



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

**November 8, 2023**

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**AGENDA**  
**Northern Kentucky University**

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**Regents Dinner**  
**Tuesday, November 7, 2023 – 6:00 p.m.**

**6:00 p.m.**      • Regents Dinner in Student Union Ballroom B/C

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**Board of Regents Meeting**  
**NKU, Student Union 107A – Wednesday 8, 2023 – 9:00 a.m.**

**9:00 a.m.**

- I. Call to Order**
- II. Roll Call**
- III. Approval of Minutes**
  - Approval of September 12-13, 2023 Board Minutes
- IV. New Business**
  - 1. Appointment of Board Committee Chairs (Boehne)
  - 2. Athletics Enrollment Strategy and New Revenue Opportunities (Roybal)
  - 3. Academic Partnerships (AP) Contract Amendment (Cecil)
- V. Public Participation**
- VI. Action Items**
  - A. Non-Consent Agenda Recommendations
    - 1. Establishment of New Varsity Athletics Programs
    - 2. Approval of Academic Partnerships Contract Amendment
- VII. Information Items**
  - President's Report (Short-Thompson)
  - B. Presidential Reports & Discussion
    - 1. Facilities Management Report (Alltop)
    - 2. Research/Grants/Contracts Report (July 1, 2023 - August 31, 2023) (Cecil)
    - 3. Fundraising Report FY23 (July 1, 2023 - September 30, 2023) (Gentry)
    - 4. Organizational Changes Report (Alltop)
    - 5. Policies Report (Garber)

**11:30 am**

**Board Lunch**  
**NKU, Student Union Ballroom 107B/C - Wednesday, November 8, 2023 – 11:30 a.m.**

1:00 pm

**Board of Regents Meeting**  
**NKU, Student Union Ballroom A – Wednesday, November 8, 2023 – 1:00 p.m.**

University Reports & Discussion

1. Annual Enrollment Report (Brown, Padgett)
2. Annual Financial Report (Alltop, Mefford)

Committee Report Outs

1. Audit Committee Report (Boehne)
2. Budget and Finance Committee Report (Zapp)

**VII. Consent Agenda**

**C. Presidential Recommendations**

1. \*Academic Affairs Personnel Actions
2. \*Non-Academic Personnel Actions
3. \*Faculty Emeritus Status (Baranowski, Medlicott, Smith, Soliday, Weir)
4. \*Staff Emeritus Status (Simpson)
5. \*Organizational Chart
6. \*Major Gifts Acceptance
7. \*Naming Recommendations
8. \*2024-2026 Capital Budget Request
9. \*STEM Master of Accountancy Program
10. \*STEM Master of Business Administration Program
11. \*Capital Lease/Purchase Agreement with Cisco Systems Capital Corporation

**VIII. Open Discussion**

**IX. Executive Session**

**X. Adjourn**

*\*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 Knochelmann in the Office of the President, (859) 572-5191, by 2 p.m., Monday, November 6, 2023).*

*Persons or groups wishing to address the Board must submit a public participation request form to Tammy Knochelmann ([knochelmann@nku.edu](mailto:knochelmann@nku.edu)) in the Office of the President by 12:00 p.m., Friday, November 3, 2023. Requests will be taken on a first-come, first-served, basis.*

**MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF REGENTS OF  
NORTHERN KENTUCKY UNIVERSITY  
September 12-13, 2023**

**Tuesday, September 12, 2023  
In Open Session**

**Call to Order:** Regent Rich Boehne, Chair, called the regular meeting of the Board of Regents to order at 6:15 p.m., Tuesday, September 12, 2023.

**Roll Call:** Michael Baranowski, Richard Boehne, Cori Henderson, Ashley Himes, Ken Perry, Isaiah Phillips, Elizabeth Thompson, Andr Ward, Kara Williams, Brad Zapp.  
(Absent: Nathan Smith)

**Approval of Minutes**

Regent Andr Ward seconded Regent Michael Baranowski’s motion to approve the minutes of the June 14, 2023 Board of Regents meeting. **(Motion carried)**

Regent Michael Baranowski seconded Regent Andr Ward’s motion to approve the minutes of the July 19-20, 2023 Board of Regents meeting. **(Motion carried)**

**New Business**

**BOARD OF REGENTS  
RESOLUTION  
AMENDMENTS TO BYLAWS & COMMITTEE STRUCTURE**

*WHEREAS, the Board of Regents wishes to amend its bylaws in order to modify and expand its standing committees and to make other appropriate changes; and*

*WHEREAS, the current Bylaws require a two-thirds vote in favor of the proposed amendments.*

*BE IT RESOLVED that the Board of Regents hereby approves and adopts the amendments to its Bylaws that are reflected in the attached.*

Regent Andr Ward seconded Regent Brad Zapp’s to adopt the proposed amendments to the Board of Regents bylaws.

Chair Boehne opened the floor to the Board for discussion. Following the discussion, Chair Boehne called for a Roll Call vote. **(Motion carried by 2/3 majority – 9 in favor)**

| <u>VOTE: Bylaws Revisions</u> |                    |
|-------------------------------|--------------------|
| Regent Baranowski             | YES                |
| Regent Boehne                 | YES                |
| Regent Henderson              | YES                |
| Regent Himes                  | YES                |
| Regent Perry                  | Arrived after vote |
| Regent Phillips               | YES                |
| Regent Smith                  | Absent             |
| Regent Thompson               | YES                |
| Regent Ward                   | YES                |
| Regent Williams               | YES                |
| Regent Zapp                   | YES                |

Chair Boehne then reviewed his proposed appointments to the committees and called for discussion.

### Proposed Committee Structure

Executive committee (populated according to bylaws)

- Regent Rich Boehne
- Regent Kara Williams
- Regent Nathan Smith

Audit, Risk & Compliance (appointed by Chair)

- Regent Rich Boehne
- Regent Nathan Smith
- Regent Kara Williams
- Regent Liz Thompson

Budget & Finance (appointed by Chair)

- Regent Brad Zapp
- Regent Ken Perry
- Regent Cori Henderson
- Regent Michael Baranowski

Student Success & Academic Affairs (appointed by Chair)

- Regent Ashley Himes
- Regent Nathan Smith
- Regent André Ward
- Regent Michael Baranowski
- Regent Isaiah Phillips

Foundation Executive Committee (appointed by Chair)

- Regent Kara Williams
- Regent Rich Boehne

Regent Ward noted for the record that the Foundation Executive Committee is being formally added to the Board as a standing committee.

Chair Boehne directed the committee members to provide recommendations on who among them should be the committee chair. Chair Boehne will then select and appoint the committee chairs.

#### **Executive Session:**

Regent André Ward seconded Chair Boehne's motion to enter into executive session pursuant to KRS 61.810(1)(f) to discuss an employee personnel issue relating to possible appointment of an employee. **(Motion carried)**. Open meeting recessed at 6:50 pm.

#### **Open Meeting Reconvenes:**

At 7:23 p.m., Executive Session concluded, and the regular meeting was reconvened. No other matters were discussed.

#### **Recess:**

Having no other business to come before the Board that evening, at 7:24 p.m., Regent Ken Perry seconded André Ward's motion to recess the meeting until 9:30 am on Wednesday, September 13, 2023. **(Motion carried)**

**Wednesday, September 13, 2023**  
In Open Session

**Call to Order:** Regent Rich Boehne, Chair, called the regular meeting of the Board of Regents back to order at 9:30 a.m., Wednesday, September 13, 2023.

**Roll Call:** Michael Baranowski, Richard Boehne, Cori Henderson, Ashley Himes, Ken Perry, Isaiah Phillips, Elizabeth Thompson, Nathan Smith, Andr  Ward, Kara Williams, Brad Zapp.

**Consideration of Appointment President and Approval of Contract**

Regent Boehne thanked all for being there and turned the meeting over to Regent Kara Williams, who read the following resolution.

**BOARD OF REGENTS  
RESOLUTION  
APPOINTMENT OF THE PRESIDENT**

*WHEREAS, under Kentucky law, the Board of Regents is entrusted with the authority to appoint the president of Northern Kentucky University;*

*WHEREAS, in March 2023, the Board established a Presidential Search Committee to oversee the process of identifying candidates to serve as the institution's seventh president;*

*WHEREAS, the Presidential Search Committee, with the assistance of a campus advisory board and other stakeholders, conducted a competitive nationwide search and evaluated an outstanding group of highly qualified candidates; and*

*WHEREAS, the Board has determined that Cady Short-Thompson, Ph.D., has dedicated her career to leadership in education, scholarship, and student success, and she possesses the experience and vision to lead our institution as its seventh president.*

*BE IT RESOLVED that the Board of Regents hereby appoints Cady Short-Thompson, Ph.D., to serve as President of Northern Kentucky University and approves the proposed employment agreement attached hereto.*

(Contract available upon request from the Board office.)

Regent Michael Baranowski seconded Regent Williams' motion that the Board appoint Dr. Cady Short-Thompson as the seventh President of Northern Kentucky University and approved the proposed contract. **(Motion carried by unanimous vote – 11 in favor)**

VOTE: Appointment of President and Approval of Contract

|                   |     |
|-------------------|-----|
| Regent Baranowski | YES |
| Regent Boehne     | YES |
| Regent Henderson  | YES |
| Regent Himes      | YES |
| Regent Perry      | YES |
| Regent Phillips   | YES |
| Regent Smith      | YES |
| Regent Thompson   | YES |
| Regent Ward       | YES |
| Regent Williams   | YES |
| Regent Zapp       | YES |

At 9:44 a.m., Chair Boehne recessed the meeting until 12:30 p.m., and asked the audience to move to the SU Ballroom for the formal presidential announcement.

**Call to Order:** At 12:30 p.m., Chair Boehne called the meeting back to order.

## **Information Items**

### **A. Report of the President**

Chair Boehne and Regents, thank you for the opportunity to speak with you this afternoon.

As this will be my last Presidents Report to the Board, I want to start by expressing my heartfelt thanks to the entire NKU community for the support given me during my time as interim president. Whether it was a nice email, an invitation to your event, words of encouragement or just a smile, it meant so much to me. NKU has a special place in my heart, and my husband's, who is now an alum, and I look forward to continuing my service to this institution. I also look forward to working with President Short -Thompson as we work with the campus to chart the way forward. I truly believe that NKU has a bright future ahead as it continues to educate the NKY region.

Yes, we continue to face our challenges. But I believe we have made great strides since January and especially these past couple months as we worked toward a better financial future for our institution. Even though we are fully aware of many concerns that we all have, I am proud of how this community has responded to each challenge thrown our way with dignity, grit and honor.

Last month, I addressed the campus community at Fall Convocation and met with smaller groups at several individual college convocations. My message then was that we are looking ahead to a promising future and building on the recent successes in retention, persistence and graduation rates.

We do all of this work for our students. We are all well aware that those learners are the reason we are here, so let's keep building for the future.

We are all also aware of our continued challenges in our undergraduate population. While our numbers are not where we want them to be, we believe that we are building a team and a strategy that will address that challenge. But we also cannot stop there. Today I want to talk about other creative and innovative ideas we are implementing to bolster enrollment with other populations that will in turn help address our fiscal challenges.

### **Adult and Transfer Center Update**

For example, the Adult and Transfer Center is working hard to bring new students to NKU. I am happy to report that from Fall 2022 to Fall 2023, we have seen a 15-percent jump in transfer students from KCTCS and a 38-percent increase in students from Cincinnati State! Overall transfer-credit hours for fall 2023 are up slightly.

This is great news considering where we were a year ago. You will remember that last fall, Associate Provost Jason Vest was tasked with examining NKU's transfer processes and personnel and comparing them to national best practices. We had seen a 17-percent drop in all new transfer students since we eliminated the transfer office in 2018 and an even larger drop from our community and technical college partners. Each year, at least 2,000 – 2,500 of NKU's students qualify as transfer students and the university had no central person or place to go to for



transfer students or transfer sending institutions. NKU staff had worked hard to establish outstanding programs like the 2NKU pathways and RiverCity Promise, but there was no personnel to implement and market these programs. Other issues came to light, including complicated processes, lack of course equivalencies, inconsistent advising, and other barriers which made it hard to transfer to NKU.

With reallocated funds, NKU opened the Adult and Transfer Center in March 2023, led by director Amy Danzo, and it has added advisors and staff to serve the needs of students. Amy and her staff have met with community and technical college partners across the region and have begun to set up robust working relationships, especially with our main partner, Gateway, which has sent NKU up to 115 new transfer students every fall. The partnerships with Gateway and Cincinnati State through Moon Shot for Equity has meant increased collaboration, frequent strategy and coordination meetings, data sharing, and conversations about curricular alignment that will make transfer even easier and more transparent for students. Gateway, Cincinnati State, and NKU are all dedicated to increasing marketing and awareness of 2NKU and the RiverCity Promise programs and helping our students graduate and transfer. These two partners will be the main source of the additional 600 new transfers we want to bring in each year.

Moon Shot also provided an audit of our transfer portal, which gave us motivation to change even faster than we had planned. With additional help from other institutions that are transfer experts like University of Central Florida, Arizona State and University of Houston, a new transfer portal was designed to provide potential students with easy access into NKU, including a transfer-credit estimator and information on more than 100 transfer pathways.

The ATC is working to implement time-saving processes and systems, including faster admissions processing through an AI engine that can handle hundreds of domestic and international transcripts in seconds while also integrating into our chatbot and giving students answers about how their courses will transfer to NKU. This will create efficiencies that will allow us to redeploy staff time to reaching out to students and to help and encourage them to choose NKU for their education.

By making it easier to transfer and advertising the scholarships and benefits we offer, the ATC will help NKU become a destination for transfer students across the region.

The work will continue. Our ambitious goal in the next year is to see first-time transfer student numbers rise from the current 472 headcount back to the 800 new transfers we had before we eliminated the transfer office in 2018. By fall 2025, with an increased marketing campaign and the new services I just described, we are striving to see new transfer headcount of more than 1,000. Thank you, Jason, Amy and everyone involved in this important work.

### **New Online Degree Programs**

We have been extremely successful with our online programming where nearly 5,000 students have bolstered our enrollment and our fiscal position. This is rare for regional universities like ours and, as with many of our successful efforts, NKU is ahead of the curve. Online was once viewed as the wave of the future, but it is here to stay--- and we have been innovators in this area. Our peer institutions are now attempting to follow in our footsteps and looking to grow online as well. This has been a campus-wide effort, but I want to thank the College of Health and Human Services and the Haile College of Business who took the early lead, pushing out fast-growing programs that resulted in a tremendous impact for the campus.

