \$10,000  
Naming Recognition: Plante Moran Expedited MAcc Scholarship

Plante Moran has a long and fruitful history with the Haile College of Business. For the last few decades, Plante Moran has been one of the largest employers of accounting interns and accounting graduates in our region. In order to continue to grow this relationship, Plante Moran generously donated scholarship money to support NKU undergraduate students pursuing their Master of Accountancy degree through NKU's expedited track.

(3) The university has received a gift that will support an endowed LIFT scholarship for undergraduate students (1) with demonstrated financial need as determined by the Free Application for Federal Student Aid (FAFSA), (2) who upon their initial consideration for the scholarship are full-time first-generation freshmen pursuing studies in nursing, or a related field, and are in good academic standing, and (3) who agree to adhere to the specific requirements of the Lifelong Investment in Future Transformation (LIFT) Scholars program.

Donor: James T. Witcher

Naming Gift: \$50,000

Naming Recognition: Pennie Kitchens Witcher Memorial Endowed Scholarship

James T. Witcher (Tim) is making this generous gift in honor of his late wife, Pennie Kitchens Witcher. Tim is creating the Pennie Kitchens Witcher Memorial Endowed Scholarship to support future nurses and their careers in the Northern Kentucky region.

(4) The university has received a gift that will support a scholarship for students who graduate from a Catholic high school in Kenton and Campbell counties. The recipients shall show financial need as determined by the Free Application for Federal Student Aid (FAFSA).

Donor: Mary Riesenbeck

Naming Gift: \$100,000

Naming Recognition: Anthony W. Neltner and Agnes Stella Neltner Scholarship

This scholarship was set up by Mary Riesenbeck who wished to set up a scholarship fund to honor her parents, Anthony W. Neltner and Agnes Stella Neltner.

(5) The university has received a gift that will, when received in full, provide endowed program support for undergraduate STEM research in the College of Arts and Sciences with preference to supporting the UR-STEM (Undergraduate Research in STEM) summer research program. Should the UR-STEM program cease to exist these funds may be used to support undergraduate research in the STEM discipline under the direction of the Dean of the College.

Donor: Phillip and Susan Schmidt

Naming Gift: \$117,000

Naming Recognition: Phil and Susan Schmidt Endowment for Undergraduate Research

Phillip Schmidt is an emeritus faculty member, serving eight years in the areas of Mathematics and Statistics at Northern Kentucky University. Phillip is also a retired CINSAM Director and previous interim Dean of the College of Arts and Sciences at NKU. Phillip and his wife, Susan, decided to leave a portion of their estate to the NKU Foundation by establishing the Phil and Susan Schmidt Endowment for Undergraduate Research.

(6) The changing of the name of the Seven Hills Anesthesia – St. Elizabeth Division Scholarship Fund to the Dr. Richard E. Park Memorial Scholarship. This scholarship was established at Northern Kentucky University through a gift agreement executed with Seven Hills Anesthesia on February 28, 2020. Seven Hills Anesthesia would now like this scholarship to be named after Dr. Park.

Dr. Richard E. Park mentored nurses, physicians, and hospital administrative staff throughout his 50+ year career in the medical profession while at various healthcare organizations. In July of 1985, he founded Independent Anesthesiologists at St. Elizabeth Medical Center where he practiced Anesthesia until 2016 when he retired as President. Dr. Park passed away in October of 2021.

(7) The university has received a gift that will support an endowed scholarship in the College of Informatics. Students must be of sophomore or junior standing at NKU and have declared a major in Communication Studies or Public Relations. Priority will be given to students who have participated in extracurricular activities on campus.