And our growth online continues. I can break a little news here since we have updates from the last two days that aren't even reflected in Jeremy's presentation that's coming up. We have four

online tracks from the College of Informatics, including an undergraduate cybersecurity track starting this January. In addition, we have confirmed 9 new programs for Fall 2024. In all, we are working on the largest expansion of our online programs since we started on this path in 2018, with faculty agreeing to add potentially 20 new programs in the next 24 months. Why? Almost all of our growing programs are accelerated online programs. And our position as a leader in the region gives us an advantage in moving farther into the online marketplace. Among the new online degree programs that will bring even more new students to NKU is a forward-thinking **bachelor's degree in Sales Analytics and master's in Supply Chain Analytics** in the Haile College of Business. COB also planning multiple additional MBA tracks for the online space for the fall.

The College of Informatics is considering three new programs with one potentially starting in the fall of 2024. The College of Education has identified 5 online programs to develop for next fall, including some that our partners at AP think have huge growth potential. CAS is planning for a Bachelor of Arts in History and a B.A. in Interdisciplinary studies for fall, with a BS in Psychological Science potentially slated for January 2025. CHHS is focused on growing enrollments in its existing programs but has several new tracks in the works as well.

With the addition of these programs, we believe that we can provide educational opportunities to even more citizens in this region. Our goal is to add 1,500 students online in the next five years.

Many, many thanks to Provost Matt Cecil the Deans and all of the faculty who are engaged in this important work.

### **St. Andrews Georgian University in Tbilisi**

Another area of new enrollment growth in in cohort programs on the international stage. In fact, since November, NKU and St. Andrews Georgian University in Tbilisi (*TUH-BLEE-SEE*), Georgia—also known as SANGU (*SAHN-GOO*)—have been engaged in an international partnership to award master's degrees in cybersecurity to SANGU's students. 60 postgraduates have participated in the program so far, with more to join in coming semesters. Though the collaboration may be a recent development, it is the result of nearly six years of planning and conversation between the College of Informatics, Dr. Francois LeRoy of Global Engagement and International Affairs, and SANGU.

The exchange has given a new cohort of 30 SANGU students per semester the opportunity to complete 30 credit hours in NKU's online cybersecurity program before completing the remainder of the program at their home university. This same group has also expressed interest in programs in the College of Health and Human Services.

Additionally, the Haile College of Business has announced the admission of the fourth MBA cohort from India's PSG Institute of Advanced Studies this coming fall. Currently, the program includes 63 students, and the college anticipates hosting 140 full-time students in the spring. The program's first two cohorts have graduated with a 100% placement rate. Haile is also recruiting its first cohort of students from Egypt's Sparsh University and Ramaiah (*RAHM-AY-YUH*) Institute of Management.

Exciting times are ahead for our international partnerships!

## Admissions

I mentioned earlier about rebuilding the team in admissions and I want to share a preview of our new structure. I am thrilled to share that we have hired a few new individuals in key roles, as follows:

- **Logan Pendleton is our new Director of Undergraduate Admissions.** Logan comes to us from UK where she is serving as the Director of Recruitment and Admissions at UK Lewis Honors College. Prior to that, she served as the Director of Admissions at Georgetown College. Logan also has SLATE admissions software experience which is an added benefit. Slate is the software we utilize in Admissions that we have not yet fully built out and is preventing us from being as efficient as we should be. We will welcome Logan to our team beginning September 21.
- **Hannah Shirkey is our new Associate Director of Admissions.** Hannah is an NKU alumna from the Class of 2017 and currently serves as a Senior Admissions Counselor at the University of Louisville. Additionally, she worked at Xavier University as an Assistant Director of Admissions. She also has experience working with SLATE admissions software. She will be coordinating recruitment initiatives in our top Kentucky feeder high schools and much more. Hannah returns to NKU in her new role October 1.
- **Diana Hall will be our lead SLATE Analyst.** Diana also comes to us from Georgetown College where she currently serves as the Director of Enrollment Operations. She brings more than 20 years of higher education experience between Georgetown College and Thomas More University. We are excited to have Diana join us as a SLATE expert to leverage data analytics and take our recruitment efforts to the next level. Diana's official start date is October 16.
- **Jeremiah Weaver has been promoted to Admission Manager** where he will focus on recruitment in Southwest Ohio and Southeast Indiana, including Cincinnati Public Schools. He is a graduate of our Haile College of Business, and his most recent role was as Admissions Coordinator in the Office of Undergraduate Admissions. Jeremiah began in his new role on just last Tuesday.

Additionally, we have filled two of Admissions Counselor positions and we are in the process of hiring four additional. As you can see, we are building an experienced team that we know will hit the ground running. Congratulations to Leah Stewart and the team in Admissions. This is great news for NKU!

I hope this shows why I think our future is bright. Our plan to focus on our undergraduate recruitment, as well as transfer and international partnerships shows how we continue to be innovative and strategic. This has certainly been an eventful day for our campus in a multitude of ways. With the appointment of our new President, I am confident that we will continue to be successful in our student-centered mission, vision and values, and in our regional stewardship.

NKU has always been a beacon of hope for this community and for those who look to us for opportunity. I look forward to great days ahead.

Thank you, everyone for your service to NKU.

Chair Boehne and Regents, that concludes my remarks for today.

## **B. Presidential Reports:**

- 1. Facilities Management Report (Vice President for Administration & Finance/CFO Jeremy Alltop)**
  - a. Herrmann Science Center Expansion
  - b. Norse Hall – Freeze Damage Repairs
  - c. University Suites – Freeze Damage Repairs
  - d. Fine Arts Floor Heaving and HVAC Replacement (AP)
  - e. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)
  - f. Replace Norse Commons Rooftop HVAC Units (AP)
  - g. Fine Arts Freight Elevator Modernization (AP)
  - h. Rebuild Power Plant Cooling Towers (AP)
  - i. Steely Library Generator and Switchgear Replacement (AP)
  - j. Regents Hall Bleachers and Floor Replacement (AP)
  - k. Kentucky Hall Transformer and Water Heater (AP)
  - l. Replace Maintenance Building Rooftop HVAC Units (AP)
  - m. Replace Steel Gas Lines (AP)
  - n. Kentucky and Commonwealth Halls / Emergency Generator Replacement (AP)
  - o. Underground Water Valves (AP)
  - p. Business Academic Center and Mathematics-Education-Psychology Center Fire Alarm System Replacements (AP)
  - q. Campbell Hall Return Air System Upgrade (AP)
  - r. Refurbish Interior Landrum Stairwells (AP)
  - s. Nunn Hall Roof Restoration (AP)
  - t. Concrete Sidewalk/Plaza Repairs (AP)
  - u. University Center Replace Switchgear (AP)
  - v. Replace Flooring/Main Campus (AP)
  - w. Nunn Hall Façade Repairs (AP)
  - x. Regents Hall Generator and Switchgear Replacement (AP)
  - y. Roadway Pavement Repairs Phase One (AP)
  - z. Lake Area Repair (AP)
  - aa. University Suites – Replace Boilers and Thermostats
  - bb. Roof Fall Protection Phase I
  - cc. Steely Library Glass Elevator Modernization
  - dd. Light Pole Replacement
  - ee. University Center – Student Health Clinic Renovation
  - ff. Regents Hall Golf Renovation
  - gg. Soccer Stadium Improvements
  - hh. NPHC Plots
  - ii. University Suites Exterior Façade Repairs
  
- 2. Research/Grants/Contracts Report (April 1, 2023, through June 30, 2023) (Provost and Executive Vice President for Academic Affairs Matt Cecil).**

During the April 1, 2023 through June 30, 2023 period, 24 grants were awarded. The total amount of money awarded was \$723,609. For the fiscal year 2022-23, the cumulative total number of grants awarded is 82 totaling \$12,584,832

**3. Fundraising Report (July 1, 2022, through June 30, 2023)** (Vice President of University Advancement Eric Gentry).

The Fundraising Report summarizes fundraising resources committed from July 1, 2022, through June 30, 2023, totaling \$6,105,424 in support of the university.

**4. Fundraising Report (July 1, 2023, through July 31, 2023)** (Vice President of University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2023, through July 31, 2023, totaling \$84,559 in support of the university.

**5. Organizational Changes Report** (Vice President of Administration & Finance/Jeremy Alltop).

The Organizational Changes Report summarized changes in the Divisions of Administration & Finance, Academic Affairs and Student Affairs.

## **University Reports**

### **1. Budget Improvement Plan**

Jeremy Alltop, Vice President for Administration and Finance/CFO, Dr. Matt Cecil, Provost and Executive Vice President for Academic Affairs, presented the revised Annual Unrestricted Operating Budget for the 2023-24 fiscal year consisting of total projected revenues of \$264,883,089 and expenses of \$278,290,172, with a planned use of reserves of \$13,407,083. Dr. Ryan Padgett, Assistant Vice President and Chief Enrollment Strategist provided a brief update on the state of enrollment.

**BOARD OF REGENTS  
RESOLUTION  
FY 2024 BUDGET IMPROVEMENT PLAN**

*WHEREAS, at its June 2023 meeting, the Board of Regents approved an Annual Unrestricted Operating Budget for fiscal year 2024, consisting of total projected revenues of \$264,483,089, expenses of \$280,590,172, and a planned use of reserves of \$16,107,083;*

*WHEREAS, the Board also directed administration to present a plan for reducing recurring operating losses by at least an additional \$5 million, with a significant amount of those savings realized in fiscal year 2024; and*

*WHEREAS, the administration has presented a budget improvement plan that will better position the institution to achieve its mission and will result in significant improvements to its financial position.*

*BE IT RESOLVED that the Board of Regents hereby approves the revised Annual Unrestricted Operating Budget for the 2023-24 fiscal year consisting of total projected revenues of \$264,883,089 and expenses of \$278,290,172, with a planned use of reserves of \$13,407,083.*

*This is a projected recurring improvement of \$2.7M from the original FY 24 approved budget.*

*The Board expects that administration will continue to implement appropriate budget improvements in fiscal year 2025. The impact of those items should be addressed by administration in its proposed fiscal year 2025 budget.*

**Action Items****Approval of Revised Annual Unrestricted Operating Budget for the 2023-24 fiscal year**

Regent Brad Zapp seconded Regent Nathan Smith's motion to approve the revision budget.

Chair Boehne opened the floor to the Board for discussion. Following the discussion, Chair Boehne called for a Roll Call vote. (**Motion Carried – 10 in favor, 1 against**)

**VOTE: Revised Annual Unrestricted Operating Budget  
for the 2023-24 fiscal year**

|                   |     |
|-------------------|-----|
| Regent Baranowski | NO  |
| Regent Boehne     | YES |
| Regent Henderson  | YES |
| Regent Himes      | YES |
| Regent Myers      | YES |
| Regent Perry      | YES |
| Regent Smith      | YES |
| Regent Thompson   | YES |
| Regent Ward       | YES |
| Regent Williams   | YES |
| Regent Zapp       | YES |

**Presidential Recommendations:**

**Consent Agenda Items:** A motion was made by Regent Nathan Smith and seconded by Regent Michael Baranowski to approve the Presidential Recommendations D-1 through D-9 as listed (with a title correction noted on recommendation D-1). (**Motion carried**)

**1. Academic Affairs Personnel Actions:**

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

**a. Faculty Appointments:**

**Timothy Carver**, lecturer in Cybersecurity and Information Technology in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **Keith Collins**, lecturer in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 14, 2023; **Jackie Davis**, lecturer in the School of Allied Health, College of Health and Human Services, effective August 14, 2023; **Kelly Holcomb**, clinical assistant professor in the Center for Simulation Education, College of Health and Human Services, effective August 14, 2023; **Rachelle Janning**, assistant professor of practice in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 14, 2023; **Twange Kasoma**, visiting assistant professor in Media and Journalism in the School of Media and Communication, College of Informatics, August 14, 2023; **Madhav Lolla**, lecturer in Computer Science and Software Engineering in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **Ashley Nicole Brooks De La Torre**, assistant professor of practice and program director, human services and addictions in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 14, 2023; **Adma Wilson-Romans**, lecturer in the School of Nursing, College of Health and Human Services, effective July 01, 2023.

b. **Transitions:**

**Teuta Cata**, from professor to professor and Associate Director in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **Rhonda Davis**, from lecturer to Director and lecturer for Integrative Studies, College of Arts and Sciences, effective June 1, 2023; **Megan DeAtley**, from lecturer in the Center for Simulation Education to lecturer in the School of Nursing, College of Health and Human Services, effective August 14, 2023; **Sara Drabik**, from professor to program head and professor in the School of Media and Communication, College of Informatics, effective August 14, 2023; **Jeffrey Fox**, from lecturer II to lecturer II and Associate Director in the School of Media and Communication, College of Informatics, effective August 14, 2023; **Kimberly Gelbwasser-Lazzeri**, from associate professor and music program head to associate professor in the School of the Arts, College of Arts and Sciences, effective August 14, 2023; **Zachary Hart**, from professor to program head and professor in the School of Media and Communication, College of Informatics, effective August 14, 2023; **Alicia Ireton**, from clinical assistant professor to assistant professor in the School of Allied Health, College of Health and Human Services, effective August 14, 2023; **Rasib Khan**, from associate professor to program head and associate professor in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **Rami Leventhal**, from lecturer to clinical assistant professor and manager, clinical simulation operations in the Center for Simulation Education, College of Health and Human Services, effective July 01, 2023; **Kurt Sander**, from professor to music program head and professor in the School of the Arts, College of Arts and Sciences, effective August 14, 2023; **Crystal Summers**, from professor of practice to program head and professor of practice in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **Anthony Tsetse**, from associate professor to program head and associate in the School of Computing and Analytics, College of Informatics, effective August 14, 2023; **James Taylor**, from lecturer II to senior lecturer in the School of Social Work, College of Health and Human Services, effective August 14, 2023.

c. **Part-Time Tenure:**

**Vijay Raghavan**, from professor in the School of Computing and Analytics to part-time tenured professor in the School of Computing and Analytics, College of Informatics, effective August 14, 2023.

d. **Departures:**

**Jillian Boyle**, lecturer in the School of Nursing, College of Health and Human Services, effective July 31, 2023; **Brian Carlson**, assistant professor in Biological Sciences, College of Arts and Sciences, effective, August 1, 2023; **Meryl Hemmerle**, lecturer in the School of Nursing, College of Health and Human Services, effective July 31, 2023; **Collin Herb**, assistant professor in the School of Kinesiology, Counseling & Rehabilitative Sciences, College of Health and Human Services, effective July 31, 2023; **Yi Hu**, professor in the School of Computing and Analytics, College of Informatics, effective May 31, 2023; **Carol Potts**, lecturer in the School of Nursing, College of Health and Human Services, effective May 15, 2023; **Gabriel Sanders**, professor in the School of Kinesiology, Counseling & Rehabilitative Sciences, College of Health and Human Services, effective May 31, 2023; **Hanieh Shabanian**, assistant professor in the School of Computing and Analytics, College of Informatics, effective May 31, 2023; **Neisha Wiley**, assistant professor in the School of Social Work, College of Health and Human Services, effective July 31, 2023; **Greg Wilson**, clinical assistant professor in the Center for Simulation Education, College of Health and Human Services, effective July 14, 2023.

e. **Retirements:**

**Sarah Johnson**, non-tenure-track renewable lecturer in Physics, Geology and Engineering Technology, College of Arts and Sciences, effective July 31, 2023;

**Kathleen O'Connor**, non-tenure-track renewable lecturer in Psychological Science, College of Arts and Sciences, effective July 19, 2023; **Ms. Deborah Patten**, associate professor in the School of Allied Health, College of Health and Human Services, effective May 31, 2023; **Bianca Prather-Jones**, associate professor in the Department of Teacher Preparation and Educational Studies in the College of Education, beginning fall semester 2023 and terminating at the end of fall semester 2023; **James Walden**, professor in Cybersecurity and Information Technology, School of Computing and Analytics, College of Informatics, effective May 31, 2023.

f. **Temporary Faculty Appointments:**

**Kristina Bielewicz**, CINSAM, for 2023-24 Academic Year; **Reuben Bullard**, CINSAM, for 2023-24 Academic Year; **Amber Carter**, CINSAM, for 2023-24 Academic Year; **Kristi Brock**, English, for 2023-24 Academic Year; **Lindsey Caldwell-Thomas**, English, for 2023-24 Academic Year; **Natalie Williams**, English, for 2023-24 Academic Year; **Kevin Eagles**, History and Geography, for 2023-24 Academic Year; **Kathleen Quinn**, History and Geography, for 2023-24 Academic Year; **Nathan Singer**, Integrative Studies, for 2023-24 Academic Year; **Lynda Mercer**, Integrative Studies, for 2023-24 Academic Year; **Chrystal Brinkman**, Mathematics and Statistics, for 2023-24 Academic Year; **John Wagner**, Mathematics and Statistics, for 2023-24 Academic Year; **Joy Burdette**, Music, for 2023-24 Academic Year; **Michael Culligan**, Music, for Part-time, 2023-24 Academic Year; **Louis Setzer**, Music, for 2023-24 Academic Year; **Krista Weiss**, Music, for 2023-24 Academic Year; **John Zappa**, Music, for 2023-24 Academic Year; **Nilesh Dixit**, Physics, Geology and Engineering Technology, for 2023-24 Academic Year; **Mohsen Keshtvarz**, Physics, Geology and Engineering Technology, for 2023-24 Academic Year; **Julie Reizner**, Physics, Geology and Engineering Technology, for 2023-24 Academic Year; **Alex Brennan**, Political Science, Criminal Justice and Org. Leadership, for 2023-24 Academic Year; **Jason Farkas**, Political Science, Criminal Justice and Org. Leadership, for 2023-24 Academic Year; **Gary Blahnik**, Sociology, Anthropology, and Philosophy, for 2023-24 Academic Year; **Robert Greenleaf Brice**, Sociology, Anthropology, and Philosophy, for 2023-24 Academic Year; **Michael Simonton**, Sociology, Anthropology, and Philosophy, for 2023-24 Academic Year; **Jeri Deckard Gatch**, Theatre and Dance, for 2023-24 Academic Year; **Tom Capizzi**, Visual Arts, for 2023-24 Academic Year; **Earl Plowman**, Visual Arts, for 2023-24 Academic Year; **Julia Sebastian**, Visual Arts, for 2023-24 Academic Year; **Christopher Smith**, Visual Arts, for 2023-24 Fall Semester; **Iliana Rosales Figueroa**, World Languages and Literatures, for 2023-24 Academic Year; **Lynn Brown**, School of Nursing, for 2023-24 Academic Year; **Paige Yeager-Faust**, School of Kinesiology and Rehabilitation Sciences, for 2023-24 Academic Year.

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

The following categories of non-academic personnel actions which occurred between May 12, 2023 and August 10, 2023 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:

**Thomas Edwards**, assistant professor in Political Science, Criminal Justice, and Organizational Leadership, College of Arts and Sciences, effective August 3, 2023.

### 4. Staff Emeritus Status:

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

**Bert Brown**, Senior Director of Information Technology, retiring effective September 1, 2023.

### 5. Organizational Chart

**The Board of Regents approved the organizational chart, which reflects all NKU Administrative updates through September 13, 2023.**

### 6. Major Gifts Acceptance:

The Board of Regents accepted contributions totaling **\$186,560.00** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period May 1, 2023, through July 31, 2023

### 7. Naming Actions:

The Board of Regents approved the following naming actions:

- i. The naming of a scholarship for a continuing student who has a declared supply chain management major in the Haile College of Business. “Supply Chain Management Scholarship”
- ii. The naming of a scholarship that will support full-time sophomore, junior, or senior undergraduate students pursuing a Bachelor of Music in Performance degree (instrumental or voice) within the College of Arts and Sciences (School of the Arts). “Roger and Clarabelle Schlemmer Music Scholarship”
- iii. The naming of a scholarship that will support a baseball player chosen at the discretion of the coach in consultation with the Athletic Director. “Baldini Baseball Scholarship”
- iv. The naming of scholarship that will support Haile College of Business students pursuing a minor or research in artificial intelligence. “Eva G. Farris and Oakley B. Farris scholarship”
- v. The renaming of an endowed fund and the changing of its purpose in the College of Health and Human Services. “The College of Health & Human Services Endowed Faculty Enrichment Award”

### 8. Duke Energy Temporary Construction Easement

The Board of Regents authorized the granting of a Temporary Construction Easement to Duke Energy Kentucky, Inc. to allow for replacement of gas distribution piping located at the south end of the Callahan parking lot.

**9. LEED Exemption for Fine Arts and Nunn Hall**

The Board of Regents granted an exemption from the LEED Certification requirements in the Commonwealth's High-Performance Building Standards (KRS 56.775 / 200 KAR 6:070) for the Fine Arts and Nunn Hall Floor Heaving Repair/HVAC projects.

**Open Discussion:** No topics we brought forward for discussion.

Having no further business to discuss, at 1:58 p.m., Chair Boehne's motion to adjourn the meeting was seconded by Regent Ken Perry. (**Motion carried**)

***Signature on File***

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

***Signature on File***

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Kara Williams  
Secretary of the Board of Regents

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 meeting held on September 12-13, 2023, and that such matters are still in force and effect.

**RECOMMENDATION:**

That the Board of Regents approve establishment of six new varsity athletics programs: Women's Stunt, Men's Swimming, Women's Swimming, Men's Triathlon, Women's Triathlon and Men's Volleyball.

**BACKGROUND:**

The Athletics Department has identified opportunities to establish six new varsity athletics programs and expand a handful of existing varsity and spirit programs. Working with the Provost, Chief Financial Officer and other senior leaders, Athletics has concluded that these actions will enhance the University's ability to recruit and retain excellent students and will contribute to the institution's efforts to stabilize and grow its financial resources.

If approved, these steps will be taken in phases over the next academic years, with full implementation by 2026-2027. Athletics anticipates that upon completion, this strategy will result in an additional approximately 150 students on campus and tuition revenue. The proposed new varsity programs, with expected roster size, are as follows:

- Women's Stunt (40)
- Men's Swimming (30)
- Women's Swimming (30)
- Men's Triathlon (15)
- Women's Triathlon (15)
- Men's Volleyball (20)

Grant funding will be used to help with startup costs for the additional sports as the sports are phased in. Fiscal year 2027-28 will be the first year without grant funding, and the annual budget for the additional sports will be \$966,760.

In addition, Athletics already is working to expand the roster sizes of the following varsity athletics and supporting spirit programs. Those programs are indicated below, with the number of additional students expected to participate by 2026-2027:

- Men's and Women's Track & Field (50)
- Cheerleading (10)
- Dance (10)
- Pep Band (30)

The program expansions will be fully implemented by 2026-27 adding 100 students in enrollment and tuition revenue. The annual budget for program expansion is \$433,240.

## **BOARD OF REGENTS**

### **RESOLUTION**

#### **ESTABLISHMENT OF NEW VARSITY ATHLETICS PROGRAMS**

WHEREAS, the Board of Regents is vested with authority to establish new athletics programs at the University, pursuant to section II.23 of its Bylaws; and

WHEREAS, the Board has determined that establishment of six new varsity athletics programs will enhance the University's ability to recruit and retain excellent students and will contribute to the institution's financial improvement strategies.

BE IT RESOLVED that the Board of Regents hereby approves establishment of the following new varsity athletics programs:

- Women's Stunt
- Men's Swimming
- Women's Swimming
- Men's Triathlon
- Women's Triathlon
- Men's Volleyball

**RECOMMENDATION:**

That the Board of Regents approve the proposed amendment to the University's Master Service Agreement with Academic Partnerships, LLC.

**BACKGROUND:**

In May 2017, the University executed a Master Service Agreement with Academic Partnerships, LLC, one of the nation's foremost partners in online higher education. This has been a significant strategic partnership for the institution: Currently, the University offers approximately 1,200 courses annually in collaboration with Academic Partnerships, serving approximately 4,800 students each year. About one of every three NKU students is enrolled in an accelerated online program. Since the first such courses were offered through the partnership in 2018, 4,344 accelerated online students have earned NKU degrees. That includes 3,049 graduates in the past two years. The financial impact of this collaboration is also significant: On average, the University realizes more than \$40 million in tuition revenue from these programs each year. The current agreement expires in January 2026.

Over the last several months, University administration has negotiated an amendment to the Master Service Agreement, which will enhance both the academic programs available to students and the financial terms for the institution. For example, the proposed amendment will:

- Increase revenue retained by the University, beginning in January 2024, based on overall financial performance of the online programs, especially for programs in existence for more than three years.

*New Programs* (less than three years since start date):

University retains 50% of revenue, with opportunity to retain up to 51% each year based on financial performance of online portfolio.

*Existing Programs* (three or more years since start date):

University retains 53% of revenue (up from 50%), with opportunity to retain up to 56% based on financial performance of online portfolio.

- Create path to establish new online programs over the next two years, with emphasis in MBA, Higher Ed Leadership EdD and MS, and RN to MSN programs.
- Secure additional funding from Academic Partnerships to support the University's processing of student applications and to share burden of uncollected debt, with estimated annual cash value to University of approximately \$150,000.
- Extend the agreement term through December 2031.

These improvements reflect both a deepening commitment by Academic Partnerships to the University and the importance of a robust, quality online portfolio for our students. University leadership are pleased to propose these new terms to the Board for approval.

**BOARD OF REGENTS**

**RESOLUTION**

**APPROVAL OF AMENDMENT TO ACADEMIC PARTNERSHIPS  
MASTER SERVICE AGREEMENT**

WHEREAS, in May 2017, the University entered into a Master Service Agreement with Academic Partnerships, LLC;

WHEREAS, in collaboration with Academic Partnerships, the University continues to expand its online course offerings to meet growing student demand, which has yielded significant financial benefits for the institution; and

WHEREAS, the University has negotiated an amendment to the Master Service Agreement that will result in an enhanced collaboration with Academic Partnerships, creation of additional online programs desired by students, and more favorable financial terms for the University.

BE IT RESOLVED that the Board of Regents hereby approves the proposed amendment to the Academic Partnerships Master Service Agreement according to the terms described in the President's Recommendation and other reasonable provisions approved by the President.

## **FACILITIES MANAGEMENT REPORT**

### **1. Herrmann Science Center Expansion**

This project envisions construction of additional teaching and research labs for biology, chemistry, biochemistry, physics, geology and engineering technology in an 78,700 square foot addition on the north side of the 175,131 square foot Dorothy Westerman Herrmann Science Center. The budget includes funding to undertake limited renovations and capital renewal investments in the existing building. Programming includes relocating CINSAM and Kentucky Center for Mathematics to Science from Landrum. The project may incorporate stand-alone hot water or geothermal heating for this building. A round of budget reductions were completed in September and the design development phase is currently underway. The goal is to bid the project in May 2024.

Architect: Omni Architects, FLAD Architects

Engineers: CMTA/Brown+Kubican/Kleingers

Contractor: TBD

Scope: \$79,900,000

Fund Source: State Bonds

Anticipated Completion: Fall 2026

### **2. University Suites – Freeze Damage Repairs**

In December 2022, extreme temperatures caused freezing of water and sprinkler lines in University Suites. Due to several issues to be addressed and funded in a separate project, the building's boilers would not stay online, resulting in loss of heat in the building. State Risk has agreed to pay for repair of all damages. 26 of 99 suites in the building were impacted, as well as some hallways and public areas. Repair work started in May and the rooms were ready for occupancy in August.

Additional work to be completed over winter break 2023-2024 includes replacement of worn countertops in numerous units and replacement of first and second floor lobby flooring.

An allocation of \$63,730 from residual NKU bond funds was added to the project, to allow the contractor to address other conditions and issues that existed in these areas.

Architect: Hub + Weber

Contractor: Trade 31

Scope: \$ 743,480 (Insurance Reimbursement) and \$63,730 (NKU Bonds)

Fund Source: Insurance Reimbursement, NKU Bonds – Supported by Housing Bond Revenue

Anticipated Completion: Winter 2023/2024



University Suites, Entry to a Suite and a Typical Shared Lounge Space



University Suites, Refurbished Suites

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

This Asset Preservation project includes demolition and reconstruction of 13,000 square feet of heaved floor slab on the first floor of the Fine Arts Center; installation of a new fire alarm system; replacement of finishes in Corbett Theater; and, total replacement of the building’s HVAC system. In addition, the stage rigging system was demolished and will be rebuilt after the new floor is in place. The first-floor section of the original part of the Fine Arts building, including Corbett Theater and other theater spaces, will be closed for the 2023-2024 academic year. Theater is functioning from Campbell Hall and other campus locations this year and has scheduled 2023-2024 performances in the Digitorium and Covington’s Carnegie Theatre.

Construction began in July 2023. Most of the first floor demolition is complete, and structural work is beginning. The first-floor renovation work is expected to be complete in summer 2024. Many HVAC system components have a 12-month or longer lead time. As a result, much of the HVAC work is expected to begin in summer 2024 and continue through the 2024-2025 academic year.

Architect: Luminaut

Engineers: CMTA, THP and Geotechnology

Contractor: Triton Services (Construction), Beck Studios (Rigging)



Scope: \$14,020,000

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

Anticipated Completion: August 2025



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

This Asset Preservation project includes demolition and reconstruction of 8,000 square feet of heaved floor slab on the first floor of Nunn Hall. The scope also includes replacement of restrooms on all five floors and upgrades to the HVAC system. The first floor of Nunn Hall will be closed for the 2023-2024 academic year. All building occupants and users will access the building at the second floor (plaza) level during construction.

Construction began in July 2023. Demolition is almost complete. Work on restrooms will begin soon. HVAC system components are expected to be on site in early spring 2024. Plans are to begin HVAC work in selected areas in winter and spring. The remainder will be addressed in summer 2024. To complete the work, various offices and classes will relocate for short durations. The goal is to complete all work by the start of the fall 2024 semester.

Architect: Luminaut

Engineers: CMTA, THP and Geotechnology

Contractor: Triton Services

Scope: \$9,300,000

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

Anticipated Completion: August 2024



Excavation Underway in Nunn Hall

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

The Norse Commons rooftop cooling/heating units were replaced. The existing units were in poor condition and overdue for replacement. Installation was completed in October.

Contractor: Trane

Scope: \$350,000

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

Completion: October 2023

**6. Fine Arts Freight Elevator Modernization (AP)**

Electrical and mechanical components in the Fine Arts freight elevator are worn and misaligned, effecting reliability and consistency of performance, resulting in intermittent malfunctions. Currently, this elevator functions on floors 2-4 only. To ensure reliability and safe operation this elevator requires modernization. This project has been awarded to Murray Elevator and parts are on order.

Engineer: PEDCO Engineering/IMEG

Contractor: Murray Elevator

Scope: \$524,000

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

Anticipated Completion: Fall 2024

**7. Administrative Center Plumbing Infrastructure (AP)**

The vertical plumbing infrastructure in the Lucas Administrative Center is in poor condition. Accessing the plumbing chase will require demolition of finishes in the restrooms. The fixtures and finishes in all restrooms will be replaced. Also, the building's hot water heater will be replaced.

Architect: Luminaut  
Engineer: CMTA, THP  
Contractor: Queen City Mechanical (Hot Water Heater); TBD (Plumbing Infrastructure)  
Scope: \$1,750,000  
Fund Source: AP Funds (86.96%) and NKU Match (13.04%)  
Anticipated Completion: TBD

#### **8. Rebuild Power Plant Cooling Towers (AP)**

Six (6) Power Plant cooling towers were rebuilt using Asset Preservation funds. The scope included removal and replacement of all fill media, including cleaning and sealing of the towers. This was a critical deferred maintenance need and is complete.

An additional improvement designed to extend the life of existing equipment, installation of variable frequency drives on four of the 12 cooling towers, is complete. Remaining work involves an electrical upgrade expected to be complete in December.

Contractor: ServiceTech, Mayers Electric, Schneider Electric  
Scope: \$626,000  
Fund Source: AP Funds (86.96%) and NKU Match (13.04%)  
Anticipated Completion: December 2023

#### **9. Renew/Renovate Steely Library (AP)**

This AP project provides for an initial phase of renewal of the most critical condition issues in Steely Library, including replacement of the generator and electrical switchgear as well as the two remaining 1974-era air handling units. This equipment is at the end of its useful life. The generator is scheduled to ship in May 2024 (a delay from January 2024) and installation will follow. Design of the switchgear is complete and bidding is underway. The air handlers are on order.

Engineer: KLH Engineers (Switchgear)  
Contractor: Mayers Electric (Generator); TBD (Switchgear)  
Scope: \$5,000,000  
Fund Source: AP Funds (86.96%) and NKU Match (13.04%)  
Anticipated Completion: Spring 2024

#### **10. Kentucky Hall Transformer and Water Heater (AP)**

Replacement of Kentucky Hall's main pad-mounted electrical transformer and water heater are critical needs due to poor condition and signs of failure. The transformer has been ordered and delivery is expected in February 2025. The water heater was installed by Schmidt Plumbing in August 2023.

Contractor: SECO Electric (Transformer), Schmidt Plumbing (Water Heater)

Scope: \$135,000

Fund Source: AP Funds (86.96%) and NKU Match (13.04%) (Transformer) and NKU Bonds – Supported by Housing Bond Revenue (Water Heater)

Anticipated Completion: Winter 2025

### **11. Replace Maintenance Building Rooftop HVAC Units (AP)**

Maintenance Building rooftop HVAC units are in poor condition, increasingly unreliable, and overdue for replacement. Delivery of the units is expected in November 2023 and installation will follow. A December 2023 completion is anticipated.

Contractor: Blau Mechanical

Scope: \$175,000

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

Anticipated Completion: December 2023

### **12. Replace Steel Gas Lines (AP)**

Over the last 20 years as new buildings were constructed on campus some of the older steel natural gas piping was replaced with new, more durable plastic piping. The remaining steel gas lines are subject to corrosion and leaks. This project provides funding to address the areas of highest concerns. Replacement of these older lines will ensure a safe and reliable gas supply to the university.

The first phase of the project was to disconnect the steel gas line leading into Nunn Hall. It was completed in June. The second phase of the project will include a field survey of the remaining steel gas lines on campus, verification of the size and depth of the piping, and development of a phased replacement plan that minimizes gas disruptions to the campus.

Contractor: Russmar Utility Management Company

Scope: \$500,000

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

Anticipated Completion: Summer 2024

### **13. Kentucky and Commonwealth Halls / Emergency Generator Replacement (AP)**

The emergency generator serving Kentucky and Commonwealth Halls is original (1982) and beyond its useful life. The generator provides critical back-up power in the event of a power outage. New transfer switches have been received and installed. A January 2024 delivery for the generator is expected.

Contractor: SECO Electric

Scope: \$105,000

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

Anticipated Completion: Spring 2024

#### **14. Underground Water Valves (AP)**

Numerous water valves within the campus underground water distribution system failed during a water main break last fall. The failed valves resulted in a major water disruption throughout campus. This project will strategically replace underground isolation valves to allow future repairs to be undertaken with fewer water disruptions. Work began in July with the first water shutdown to replace two valves on the east water distribution line. The second water shutdown occurred in late August, impacting MP and AC. The third shutdown at the end of September allowed for replacement of two valves in front of Landrum. Work will continue through next spring until all valves have been replaced.

Contractor: Schmidt Plumbing

Scope: \$225,000

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

Anticipated Completion: Summer 2024



#### **15. Business Academic Center and Mathematics-Education-Psychology Center Fire Alarm System Replacements (AP)**

The fire alarm system and associated devices in these two buildings are in critical need of replacement. This project includes installation of “smart” devices that will bring the systems in both buildings up to code. This is a critical life safety project. The contractor is pulling new fire alarm cable in both buildings. A spring 2024 completion is anticipated.

Contractor: Ohio Valley Electric/IPS

Scope: \$540,000

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

Anticipated Completion: Spring 2024

**16. Campbell Hall Roof Restoration (AP)**

The roof of Campbell Hall is at the end of its service life. This project will restore the system by repairing the existing roof membrane and applying a new reinforced waterproofing topcoat over the entire roof. When completed, the restored system will have a 20-year warranty. Roof restoration, rather than complete replacement, extends roof life, saves resources, lowers replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits. Work began in October and will be completed in the spring.

Contractor: WTI-Tremco

Scope: \$790,000

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

Anticipated Completion: Spring 2024

**17. Campbell Hall Return Air System Upgrade (AP)**

The return air system in Campbell Hall is in poor condition. New equipment will ensure proper airflow, enhance indoor air quality and improve occupant comfort. Triton Services was the low bidder. The submittal review process is underway. A spring 2024 completion is anticipated.

Engineer: CMTA

Contractor: Triton

Scope: \$450,000

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

Anticipated Completion: Spring 2024

**18. Nunn Hall Roof Restoration (AP)**

The Nunn Hall roof is at the end of its life and overdue for restoration. Roof restoration, rather than complete replacement, extends roof life, saves resources, lowers replacement costs by up to 50%, and reduces landfill materials up to 10%, among other benefits. The installation contract was awarded to WTI-Tremco. Due to other renovations occurring in the building, roof restoration work has been delayed until spring 2024.

Contractor: WTI-Tremco

Scope: \$440,000

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

Anticipated Completion: Spring 2024

## **19. Concrete Sidewalk/Plaza Repairs (AP)**

This project encompasses various concrete repairs and replacements to exterior concrete plazas, stairs, retaining walls, etc. The scope of work includes various areas of campus and is scheduled to begin in fall 2023. This project will be multi-phased. Phase one includes concrete curb and sidewalk replacement in the vicinity of Central Receiving/Landrum and repairs to the University Center exterior, north stairs. The latter project will eliminate water infiltration issues.

Contractor: Tumlin

Scope: \$500,000 (\$33,350 under contract)

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

Anticipated Completion: Summer 2024

## **20. University Center Replace Switchgear (AP)**

The switchgear in University Center, original to this 1977 building, is beyond its useful life expectancy and needs to be replaced. The switchgear is currently in the final design phase, and bidding will follow. Design of the switchgear is complete and bidding is underway.

Engineer: KLH Engineers

Contractor: TBD

Scope: \$330,000

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

Anticipated Completion: Winter 2024

## **21. University Center Miscellaneous Renovations (AP)**

Miscellaneous renovations in the University Center will include upgrades to Budig Theater, second floor lobby space, plaza level entries, the passenger elevator cab, first floor restrooms and other renovations to upgrade the functionality and appearance of these spaces. Minor renovations may be accomplished in UC office areas as space assignment changes are implemented. Concept design is underway.

Architect: OMNI Architects

Engineer: Heapy Engineers

Contractor: TBD

Scope: \$2,000,000

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

Anticipated Completion: Summer 2024

**22. Replace Flooring/Main Campus (AP)**

Interior flooring in main campus buildings is to be replaced based on an assessment of existing conditions including safety, deterioration, damage and age. This is a multi-year project, and replacements will be spread across campus. Work completed in summer 2023 included areas in the Administrative Center, University Center, and the Mathematics-Education-Psychology Center. Additional flooring replacement is planned for spring and summer 2024.

Contractor: Spectra Flooring

Scope: \$300,000 (Remaining Balance, \$224,747)

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

Anticipated Completion: Fall 2024

**23. Nunn Hall Façade Repairs (AP)**

The exterior concrete façade of Nunn Hall has a variety of condition issues which are overdue for attention. The project includes condition assessment by a forensics structural engineer and completion of recommended repairs, caulking, sealing and waterproofing as may be required. This project is in the design phase.

Engineer: THP Limited, Inc.

Contractor: TBD

Scope: \$450,000

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

Anticipated Completion: Summer 2024



Spalled concrete slab edge/exposed rebar



Concrete vertical surface spalling

**24. Regents Hall Generator and Switchgear Replacement (AP)**

Regents Hall’s emergency generator and switchgear are original to the building (1972) and in critical need of replacement. The generator provides essential back-up power in the event of a power outage. The generator is scheduled to ship in November 2023 and installation will follow. Design of the switchgear is complete and bidding is underway.



Engineer: KLH (Switchgear)  
Contractor: SECO Electric (Generator), TBD (Switchgear)  
Scope: \$625,000  
Fund Source: AP Funds (86.96%) and NKU Match (13.04%)  
Anticipated Completion: Winter 2024

**25. Lake Area Repairs (AP)**

The pumps which maintain water levels in the lake failed in July. In addition, cracks have developed in the retaining wall between the upper and lower ponds (under the bridge). Water levels will be monitored daily, with the goal of providing sufficient water for lake wildlife, until all maintenance and repairs are complete. Civil Solutions was hired to develop drawings and bid documents. After evaluation of options, the decision was made to rebuild the pumps. Work is expected to be complete in spring 2024.

Engineer: Civil Solutions  
Contractor: TBD  
Scope: \$550,000  
Fund Source: AP Funds (86.96%) and NKU Match (13.04%)  
Anticipated Completion: Spring 2024



Lake Area – August 2023

**26. University Suites - Replace Boilers and Thermostats**

The boilers in University Suites were at end-of-life. These boilers were oversized, inefficient, and difficult to keep on-line. New boilers have been installed and are right-sized for the building load.

Thermostats throughout the building have been upgraded. Existing thermostats were residential, low-tech type. New thermostats will allow remote monitoring of room temperatures by Power Plant staff, with alarms if the temperatures drop too low. NKU electricians installed the thermostats.

Engineer: CMTA

Contractor: NKU Electricians (Thermostats); Corken Steel (Boilers); Triton Services (Boiler installation)

Scope: \$211,532

Fund Source: NKU Bonds – Supported by Housing Bond Revenue; AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: November 2023

## **27. Roof Fall Protection Phase I**

In FY19, a Roof Fall Protection audit was completed. This project, phase one of a multi-phase project, is planned to address deficiencies identified in that audit on the University Center roof. Fall protection materials were hoisted on the roof in late July and NKU carpenters began installing the fall protection system in early August. The work to install the roof fall protection system on UC roof is complete.

Engineer: Tremco

Contractor: NKU Carpenters

Scope: \$100,000

Fund Source: Deferred Maintenance Project Pool

Completion: Fall 2023

## **28. Steely Library Glass Elevator Modernization**

Steely Library's glass elevator requires modernization to ensure reliability and safe operation. The electrical and mechanical components are worn and misaligned, affecting reliability and consistency of performance, resulting in intermittent malfunctions. This project was awarded to Murphy Elevator in May 2023. Installation work began in October and a summer 2024 completion is anticipated.

Engineers: PEDCO Engineering/IMEG

Contractor: Murphy Elevator

Scope: \$395,000

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

Anticipated Completion: Summer 2024

## **29. Regents Hall - Golf Practice Room**

The golf team received a donation to renovate and equip under-used Regents Hall space to create two simulator golf-hitting bays. The existing storage and laundry room in Regents Hall was renovated for this purpose. Project scope included HVAC work as the current space is not air-conditioned. A new storage location was constructed within Regents Hall, in the former west seating area, to accommodate relocation of equipment storage.

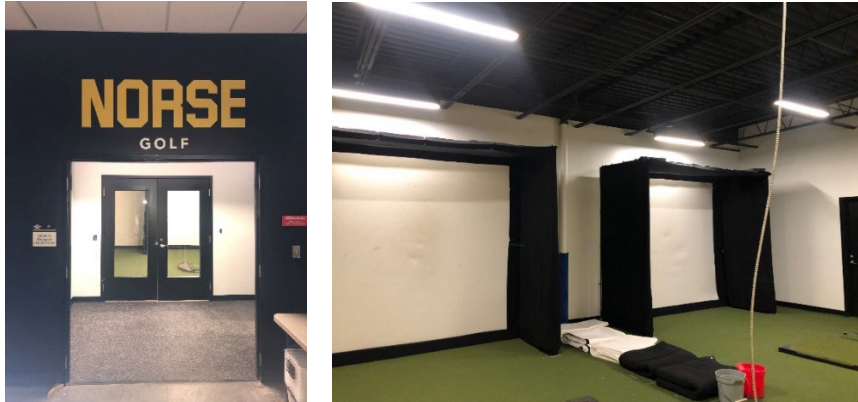
Architect: Hub + Weber

Contractor: Radius

Scope: \$178,200

Fund Source: NKU Golf Excellence Fund (\$100,000), GNF Foundation (\$78,200)

Completion: Fall 2023



Left: View from Regents Hall into the new Golf Simulator Area, and view inside the space

### **30. University Suites Exterior Façade Repairs**

A façade condition assessment of University Suites was completed, confirming water infiltration issues. Façade repairs include removal and reinstallation of cast stone sills to allow installation of new through-wall flashing; sealant replacement; curtain wall, vinyl siding and masonry repairs and cleaning; and, repairs to address an isolated area of foundation settlement. Construction is underway and is expected to be complete in early 2024.

Engineer: THP

Contractor: LRT Restoration

Scope: \$528,418

Fund Sources: NKU Bonds – Supported by Housing Bond Revenue; AP Funds (86.96%) and NKU Match (13.04%)

Anticipated Completion: Spring 2024



Façade Repairs Underway at University Suites

### **31. New Moot Courtroom - Chase College of Law**

Design is underway to relocate the Chase Moot Courtroom, currently located on the 4<sup>th</sup> floor of Nunn Hall, to the first floor, to an area that is not part of the current floor heaving repair project. Chase has a fundraising effort underway to fund the renovation. Design work will allow for development of a firm cost estimate. Bidding and renovation will not proceed until necessary funds are on deposit.

Architect: Luminaut

Engineer: CMTA, THP

Contractor: TBD

Scope: \$100,000

Fund Source: Dean, Chase College of Law

Anticipated Completion: TBD

**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 July 1, 2023 through August 31, 2023 for Fiscal Year 2023-234:

- During the July 1, 2023 through August 31, 2023 time period, 27 grants were awarded. The total amount of money awarded was \$4,853,970.
- For the fiscal year 2023-24, the cumulative total number of grants awarded is 27 totaling \$4,853,970.

**Northern Kentucky University**  
Office of Research, Grants and Contracts (RGC)  
Grants Awarded Funding: July 01, 2023 - August 31, 2023  
**PRELIMINARY REPORT**  
**FY 2024**

| <u>Category</u>                       | <u>Type</u>  | <u>College/Administrative Office</u>      | <u>Project Title</u>   | <u>Sponsor</u>                               | <u>Sponsor Total</u> |
|---------------------------------------|--------------|---|--|--|----------------------|
|                                       |              | <u>Department</u>                         |  |  |                      |
| <i>Administration</i>                 |              |   |  |  |                      |
| Student Support                       | New          | Athletics Internal Operations             | (Men's) Basketball Improvement Program                                     | Horizon League - Athletic Conference         | <b>\$25,000</b>      |
| Student Support                       | New          | Athletics Internal Operations             | (Women's) Basketball Improvement Program                                   | Horizon League - Athletic Conference         | <b>\$25,000</b>      |
| <i>College of Arts &amp; Sciences</i> |              |   |  |  |                      |
| Basic Research                        | Continuation | Physics, Geology & Engineering Technology | Helix - the High Energy Light Isotope eXperiment                           | University of Chicago                        | <b>\$46,394</b>      |
| Basic Research                        | New          | Biological Sciences                       | Genetic Susceptibility to Developmental Benzo[a]pyrene Neurotoxicity       | National Institutes of Health                | <b>\$420,000</b>     |
| Basic Research                        | New          | Biological Sciences                       | KY INBRE Postdoc Research Technician Award                                 | University of Louisville Research Foundation | <b>\$33,125</b>      |
| Basic Research                        | New          | English                                   | Transformational Thinking for Community and Career: The STAR Program       | Teagle Foundation                            | <b>\$250,000</b>     |
| Basic Research                        | New          | Physics, Geology & Engineering Technology | KCV Impact Competition   | Kentucky Science and Technology Corporation  | <b>\$15,000</b>      |
| Public Service                        | Renewal      | Mathematics & Statistics                  | KYOTE 2024   | Self-funded                                  | <b>\$20,000</b>      |
| Basic Research                        | Resubmission | Psychological Sciences                    | Contribution of BLA-mPFC pathway on risky choice and cocaine reinforcement | National Institutes of Health                | <b>\$42,000</b>      |
| <i>College of Education</i>           |              |   |  |  |                      |

| <u>Category</u>                                    | <u>Type</u>  | <u>College/Administrative Office</u>       | <u>Project Title</u>  | <u>Sponsor</u>   | <u>Sponsor Total</u> |
|--|--------------|--|---|--|----------------------|
|  |              | <u>Department</u>                          |   |  |                      |
| Student Support                                    | Renewal      | Teacher Education                          | SHEP Support Grant  | University of Kentucky                                 | <b>\$64,942</b>      |
| <i>College of Health and Human Services</i>        |              |  |   |  |                      |
| Student Support                                    | Continuation | Advanced Nursing Studies                   | Nurse Faculty Loan Program  | Health Resources and Services Administration           | <b>\$62,852</b>      |
| Student Support                                    | Renewal      | Nursing                                    | Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program                                    | Health Resources and Services Administration           | <b>\$49,871</b>      |
| Student Support                                    | Renewal      | Nursing                                    | Nurse Anesthetist Traineeship for CHP Nurse Anesthesia Program                                    | Health Resources and Services Administration           | <b>\$5,505</b>       |
| <i>College of Business</i>                         |              |  |   |  |                      |
| Basic Research                                     | Continuation | Management                                 | Blue North Subgrantee Award   | Blue North (State Flow Through)                        | <b>\$70,000</b>      |
| <i>Graduate Education, Research &amp; Outreach</i> |              |  |   |  |                      |
| Basic Research                                     | New          | Kentucky Campus Compact                    | AmeriCorps - Kentucky College Coaches   | Americorps   | <b>\$2,184,242</b>   |
| Public Service                                     | Continuation | Kentucky Campus Compact                    | AmeriCorps ATC Sites 2024   | Kentucky Department of Education                       | <b>\$160,000</b>     |
| Public Service                                     | Continuation | Kentucky Campus Compact                    | AmeriCorps Host Sites 2023  | Multiple CNCS Partners                                 | <b>\$0</b>           |
| Public Service                                     | Continuation | Kentucky Campus Compact                    | KHEAA Kentucky College Coaches  | Kentucky Higher Education Assistance Authority (KHEAA) | <b>\$576,000</b>     |
| Public Service                                     | New          | Kentucky Campus Compact                    | Communities Thriving VISTA  | Americorps   | <b>\$0</b>           |
| Public Service                                     | Renewal      | Kentucky Campus Compact                    | KyCC VISTA FY24   | Americorps   | <b>\$95,000</b>      |
| Student Support                                    | New          | Scripps Howard Center for Civic Engagement | Support for experiential learning and philanthropy at NKU - Mayerson Student Philanthropy Project | Horizon Community Funds of Northern Kentucky           | <b>\$4,000</b>       |

| <u>Category</u>                        | <u>Type</u>  | <u>College/Administrative Office</u> | <u>Project Title</u>  | <u>Sponsor</u>                                      | <u>Sponsor Total</u> |
|--|--------------|--------------------------------------|---|---|----------------------|
|  |              | <u>Department</u>                    |   |   |                      |
| <i>Institute for Health Innovation</i> |              |                                      |   |   |                      |
| Basic Research                         | New          | N/A                                  | Section 1115 Substance Use Disorder Demonstration   | KY Cabinet for Health & Family Services             | <b>\$457,227</b>     |
| Basic Research                         | New          | N/A                                  | The Benefits of Kentucky Certified Peer Support Specialists for Medicaid Beneficiaries        | KY Cabinet for Health & Family Services             | <b>\$71,734</b>      |
| Public Service                         | Continuation | N/A                                  | The Northern Kentucky University Center for Health Innovation and Entrepreneurship (NKU-CHIE) | Economic Development Administration                 | <b>\$109,618</b>     |
| Public Service                         | New          | N/A                                  | RSO Led Mental Health Programs  | Interact for Health                                 | <b>\$57,500</b>      |
| Public Service                         | Renewal      | N/A                                  | Prevention Field Trips  | Northern Kentucky Agency for Substance Abuse Policy | <b>\$6,100</b>       |

|                                       |     |                        |                         |   |                |
|---------------------------------------|-----|------------------------|-------------------------|---|----------------|
| <i>Undergraduate Academic Affairs</i> |     |                        |                         |   |                |
| Student Support                       | New | Young Scholars Academy | Dual Credit Bridge 2023 | Kentucky Council on Postsecondary Education | <b>\$2,860</b> |

|  |           |                            |                    |
|--|-----------|----------------------------|--------------------|
| <b>Total Number of Awards This Period: 07/01/2023 - 08/31/2023</b> | <b>27</b> | <b>Total Funds Awarded</b> | <b>\$4,853,970</b> |
|--|-----------|----------------------------|--------------------|

|   |           |   |                    |
|---|-----------|---|--------------------|
| <i>Cumulative FY 2024</i><br><b>Total Number of Awards: 07/01/2023 - 06/30/2024</b> | <b>27</b> | <i>Cumulative FY 2024</i><br><b>Total Funds Awarded</b> | <b>\$4,853,970</b> |
|---|-----------|---|--------------------|



**REPORT: FUNDRAISING RESOURCES**

The following Fundraising Report summarizes fundraising resources committed from July 1, 2023, through September 30, 2023, totaling \$442,657 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 2023-2024.

| <b>FY23 Fundraising Resources Through 9/30/2023</b>      |                                       |
|--|---------------------------------------|
| <b>Designation</b>                                       | <b>FY 2023-2024<br/>at 09/30/2023</b> |
| Academic Affairs/University Designated                   | 78,429.48                             |
| Athletics  | 104,311.55                            |
| Chase College of Law                                     | 72,449.01                             |
| College of Arts and Sciences                             | 53,169.47                             |
| College of Education                                     | 1,943.00                              |
| College of Health and Human Services                     | 20,194.40                             |
| College of Informatics                                   | 45,716.75                             |
| Haile College of Business                                | 53,796.99                             |
| Honors College   | 20.00                                 |
| Institute for Health Innovation/Health Innovation Center | 15.00                                 |
| Steely Library   | 448.48                                |
| Student Affairs  | 12,163.00                             |
| <b>Total</b>   | <b>442,657</b>                        |

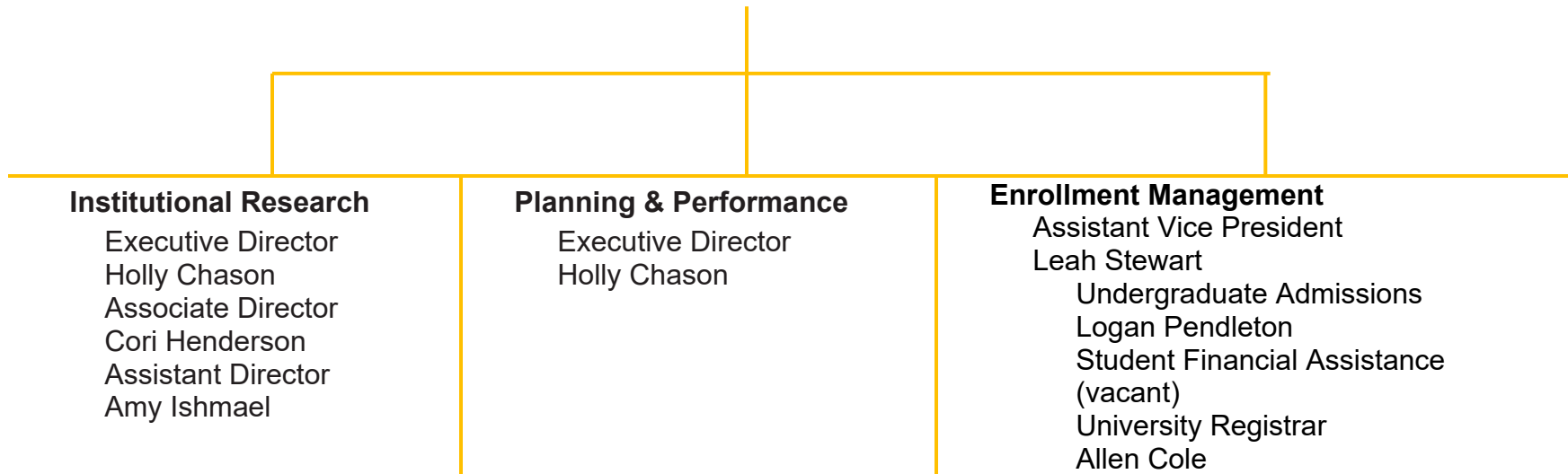
**ORGANIZATION CHANGES REPORT**

**DIVISION OF STRATEGIC PLANNING & IMPLEMENTATION**

1. The Division of Strategic Planning & Implementation has been renamed the Division of Strategic Planning & Enrollment to reflect the addition of the Enrollment Management responsibilities to those of the Vice President/Chief Strategy Officer. The Assistant Vice President, Enrollment Management will now report to the Vice President/Chief Strategy Officer.

**Division of Strategic Planning & Enrollment  
Organizational Changes**

**Vice President & Chief Strategy Officer  
*Bonita J. Brown***



## **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.

### **POSTHUMOUS RECOGNITION OF STUDENTS**

This revision to the “Posthumous Degree” policy sets forth the process for acknowledging students who pass away while working towards a degree or credential at NKU. This revision changes the name of the policy and clarifies the process and criteria for awarding both posthumous degrees and posthumous certificates of recognition.

### **RESPONSIBLE CONDUCT OF RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY TRAINING**

This policy provides guidelines to ensure that those conducting research, scholarship, or creative activity are adequately trained in research ethics. The purpose of the change is to add a requirement for training for Principal Investigators (PIs) and senior personnel for all sponsored projects. This training is only required once every 4 years and is not per award, so approximately 3 hours every 4 years is the time commitment for those receiving external funding. The National Science Foundation (NSF) now requires this type of training (Type 5 in the policy), and other agencies are expected to adopt this requirement as well. Therefore, this policy change requires Type 5 training across all disciplines at NKU to provide consistency. This requirement provides invaluable grant-related information to those involved in these activities and prepares campus for planned regulatory changes that will be required in the near future.

# **POSTHUMOUS RECOGNITION OF STUDENTS**

**POLICY NUMBER:** AAPC-POSTHUMOUSDEG

**POLICY TYPE:** ACADEMIC & ADMISSIONS POLICY COMMITTEE

**RESPONSIBLE OFFICIAL TITLE:** PROVOST & EXEC. VICE PRESIDENT FOR ACADEMIC AFFAIRS

**RESPONSIBLE OFFICE:** OFFICE OF THE VICE PROVOST FOR ACADEMIC AFFAIRS

**EFFECTIVE DATE:** 11/30/2012

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS FOUR (4) YEARS –

**SUPERSEDES REVISION DATED:** 11/21/2015

**BOARD OF REGENTS REPORTING (CHECK ONE):**

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM)

PRESIDENTIAL REPORT (INFORMATION ONLY)

## **I. POLICY STATEMENT**

Northern Kentucky University (NKU) recognizes the importance of acknowledging significant student achievement at all times, including following the death of a student who has made substantial progress towards the completion of a degree or a credential at NKU or is enrolled as a student at NKU.

## **A. POSTHUMOUS DEGREE**

1. A posthumous degree may be awarded if all of the following conditions are met:
  - a. The student had been in good academic standing in their academic program of study at the time of death.
  - b. At the time of death, the student had completed 75% of program requirements.
2. The student is nominated by the Chair/School Director of the student's major/program and then approved by the College Dean, giving consideration to the student's academic standing during their tenure at NKU.

Nominations from the chair/director are forwarded to the President with recommendations from the Dean and Provost. If approved by the President, the recommendation goes to the Board of Regents for final approval. Approval from the Board of Regents is required to award the posthumous degree.
3. The student's family will be consulted, so as to best comply with their wishes. If desired by the student's family, the appropriate degree diploma will be awarded at the commencement at which the student would otherwise have been recognized.
4. The posthumous degree will not be noted on the student's academic transcript. Other documentation that a posthumous degree was awarded will be made by the University Registrar.

## B. POSTHUMOUS CERTIFICATE OF RECOGNITION

In the event that it is determined that a student did not meet the requirements for a posthumous degree outlined in section A above, a “posthumous certificate of recognition” may be awarded, if appropriate, by the President. The certificate recognizes a student’s enrollment at NKU and progress toward the attainment of a degree.

1. A posthumous certificate of recognition can be issued if all of the following conditions are met:
  - a. The student is enrolled at NKU but does not meet the requirements for awarding a posthumous degree.
  - b. The student is in good academic standing at the time of death.
2. The student is nominated and approved in the same manner as described in section A above, except that there is no approval from the Board of Regents.
3. The certificate will not be noted in the student's transcript.

## II. ENTITIES AFFECTED


President, Provost, Vice Provost of Undergraduate Academic Affairs, Vice Provost of Graduate Education Research & Outreach, College Deans, Department Chairs, School Directors, Program Directors, Associate Deans, Student Affairs and Enrollment Management, and Special Events

## REVISION HISTORY

| REVISION TYPE | MONTH/YEAR APPROVED |
|---------------|---------------------|
| Revision      |                     |
| Revision      | April 21, 2015      |
| Policy        | November 30, 2012   |

# POSTHUMOUS RECOGNITION OF STUDENTS

## PRESIDENTIAL APPROVAL

|   |              |
|---|--------------|
| <b>PRESIDENT (INTERIM)</b>  |              |
| Signature  | Date 6/16/23 |
| Bonita Brown  |              |

## 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> .<br>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 ____/____/____.<br>(Attach a copy of Board of Regents meeting minutes showing approval of policy.)   |      |
| <input type="checkbox"/> The Board of Regents rejected this policy on ____/____/____.<br>(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  |      |

# RESPONSIBLE CONDUCT OF RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY TRAINING

**POLICY NUMBER:** HYB-RESPCONDRES

**POLICY TYPE:** HYBRID

**RESPONSIBLE OFFICIAL TITLE:** PROVOST & EXEC. VICE PRESIDENT FOR ACADEMIC AFFAIRS

**RESPONSIBLE OFFICE:** OFFICE OF RESEARCH, GRANTS AND CONTRACTS

**EFFECTIVE DATE:** 8/21/2017

**MOST RECENT REVISION:**10/9/2023

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS FOUR YEARS – 10/9/2027

**BOARD OF REGENTS REPORTING (CHECK ONE):**

PRESIDENTIAL RECOMMENDATION (CONSENT AGENDA/VOTING ITEM)

PRESIDENTIAL REPORT (INFORMATION ONLY)

## I. POLICY STATEMENT

Northern Kentucky University (NKU) has the responsibility to ensure that faculty, students, and others conducting research, scholarship, or creative activity are adequately trained in research ethics.

## II. ENTITIES AFFECTED

**Type 1** – Student/trainees, paid on all NSF-sponsored projects and those paid on select NIH-sponsored projects approved after January 4th, 2010.

**Type 2** – All researchers, including students, conducting research with human subjects.

**Type 3** – All researchers, including students, conducting research with vertebrate animals.

**Type 4** – All other types of faculty, students, and others conducting research, scholarship, or creative activity.

**Type 5** – Principal Investigators and senior personnel conducting research, scholarship, or creative activity on any sponsored projects.

Please note that, depending on the study, a researcher may be required to complete training in more than one research Type listed above.

## III. AUTHORITY

**Type 1 and Type 5 (Responsible Conduct of Research (RCR))** – This training type implements federal requirements pertaining to [NSF - Section 7009 of the America COMPETES Act](#), the [NIH Update on the Requirement for Instruction in the Responsible Conduct of Research NOT-OD-10-019](#), and [CHIPS and Science Act of 2022 \(Section 10337\)](#) relating to guidance from Office of Research Integrity (ORI).

**Type 2 (Research with Human Subjects)** – This training type pertains to [45 CFR 46](#) and enforces requirements in NKU's Federal Wide Assurance filed with the Office of Human Subjects Protections (OHRP) and [Bloodborne Pathogens 1910.1030 Occupational Safety and Health Administration \(OSHA\)](#).

**Type 3 (Research with Vertebrate Animals)** – This training type pertains to requirements and guidance from [U.S. Government Principles](#), [Health Research Extension Act of 1985](#), and [Bloodborne Pathogens 1910.1030 Occupational Safety and Health Administration \(OSHA\)](#), and enforces requirements in NKU's Animal Welfare Assurance filed with the Office of Lab Animal Welfare (OLAW).



## IV. DEFINITIONS

**Principal Investigator** – For the purpose of this policy, Principal Investigator is the Principal Investigator of the project for which the student/trainee is paid.

**Researcher** – For the purpose of this policy, Researcher is any individual, regardless of title, conducting research (recruiting, consenting, performing protocol procedures, etc.).

**Student/Trainee** – For the purpose of this policy, Student/Trainee is defined as all undergraduate, graduate, fellows, scholars receiving salary and/or stipends from any NSF project or select NIH funding for the programs listed below: D43, D71, F05, F30, F31, F32, F33, F34, F37, F38, K01, K02, K05, K07, K08, K12, K18, K22, K23, K24, K25, K26, K30, K99/R00, KL1, KL2, R25, R36, T15, T32, T34, T35, T36, T37, T90/R90, TL1, TU2, and U2R

## V. RESPONSIBILITIES

**Provost and Executive Vice President for Academic Affairs:** Institutional Official responsible for maintaining University compliance.

**Director of the Office of Research, Grants and Contracts (RGC), Research Compliance Manager in RGC:** Responsible for enforcing NKU research policy procedures to maintain research compliance.

## VI. PROCEDURES AND TRAINING

**Type 1** – Per NSF and NIH policies, student/trainees must complete training in the Responsible Conduct of Research (RCR). There are two phases of RCR required training.

**Phase 1** - Online RCR training identified and tracked by NKU Office of Research, Grants and Contracts. Training shall be repeated at least every four (4) years for the student/trainee's tenure on the project, or when (a) the regulation is substantially revised; (b) a student/trainee is new to the University; or (c) if a student/trainee is determined to not be in compliance with this regulation.

The Manager of Research Compliance or designee will be responsible for tracking this training requirement.

**Phase 2** – Ongoing training including, but not limited to, face-to-face instruction, reading assignments, etc., identified and tracked by each Principal Investigator or designee.

Each Principal Investigator or designee will be responsible for recording this ongoing training requirement.

**Type 2** – All researchers conducting research with human subjects must complete training in basic Human Subjects research prior to submitting an application to the Institutional Review Board (IRB) and every three (3) years thereafter for the life of the project or tenure on the project ends. Additional training in Bloodborne Pathogens may be required annually depending on study type.

The Manager of Research Compliance or designee will be responsible for tracking this training requirement.

**Type 3** – All researchers conducting research with vertebrate animals must complete training in Animal Research prior to submitting an application to the Institutional Animal Care and Use Committee (IACUC) and every three (3) years thereafter for the life of the project or tenure on the project ends. Additional training in Bloodborne Pathogens may be required annually depending on study type.

The Manager of Research Compliance or designee will be responsible for tracking this training requirement for faculty and staff. Principal Investigators will be responsible for tracking training completion for students.

**Type 4** – It is recommended that all Type 4 faculty, students and others conducting research, scholarship, or creative activity complete RCR training suggested by NKU Office of Research, Grants and Contracts or by their department.

**Type 5** – All researchers listed as Principal Investigators or senior personnel on NSF-funded grants must complete online training identified and tracked by NKU Office of Research, Grants and Contracts. Training shall be repeated at least every four (4) years for the researcher’s tenure on the project, or when (a) the regulation is substantially revised; (b) a researcher is new to the University; or (c) if a student/trainee is determined to not follow this regulation.

The Office of Research, Grants and Contracts (RGC) will be responsible for tracking this training requirement.

See the [NKU RGC website](#) for specific procedures and timelines related to training for this policy.

## VII. REPORTING REQUIREMENTS

Reporting remains internal to NKU until which time the Office of Research Integrity, OHRP, or OLAW requests detailed records.

## VIII. COMMUNICATIONS

**Type 1 (Phase 1 and 2)** – When a student/trainee is employed on any sponsored project mandated to meet these requirements, the NKU Office of Research, Grants and Contracts (RGC) communicates directly with the Principal Investigator and student to inform them of the RCR requirements and ensures the completion of Phase 1 of training per this policy.

**Types 2, 3, & 4** – Information is available on the [NKU RGC website](#) and will be communicated as needed to researchers by RGC.

**Type 5** – NKU RGC will notify any faculty or staff who meets the requirements to inform them of the training requirement and ensure the completion of this training.

This policy and detailed procedures are available on the [NKU RGC website](#).

## IX. REFERENCES AND RELATED MATERIALS

### REFERENCES & FORMS

**Type 1:** [NSF - Section 7009 of the America COMPETES Act](#)  
[NIH - Update on the Requirement for Instruction in the Responsible Conduct of Research NOT-OD-10-019](#)  
[Office of Research Integrity](#)

**Type 2:** [Office for Human Research Protections](#)

**Type 3:** [Office of Lab Animal Welfare](#)  
[U.S. Government Principles, Health Research Extension Act of 1985](#)  
[Bloodborne Pathogens 1910.1030 Occupational Safety and Health Administration \(OSHA\)](#)

**Type 5:** [CHIPS and Science Act of 2022](#)

### REVISION HISTORY

| REVISION TYPE                   | MONTH/YEAR APPROVED |
|---------------------------------|---------------------|
| Revision (added Type 5)         |                     |
| Review/Minor Edits & Formatting | August 29, 2022     |
| Revision/Edits                  | May 15, 2018        |
| New Policy                      | August 21, 2017     |

# RESPONSIBLE CONDUCT OF RESEARCH, SCHOLARSHIP AND CREATIVE ACTIVITY TRAINING

## PRESIDENTIAL APPROVAL

### PRESIDENT

Signature *Cady Short-Thompson*

Date 10/9/23

Cady Short-Thompson

## BOARD OF REGENTS APPROVAL

### BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.  
Date of Board of Regents meeting at which this policy was reported: \_\_\_\_/\_\_\_\_/\_\_\_\_.
- This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.
  - The Board of Regents approved this policy on \_\_\_\_/\_\_\_\_/\_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
  - 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 following academic affairs personnel actions receive Board of Regents approval:

**FACULTY APPOINTMENTS:**

**Peyton Anderson**, clinical assistant professor in the Center for Simulation Education, College of Health and Human Services, effective August 07, 2023.

**Christopher Harp**, clinical assistant professor in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective August 14, 2023.

**Laryn O'Donnell**, assistant professor of practice in the School of Kinesiology, Counseling, and Rehabilitative Sciences, College of Health and Human Services, effective January 02, 2024.

**Anita Phillips**, lecturer in the School of Nursing, College of Health and Human Services, effective August 14, 2023.

**TRANSITIONS:**

**Ankur Chattopadhyay**, from assistant professor in Cybersecurity and Information Technology to assistant professor in Cybersecurity and Information Technology and Director of the Center for Information Security in the College of Informatics, effective August 14, 2023.

**Nilesh Dixit**, from non-tenure track temporary lecturer to non-tenure track renewable lecturer in Physics, Geology and Engineering Technology, College of Arts and Sciences, effective August 14, 2023.

**Jarrod Druery**, from assistant professor to part-time faculty in the Department of Educational Leadership and Advanced Studies, College of Education, effective August 14, 2023.

**Erin Elfers**, from lecturer to part-time faculty in the Department of Educational Leadership and Advanced Studies, College of Education, effective August 14, 2023.

**Jena Hinds**, from lecturer to part-time faculty in the Department of Teacher Preparation and Educational Studies, College of Education, effective August 14, 2023.

**RETIREMENTS:**

**Lois Hamill**, professor in the W. Frank Steely Library, effective December 31, 2023.

**TEMPORARY FACULTY APPOINTMENTS:**

College of Arts and Sciences

|             |              |               |
|-------------|--------------|---------------|
| Visual Arts | Joshua Maier | Academic Year |
|-------------|--------------|---------------|

College of Health and Human Services

|                   |                    |               |
|-------------------|--------------------|---------------|
| School of Nursing | Ms. Emily Gearding | Academic Year |
|-------------------|--------------------|---------------|

|                 |                     |               |
|-----------------|---------------------|---------------|
| School of KCRS* | Ms. Michelle Miller | Academic Year |
|-----------------|---------------------|---------------|

\*KCRS = Kinesiology, Counseling, and Rehabilitative Services

**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 August 11, 2023 and September 28, 2023 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****08/11/23 – 09/28/23**

| <b>NAME</b>                | <b>DEPARTMENT</b>                        | <b>TITLE</b>                                | <b>EFF. DATE</b> |
|----------------------------|--|---|------------------|
| Ackley, Michael            | Campus Recreation                        | Aquatics and Program Coordinator            | 08/21/2023       |
| Bauer, Sam                 | Biological Sciences                      | Lab Technician, Biology                     | 08/15/2023       |
| Daniels, Quentin           | Parking Services                         | Administrative Specialist                   | 08/14/2023       |
| Elliott, Andrew            | Baseball                                 | Assistant Coach/Coordinator                 | 09/11/2023       |
| Hart, Hollis               | Undergraduate Admissions                 | Admissions Counselor                        | 09/18/2023       |
| Hodge, Jacob               | Simulation Center CHHS                   | Simulation Technician                       | 08/21/2023       |
| Kabarra, Merlyn            | University Housing                       | Coordinator, Residential Services           | 08/07/2023*      |
| Leonard, Conner            | Athletics Marketing & Promotions         | Asst. Athletic Director, Mktg. & Promotions | 08/28/2023       |
| Loskoch Thompson, Collette | Kentucky Campus Compact                  | Manager, Operations KyCC                    | 08/31/2023       |
| McNay, Rebecca             | Fine Arts Events                         | Specialist, Box Office Operations           | 09/05/2023       |
| Monroe, Tyler              | IT-Infrastructure & Operations Group     | Systems Analyst II                          | 09/11/2023       |
| Points, Brielle            | Undergraduate Admissions                 | Admissions Counselor                        | 09/12/2023       |
| Slaby, Darbbie             | Mathematics and Statistics               | Academic Coordinator                        | 08/31/2023       |
| Stephens, Monica           | Building Services 2 <sup>nd</sup> Shift  | Custodian                                   | 08/14/2023       |
| Thornbury, Kara            | President's Office                       | Administrative Assistant                    | 09/11/2023       |
| Weiglein, Kayla            | Ctr. for Innovation & Tech. in Education | Instructional Designer                      | 08/29/2023       |
| Yeazell, Melissa           | Women's Golf                             | Assistant Coach, Women's Golf               | 09/01/2023       |

**REASSIGNMENTS, RECLASSIFICATIONS, TITLE/STATUS CHANGES, PROMOTIONS****08/11/23 – 09/28/23**

| <b>NAME</b>         | <b>DEPARTMENT</b>                       | <b>TITLE</b>                        | <b>STATUS</b>    | <b>EFF. DATE</b> |
|---------------------|---|-------------------------------------|------------------|------------------|
| Admasu, Lulseged    | IT-Enterprise Systems Group             | Applications Developer I, IT-ESG    | Student to Staff | 08/21/2023       |
| Alston, Robert      | Office of the Dean of Students          | Asst. Vice Pres. & Dean of Students | Promotion        | 08/07/2023*      |
| Bliven, Nicholas    | Fuel NKU                                | Fuel NKU Program Coordinator        | Faculty to Staff | 07/01/2023*      |
| Feldman, Mason      | Mail/Distribution Services              | Specialist I, Mail/Distribution     | Student to Staff | 08/21/2023       |
| Ferrenberg, Hanna   | Building Services 3 <sup>rd</sup> Shift | Floor Care Operator                 | Lateral Move     | 09/18/2023       |
| Hamilton, Joshua    | University Development                  | Associate Director of Development   | Promotion        | 08/16/2023       |
| Miggelbrink, Hunter | IT-Infrastructure and Operations Group  | Systems Analyst II                  | Promotion        | 09/01/2023       |
| Moeves, Jennifer    | Administration & Finance                | Director of Shared Admin. Svcs.     | Reclassification | 08/01/2023*      |
| Rai, Marisha        | Campus Recreation                       | Asst. Director of Marketing         | Student to Staff | 08/09/2023*      |
| Taylor, Denise      | Academic Affairs                        | Office Assistant, Provost's Ofc.    | Temp. to Regular | 09/17/2023       |
| Winford, Nicholas   | Parking Services                        | Parking Specialist                  | Reclassification | 08/16/2023       |

**TRANSFERS**  
**08/11/23 – 09/28/23**

| <b>NAME</b>       | <b>PREVIOUS DEPARTMENT</b>   | <b>NEW DEPARTMENT</b>          | <b>TITLE</b>                        | <b>EFF. DATE</b> |
|-------------------|------------------------------|--------------------------------|-------------------------------------|------------------|
| Beatty, Mistin    | Carpentry/Construction       | Central Warehouse              | Materials Specialist                | 08/21/2023       |
| Esterkamp, Olivia | Admissions                   | College of Education           | Mgr. of Admin., Events & Spc. Proj. | 08/15/2023       |
| Johnston, Amanda  | School of Nursing            | First Year Student Success Hub | Academic Advisor                    | 09/05/2023       |
| Kolagi, Akshatha  | Vice Pvst. Undergraduate ACA | IT-Enterprise Systems Group    | Applications Developer III          | 08/14/2023       |
| Mason, Kristen    | Chemistry and Biochemistry   | Safety and Emergency Mgmt.     | Coordinator                         | 09/05/2023       |
| Townsend, Kaitlyn | Undergraduate Admissions     | Student Engagement             | Coordinator                         | 09/15/2023       |

**DEPARTURES**  
**08/11/23 – 09/28/23**

| <b>NAME</b>        | <b>DEPARTMENT</b>                        | <b>TITLE</b>                                  | <b>EFF. DATE</b> |
|--------------------|--|---|------------------|
| Birch, Abigail     | University Police                        | Police Dispatcher II                          | 09/14/2023       |
| Briggs, Chelsey    | Health Services                          | Specialist, Office Support                    | 08/06/2023*      |
| Chauvin, Terry     | IT-Infrastructure and Operations Group   | Senior Systems Analyst                        | 08/26/2023       |
| Dickerson, Bradley | Undergraduate Admissions                 | Assistant Director, MC Recruitment & Outreach | 09/02/2023       |
| Dolar, Hannah      | College of Health and Human Svcs.        | Coordinator                                   | 09/22/2023       |
| Drummond, Suzanne  | Research, Grants & Contracts             | Officer, Grants and Contracts                 | 09/01/2023       |
| Engel, Stuart      | Research, Grants & Contracts             | Senior Administrator                          | 09/22/2023       |
| Feil, Gretchen     | International Student & Scholar Services | Recruiter, Intl. Student & Scholar Svcs.      | 09/02/2023       |
| Fisher, Kathryn    | Institute for Health Innovations         | Director of Special Programs                  | 09/01/2023       |
| Haegele, Lindsay   | Alumni Engagement & Annual Giving        | Associate Director                            | 09/02/2023       |
| Horner, Jeanine    | Health Services                          | Campus Health Nurse                           | 09/01/2023       |
| Jasinski, Emily    | Office of the University Registrar       | Assistant Registrar, Processing & Compliance  | 09/01/2023       |
| Jenkins, Joseph    | Locksmith Services                       | Locksmith                                     | 08/11/2023       |
| Johnson, Trenee    | Undergraduate Admissions                 | Assistant Director                            | 09/09/2023       |
| Kang, Sso-Rha      | Art & Design                             | Manager of Galleries and Outreach             | 08/26/2023       |
| Kroell, Ashley     | Campus Recreation                        | Coordinator, CRC Membership Sales             | 08/19/2023       |
| Liendo, Danielle   | College of Health and Human Services     | Academic Coordinator                          | 08/15/2023       |
| Lopez, Jarett      | Institute for Health Innovations         | Program Coordinator                           | 08/18/2023       |
| Mathews, Alyssa    | Athletic Academic Services               | Advisor                                       | 08/19/2023       |
| McIver, Daniel     | Athletics Internal Operations            | Deputy Athletic Director                      | 09/01/2023       |
| Perry, Ethan       | IT-Infrastructure and Operations Group   | Associate Director, IT Infra. & Ops.          | 09/02/2023       |
| Smith, Amirah      | One Stop Center                          | Specialist                                    | 09/02/2023       |
| Walsh, Connor      | Baseball                                 | Assistant Coach/Coordinator                   | 08/12/2023       |



**RETIREMENTS**  
**08/11/23 – 09/28/23**

| <b>NAME</b>     | <b>DEPARTMENT</b>                 | <b>TITLE</b>        | <b>EFF. DATE</b> |
|-----------------|-----------------------------------|---------------------|------------------|
| Brown, Elbert   | IT-Information Technology Central | Director            | 09/01/2023       |
| O'Malley, Holly | Roads & Grounds                   | Grounds Maintenance | 09/01/2023       |

**ADMINISTRATIVE/EXECUTIVE**  
**08/11/23 – 09/28/23**

| <b>NAME</b>      | <b>DEPARTMENT</b>                  | <b>TITLE</b>                               | <b>REASON</b> | <b>EFF. DATE</b> |
|------------------|------------------------------------|--|---------------|------------------|
| Aikman, Sarah    | Student Engagement & Inclusiveness | Asst. VP for Stud. Eng. & Inclusiveness    | Promotion     | 09/01/2023       |
| Fisher, Kathryn  | Institute for Health Innovations   | Director of Special Programs               | Separation    | 09/01/2023       |
| Mefford, Karen   | Comptroller's Office               | Associate Vice President, Financial Svcs.  | Promotion     | 09/01/2023       |
| Padgett, Ryan    | Strategic Enrollment Planning      | Assoc. Provost, Enrol. Plng. & Stud. Succ. | Promotion     | 08/07/2023*      |
| Pendleton, Emily | Undergraduate Admissions           | Director, Undergraduate Admissions         | New Hire      | 09/25/2023       |

\*not on previous report

**RECOMMENDATION:**

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

**EMERITUS:**

**Michael Baranowski**, professor in the Department of Political Science, Criminal Justice and Organizational Leadership, College of Arts of Sciences, effective September 2023.

**Carol Medicott**, associate professor in History, College of Arts and Sciences, effective September 30, 2023.

**Ernest Smith**, professor in the Department of English, College of Arts of Sciences, effective September 2023.

**Paige Soliday**, associate professor in the Department of English, College of Arts of Sciences, effective September 2023.

**Kimberly Weir**, professor in the Department of Political Science, Criminal Justice and Organizational Leadership, College of Arts of Sciences, effective September 2023.

**RECOMMENDATION:**

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

**W. Neal Simpson**, Student Affairs, Co-founder of Black Faculty and Staff Association, effective September 2023

**BACKGROUND:**

On behalf of the 2023-2024 Executive Board for the Black Faculty and Staff Association, the staff member recommended for Emeritus status has received the endorsement of the Provost and Executive Vice President for Academic Affairs and the Interim President of Northern Kentucky University.

**TO:** Interim President Bonita Brown  
Office of the President  
Northern Kentucky University  
Lucas Administrative Center 800  
Highland Heights, KY 41099

**FROM:** Black Faculty and Staff Association (BFSA)  
Northern Kentucky University  
Highland Heights, KY 41099

**DATE:** September 18, 2023

**RE:** Letter of Nomination/Support for Dr. W. Neal Simpson  
To Receive Emeritus Status

Dear Interim President Brown:

We are writing this letter in support of and to recommend that Dr. W. Neal Simpson receive the status of Emeritus at Northern Kentucky University (NKU). As one of the first Black employees at NKU (1976 – 1988), Dr. Simpson was an excellent educator and tireless mentor for hundreds of Black students, faculty, and staff from over twenty years. With degrees from Alcorn State, Tennessee State, and the University of Cincinnati, he arrived at NKU in 1976 and hit the ground running. Specifically, Dr. Simpson placed students, staff, and faculty first. For example, during his early years at NKU, as a part-time student advisor and the minority student coordinator, as well as the staff advisor for the Student Union (BUS), Dr. Simpson organized various programs to make sure that Black students had access to the entire college experience that included academic study sessions and trips to various nearby universities and colleges, such as Kentucky State University and the University of Cincinnati, to network and connect with other students of color. He also used his academic abilities and background to make sure that Black students understood that their education was the most important to achieve personal and career success.

In the area of staff and faculty, during the early 1980s, Dr. Simpson, along with several other colleagues, with the assistance of President Leon Boothe, helped to establish the Black Faculty and Staff Association (BFSA). Based on the vision of Dr. Simpson, from its inception through to today, the goal

of the BFSA has always been to create a “a sense of community as well as the necessity to encourage and uplift” for all Black NKU employees and students. Rooted in the ideas of innovation, student-centered education, and engagement, Dr. Simpson represented many aspects of the current mission of NKU before they were fully articulated in writing and orally. Thus, BFSA believes that Dr. Simpson, who would be the second African American staff member at NKU to receive such a honor, should be granted the status of Emeritus without any reservations.

Sincerely,

Executive Board of the Black Faculty and Staff Association:

Dr. Marquita Barron – President

Sylretta Jones – Vice President

Nycole Brundidge – Secretary

Dr. Eric Jackson – Parliamentarian

Frank Robinson – Retention Committee Chair

**RECOMMENDATION:**

That the attached organizational chart receives the Board of Regents approval.

**BACKGROUND:**

The attached organizational chart reflects all NKU Administrative updates through November 8, 2023. The reporting lines listed are for Director level and above.

# NORTHERN KENTUCKY UNIVERSITY ORGANIZATIONAL STRUCTURE<sup>1</sup>

## BOARD OF REGENTS

Richard A. Boehne (Chair), Nathan Smith (Vice Chair), Kara Williams (Secretary), Michael Baranowski, Cori Henderson, Ashley F. Himes, Ken Perry, Isaiah Phillips, Elizabeth Thompson, André Ward, Brad Zapp

President  
Cady Short-Thompson

Executive Assistant to the President & Secretary to the Board of Regents: Tammy Knochelmann

| Administration & Finance<br>Vice President/Chief Financial Officer<br>Jeremy Alltop  | Academic and Student Affairs<br>Executive Vice President & Provost<br>Matt Cecil  |  | Inclusive Excellence<br>Chief Diversity Equity and Inclusion<br>Officer & Title IX Coordinator<br>Darryl Peal | Intercollegiate Athletics<br>Vice President &<br>Director of Athletics<br>Christina Roybal  |   | Legal Affairs<br>Vice President &<br>General Counsel<br>Grant Garber  | Strategic Planning &<br>Enrollment<br>Vice President/<br>Chief Strategy Officer<br>Bonita J. Brown   | University Advancement<br>Vice President/<br>Executive Director<br>NKU Foundation<br>Eric Gentry   |
|--|---|--|---|---|---|---|--|--|
| <b>Administrative Shared Services</b><br>Director<br>Jennifer Moeves<br><br><b>Business Operations &amp; Auxiliary Services</b><br>Director<br>Andy Meeks<br><br><b>Budget, Financial Planning &amp; Analysis</b><br>Director<br>(vacant)<br><br><b>Facilities Management</b><br>Assistant Vice President<br>Syed Zaidi<br><br><b>Financial Services</b><br>Associate Vice President<br>Karen Mefford (interim)<br><br><b>Human Resources</b><br>Chief Human Resources Officer<br>Lori A. Southwood<br><br><b>Information Technology</b><br>Chief Information Officer<br>Timothy Ferguson<br><br><b>University Housing</b><br>Scott Patton<br><br><b>University Police</b><br>Chief of Police<br>John Gaffin | <b>Chase College of Law</b><br>Dean<br>Judith Daar<br><br><b>College of Arts &amp; Sciences</b><br>Dean<br>Diana McGill<br><br><b>Haile College of Business</b><br>Dean<br>Hassan HassabElnaby<br><br><b>College of Education</b><br>Dean<br>Ginni Fair<br><br><b>College of Health &amp; Human Services</b><br>Dean<br>Gannon Tagher (interim)<br><br><b>College of Informatics</b><br>Dean<br>Kevin Kirby<br><br><b>Honors College</b><br>Acting Dean<br>Abdou Ndoye<br><br><b>Steely Library</b><br>Interim Dean<br>Brianna Marshall | <b>Associate Provost for Academic and Student Affairs</b><br>Jason Vest<br><br><b>Assistant Vice President for Academic Affairs Budget &amp; Operations</b><br>Chad Ogle<br><br><b>Center for Global Engagement &amp; International Affairs</b><br>Executive Director<br>Francois LeRoy<br><br><b>Graduate Education, Research &amp; Outreach</b><br>Vice Provost<br>Samantha Langley-Turnbaugh<br><br><b>Institute for Health Innovation</b><br>Vice President/ Executive Director<br>Valerie Hardcastle<br><br><b>Strategic Enrollment Planning and Student Success</b><br>Associate Provost and Chief Enrollment Strategist<br>Ryan Padgett<br><br><b>Undergraduate Academic Affairs</b><br>Vice Provost<br>Abdou Ndoye | <b>Diversity, Equity &amp; Inclusion</b><br>Director<br>Bruce Mitchell  | <b>Internal Operations</b><br>Senior Associate Athletics Director<br>John J. Kriebs<br><br><b>Student-Athlete Services</b><br>Senior Associate Athletics Director/SWA<br>Sarah Pruess<br><br><b>Development</b><br>Associate Athletics Director<br>Bryan Allen<br><br><b>Business</b><br>Assistant Athletics Director<br>Sharon Criss<br><br><b>External Operations</b><br>Assistant Athletics Director<br>Matthew Schaefer | <b>Sport Programs</b><br><br><b>Baseball</b><br>Dizzy Peyton<br><br><b>Men's Basketball</b><br>Darrin Horn<br><br><b>Women's Basketball</b><br>Camryn (Whitaker) Volz<br><br><b>Men's &amp; Women's Cross Country /Track &amp; Field</b><br>Steve Kruse<br><br><b>Men's &amp; Women's Golf</b><br>David Shearer<br><br><b>Men's Soccer</b><br>Tom Poitras<br><br><b>Women's Soccer</b><br>Bob Sheehan<br><br><b>Softball</b><br>Kathryn Gleason<br><br><b>Men's &amp; Women's Tennis</b><br>Brian Nester<br><br><b>Volleyball</b><br>Liz Hart | <b>Deputy General Counsel</b><br>(vacant)<br><br><b>Financial &amp; Operational Auditing</b><br>Director<br>Larry Meyer | <b>Institutional Research</b><br>Executive Director<br>Holly Chason<br><br><b>Planning &amp; Performance</b><br>Executive Director<br>Holly Chason<br><br><b>Enrollment Management</b><br>Assistant Vice President<br>Leah Stewart | <b>Advancement Operations</b><br>Senior Director<br>Erica Bolenbaugh<br><br><b>Alumni Engagement &amp; Annual Giving</b><br>Senior Director<br>Amy Wylie<br><br><b>Special Events</b><br>Director<br>Krista Wiseman-Moore<br><br><b>Economic Engagement &amp; Government Relations</b><br>Director of Economic Engagement<br>Jenny Sand<br><br><b>University Development</b><br>Assistant Vice President,<br>Development<br>Shelly Deavy<br><br><b>University Marketing &amp; Communications</b><br>Associate Vice President, Marketing & Communication<br>Sarah Wice-Courtney |

Approved by the NKU Board of Regents Effective November 8 2023.

<sup>1</sup> This chart includes functional direct reports at no less than the director level

**RECOMMENDATION:**

The Board of Regents officially hereby accepts contributions totaling **\$80,000.00** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period August 1, 2023, through September 30, 2023, 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 \$80,000 or more for the period 8/1/23 through 9/30/23 are itemized below.

| <b>Contributions of \$25,000 or more from August 1, 2023 – September 30, 2023</b> |                  |  |                    |                  |
|---|------------------|--|--------------------|------------------|
| <b>Name</b>   | <b>Gift Date</b> | <b>Fund Description</b>  | <b>Amount</b>      | <b>Gift Type</b> |
| Archer Daniels Midland Company (ADM Cares)  | 9/21/2023        | CINSAM & UR-STEM Scholarship/ UCAP Retention Scholarship/ Lending Library Program/ ADM Nourishing Innovation STEM Scholarship/ ADM Nourishing Innovation School of Computing & Analytics Scholarship | \$25,000.00        | Pledge           |
| The Herbold Foundation  | 8/16//2023       | Ambassador Patricia L. Herbold Scholarship   | \$30,000.00        | Cash             |
| Dr. Cady Short-Thompson and Steven Thompson                                       | 9/30/2023        | Jim Lippert Memorial Scholarship Fund  | \$25,000.00        | Pledge           |
|   |                  | <b>TOTAL</b>   | <b>\$80,000.00</b> |                  |



**Presidential Recommendation:**

**RECOMMENDATION:**

The Board of Regents hereby approves the following naming actions:

- (1) The naming of an endowed scholarship for undergraduate students in the Haile College of Business with demonstrated financial need according to the Free Application for Federal Student Assistance (FAFSA). “Jim Lippert Memorial Scholarship Fund”
- (2) The naming of a fund that will provide mission support for professional development opportunities within the English Department at Northern Kentucky University. “Bob Wallace Professional Development Fund”
- (3) The naming of a scholarship that will support a student majoring in a STEM discipline. “ADM Nourishing Innovation STEM Scholarship”
- (4) The naming of a scholarship that will support a student majoring within the School of Computing and Analytics. “ADM Nourishing Innovation School of Computing & Analytics Scholarship”
- (5) The naming of an endowed scholarship for students within the College of Informatics at Northern Kentucky University. “Dr. Charles Frank Scholarship”
- (6) The naming of a scholarship to support students at Northern Kentucky University. “Cady Short-Thompson Presidential Scholarship”

**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 an endowed scholarship for undergraduate students in the Haile College of Business with demonstrated financial need according to the Free Application for Federal Student Assistance (FAFSA). Preference will be given to students with family business, sales, or entrepreneurship interest/field of study.

Donor: Dr. Cady Short-Thompson and Steven Thompson  
Naming Gift: \$25,000  
Naming Recognition: Jim Lippert Memorial Scholarship Fund

This scholarship has been created in memory of Dr. Cady Short-Thompson’s brother-in-law, Jim Lippert. Jim passed away unexpectedly on August 11, 2023. He had spent most of his career in sales for his family’s 116-year-old business, Hamilton Caster. He was the best—truly beloved—and she and her husband, Steven Thompson, would like to honor him with a scholarship to the Haile College of Business.

(2) The university has received a gift that will provide mission support for professional development opportunities, including funding replacement costs for reassigned time, within the English Department at Northern Kentucky University. The fund will be managed by the College of Arts and Sciences.

Donor: Dr. Robert Wallace

Naming Gift: \$10,000

Naming Recognition: Bob Wallace Professional Development Fund

Dr. Robert Wallace is Regents Professor of English at Northern Kentucky University, where he has taught since 1972. Throughout his more than 50-year career at NKU, Dr. Wallace has contributed to the success of students directly through the classroom environment, where he teaches writing and literature courses.

(3) The university has received a gift that will create an annual scholarship of \$2,500 to support a student majoring in a STEM discipline. The scholarship will be initially awarded in a student's sophomore year. The scholarship will follow the student to their senior year as long as they remain in good standing.

Donor: ADM Cares

Naming Gift: \$7,500

Naming Recognition: ADM Nourishing Innovation STEM Scholarship

(4) The university has received a gift that will create an annual scholarship of \$2,500 to support a student majoring within the School of Computing and Analytics. The scholarship will be initially awarded in a student's sophomore year. The scholarship will follow the student to their senior year as long as they remain in good standing.

Donor: ADM Cares

Naming Gift: \$7,500

Naming Recognition: ADM Nourishing Innovation School of Computing & Analytics Scholarship

ADM's purpose is to unlock the power of nature, to enrich the quality of life. They are a global leader in human and animal nutrition and the world's premier agricultural origination and processing company. ADM's breadth, depth, insights, facilities, and logistical expertise give them unparalleled capabilities to meet needs for food, beverages, health and wellness, and more. From the seed of the idea to the outcome of the solution, they enrich the quality of life the world over. Headquartered in Chicago, Illinois, ADM connects crops to markets on six continents.

ADM Cares helps sustain and strengthen communities where ADM employees work, live, and operate by directing funding, volunteerism, and industry knowledge to initiatives and organizations that are driving meaningful social, economic, and environmental progress worldwide.

(5) The university has received a gift that will support an endowed scholarship for students within the College of Informatics at Northern Kentucky University.

Donor: Charles Frank

Naming Gift: \$10,000

Naming Recognition: Dr. Charles Frank Scholarship

Charles "Chuck" Frank is a retired College of Informatics (COI) professor. Dr. Frank was incredibly influential in the startup of the university's computer analytics and data science curriculum. This scholarship seeks to support students within COI, regardless of whether or not they study data science, cybersecurity, or computer analytics.

(6) Northern Kentucky University's 7th president, Dr. Cady Short-Thompson, is establishing the Cady Short-Thompson Presidential Scholarship to advance NKU student success.

Donor: A collection of gifts solicited through various appeals and entities

Naming Gift: Amount to be determined

Naming Recognition: Cady Short-Thompson Presidential Scholarship

This scholarship is poised to empower our students to thrive in their studies, hone their professional skills, and prepare them for fulfilling careers that will make a lasting impact on their communities and our region.

**RECOMMENDATION:**

That the Board of Regents adopt the 2024-2026 Capital Budget Request.

**BACKGROUND:**

The Board adopted the University's 2024-2030 Capital Plan at its June 14, 2023 meeting. The priorities outlined in the 2024-2026 biennium of the 2024-2030 Capital Plan become the 2024-2026 biennial Capital Budget Request (CBR). The CBR was due on a much earlier timeline this year, before October 1, 2023, to CPE, the Governor and the General Assembly. In the past, the capital budget was due on November 15<sup>th</sup>. The university's Capital Plan is consistent with, and in alignment with, the NKU 2020 Campus Master Plan.

The 2024-2026 Capital Budget must include:

- Construction projects with a scope of \$1,000,000 or more
- Information technology projects with a scope of \$1,000,000 or more
- Equipment projects with a scope of \$200,000 or more
- Leases with an anticipated annual cost above \$200,000

Since the June board meeting, several changes were made to projects in 2024-2026 (refer to attached project list for details). New projects include:

- Asset Preservation Pool – 2022-2024
- Expand Herrmann Science Center Reauthorization/Additional

A list of Capital Budget projects and a document outlining brief information for each project are provided.

**Capital Approval Process:**

Consistent with their approach in recent biennia, CPE is primarily focused on addressing the significant asset preservation, or capital renewal needs, which exist on all campuses. CPE's 2024-2026 capital recommendation includes an Asset Preservation request of \$700M for Kentucky campuses. Of this amount, NKU's share would be \$48,458,000 coming from State bond funds, with no match from the universities.

Due to unprecedented inflationary pressures on construction costs, CPE is recommending a 20% increase in funding for capital projects authorized by the 2022 General Assembly. For NKU and the Herrmann Science Center Expansion, this is a \$15,980,000 increase to the \$79,900,000 project. CPE will not make a request for state General Fund-supported bonds for new or expanded space in 2024-2026; however, CPE has advised that new construction priorities such as NKU's Renew/Renovate Steely Library can be included in the Capital Budget.

The Capital Budget, along with the 2024-2026 Operating Budget Request were submitted to the Governor's Office for Policy and Management prior to the October 1, 2023 due date. The biennial budget session begins in January.

**Northern Kentucky University**  
**2024-2026 Capital Budget PROJECT LIST**

| Priority                    | Project  | State Bonds  | Agency Bonds | Private Funds | NKU Funds   | Other/Third Party Financing Funds | Total Scope   |
|-----------------------------|--|--------------|--------------|---------------|-------------|-----------------------------------|---------------|
| <b>Prioritized Projects</b> |  |              |              |               |             |                                   |               |
| 1                           | Renew/Renovate Steely Library                        | \$69,000,000 |              | \$3,000,000   |             |                                   | \$72,000,000  |
| 2                           | Renovate Business Academic Building                  | \$59,000,000 |              | \$5,000,000   |             |                                   | \$64,000,000  |
| 3                           | Replace Enterprise Resource Planning System          | \$15,000,000 |              |               |             |                                   | \$15,000,000  |
| 4                           | Asset Preservation Pool - 2022-2024                  |              |              |               | \$7,020,000 |                                   | \$7,020,000   |
| 5                           | Renew E&G Building Systems Projects Pool             | \$30,000,000 |              |               |             |                                   | \$30,000,000  |
| 6                           | Expand Herrmann Science Center Reauth/Additional     | \$95,880,000 |              | \$5,000,000   |             |                                   | \$100,880,000 |
| 7                           | Upgrade IT Infrastructure Pool                       | \$7,000,000  |              |               | \$2,950,000 |                                   | \$9,950,000   |
| 8                           | Replace Recreation Field Turf Reauthorization        |              |              |               | \$2,000,000 |                                   | \$2,000,000   |
| 9                           | Renovate Nunn Hall Phase I                           |              |              | \$4,500,000   |             |                                   | \$4,500,000   |
| 10                          | Renovate Residence Halls Add'l Reauthorization       |              | \$15,000,000 |               |             |                                   | \$15,000,000  |
| 11                          | Renew/Repair Parking Garage Pool                     |              | \$3,000,000  |               |             |                                   | \$3,000,000   |
| 12                          | Replace Event Center Technology                      |              |              |               |             | \$4,500,000                       | \$4,500,000   |
| 13                          | Acquire Land/Master Plan 2010-2012 - Reauthorization |              | \$17,500,000 |               | \$4,000,000 | \$4,000,000                       | \$25,500,000  |
| 14                          | Guaranteed Energy Savings Performance Contracts      |              |              |               |             | \$0                               | \$0           |

**Northern Kentucky University  
2024-2026 Capital Budget**

**Summary**

**2024-2026 Capital Projects – Prioritized Projects**

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**Renew/Renovate