Donor: Dr. Russell F. Proctor II

Naming Gift: \$25,000

Naming Recognition: Dr. Russell Proctor Endowed Scholarship for Communication Studies and Public Relations

Dr. Russ Proctor is a Professor Emeritus of Communication in the College of Informatics at NKU. A beloved Communication Studies professor by many, Dr. Proctor taught numerous Communication courses such as Interpersonal Communication and Speech Communication, among others. Moreover, he has been quite successful as a textbook author with his many editions of "Interplay" and "Looking Out, Looking In." As a former board member of the Communication Alumni Association and author of numerous articles and textbooks focusing on interpersonal communication and communication education, his knowledge and insights have been instrumental to the College of Informatics' Department of Communication. Whether influencing the curriculum or preparing students for meaningful opportunities during and after their degree, he has enriched the lives of generations of NKU students. These accomplishments, among others, earned him the Faculty/Staff Strongest Influence Award in 1993 and NKU's 1997 Outstanding Professor Award. Dr. Proctor sees this opportunity to give back to the university and the students that made his career impactful and important, as well as take care of the next generations financially in perpetuity.

(8) The university has received a gift that will support an endowed scholarship for the recruitment and retention of students with high academic promise who are accepted for admission as J.D. degree-seeking at Chase College of Law. Recipients of this scholarship must be enrolled in the evening division.

Donor: Chase College Foundation

Naming Gift: \$65,000

Naming Recognition: Judge Norbert A. Nadel Endowed Scholarship



This scholarship was established by the Chase College Foundation in honor and memory of the late Judge Norbert A. Nadel who passed away on July 10, 2021. Judge Nadel served on the Chase College Foundation Board of Trustees for more than 25 years and was Board Chair for many years. Judge Nadel's career on the bench spanned 40 years. He served three different courts including the Hamilton County Municipal Court, the Hamilton County Common Pleas Court, Domestic Relations Division, and the Hamilton County Common Pleas Court, General Division where he spent the majority of his career. After retiring from the bench, he was elected Hamilton County Recorder.

(9) The university has received a gift that will support students in the School of Allied Health within the College of Health and Human Services. Scholarships will be awarded based on merit, and NKU will give scholarship preference to seniors; high-achieving juniors may also be considered.

Donor: St. Elizabeth Healthcare

Naming Gift: \$200,000

Naming Recognition: St. Elizabeth Healthcare Allied Health Scholarship

(10) The university has received a gift that will support Accelerated Bachelor of Science in Nursing (ABSN) students within the College of Health and Human Services.

Donor: St. Elizabeth Healthcare

Naming Gift: \$300,000

Naming Recognition: St. Elizabeth Healthcare ABSN Scholarship

(11) The university has received a gift that will support Traditional Bachelor of Science in Nursing (TBSN) students within the College of Health and Human Services. Scholarships will be awarded based on merit, and NKU will give scholarship preference to seniors; high-achieving juniors may also be considered.

Donor: St. Elizabeth Healthcare

Naming Gift: \$200,000

Naming Recognition: St. Elizabeth Healthcare TBSN Scholarship

St. Elizabeth Healthcare:

St. Elizabeth Healthcare made an initial commitment to Northern Kentucky University on December 20, 2021, for \$1,000,000. The commitment was to support healthcare education and establish scholarships in the College of Health and Human Services. The commitment will now more specifically fund a scholarship for Allied Health students, TBSN students, ABSN students, a faculty member, and a nurse camp. Selected scholarship students must agree to and if offered, accept and maintain employment with St. Elizabeth Healthcare for a period of two (2) consecutive years beginning within three (3) months of the student's date of graduation from NKU's College of Health and Human Services.

Northern Kentucky University is proud of our longstanding partnership with St. Elizabeth Healthcare and the many contributions that allow our campus and students to grow in remarkable ways. From student scholarships and hands-on experience in the St. Elizabeth Healthcare Simulation Center to funding for the St. Elizabeth Healthcare Executive Director of the Institute for Health Innovation, our shared commitment to the region and the population's health is at the core of all our collaborative efforts.

(12) The university has received a gift that will support an initiative to recruit and support underrepresented minority students in the Chase College of Law to enhance the diversity of Chase's student body and improve the student experience overall. All Rise is a three-prong program of increased financial aid, profession-related skills development, and coverage of bar exam expenses, with each enhancement coalescing as a wrap-around approach to support Chase's diverse students. Chase strives to close the equity gap for students from underrepresented minority communities whose access to legal education remains challenging.

Donor: Chase College Foundation

Naming Gift: \$15,000

Naming Recognition: Chase All Rise Fund

The Chase College Foundation plays a key role in helping Chase College of Law meet their goals and achieve their mission. Their most recent support builds on measured successes in recruitment and bar passage and seeks to support new initiatives aimed at closing the equity gap in legal education.

**RECOMMENDATION:**

That Lamar Chames receive a posthumous Master of Business Administration degree. This recommendation comes from faculty, staff, and administrators in the MBA program and the Haile College of Business at large. This recommendation has been approved by the provost and executive vice president for Academic Affairs, as well as the president.

**BACKGROUND:**

Lamar Chames was an MBA student on schedule to graduate with his MBA in Spring 2022. He passed away unexpectedly in April of 2021. He was enrolled and engaged in MBA classes at the time of his death.

As a student in the MBA program, Lamar was in very good standing. He had earned 20 credit hours toward his 33-credit degree, so he had not crossed the 75% completion mark (he was just over 60% through). However, he was moving steadily toward completion, and we had every expectation he would complete the program and graduate in Spring 2022.

Lamar worked retail banking at Citibank throughout his time in the NKU MBA program. He was very successful there, establishing himself as one of the top agents in the country, while maintaining a focus on serving clients and supporting fellow agents. Before his MBA, he completed a Bachelor of Science in Marketing at the University of Louisville.

Lamar's loss was felt throughout the MBA faculty and staff. Kari Wright Perkins talks about how much she enjoyed advising Lamar on his path through the MBA curriculum. She said:

*"We used to talk about his plan in the program almost every session, he always wanted to make sure he was on the right track! He had a passion you don't see often, and I really admired his drive and plans for the future."*

Teresa Elliott, his instructor in the Business Law class offered this anecdote to illustrate Lamar's character:

*"Lamar was in my BUS 605 class, and I enjoyed having him in the class. One thing that stood out for me--he was late on an assignment (which wasn't like him!) so I emailed him to ask about why the assignment was submitted late. He said he coached and had to take one of the kids home to be sure he was safe. He said he knew doing that would cause his assignment to be submitted late, but he thought being sure that the teenager (I think it was high school students he helped coach) got home safe was worth any points I docked for the late assignment. I really appreciated not just his honesty, but the care that he showed."*

**RECOMMENDATION:**

That the Board of Regents authorize the President to execute a Ground Lease Agreement with the Northern Kentucky University Foundation, Inc. (NKUF) to develop the Reynolds Family Tennis Center, located on the land at the southern side of Parking Lot O and Johns Hill Road.

**BACKGROUND:**

Through a generous \$3,000,000 gift from Mr. Ed Reynolds, a new tennis center facility will be constructed to provide an indoor practice and competition venue for NKU Athletics' men's and women's tennis teams. The NKU Board of Regents approved the naming of this facility in recognition of this gift in March 2022. The Reynolds Family Tennis Center will include a minimum of six courts with an elevated viewing area, locker rooms, and offices, a significant upgrade from the current on-campus outdoor courts, which are in poor condition.

Currently, NKU tennis student-athletes travel almost daily to off-campus, non-university facilities for practice and competitions, a hardship for all tennis athletes, but in particular for the international student members of the teams. The facility envisioned will enhance the university's tennis program, elevating the program in the region and among our peers. In addition, the facility will provide a much-needed additional tennis facility to the region for community members to use and enjoy.

For the term set in the ground lease agreement, NKUF and/or Foundation-contracted entities, will develop and serve as property manager for the facility, and be responsible for all building maintenance, operational costs, site maintenance and snow removal. NKUF will pay NKU a nominal rent annually for the term of the lease. After the lease term expires, ownership of the improvements would revert to NKU, which would then be responsible for on-going operating and maintenance costs and activities.

Construction is expected to begin in late 2022 or early 2023, with a spring 2024 occupancy.

The NKU Foundation Board Executive Committee will formally review this matter at their September 13, 2022 meeting.

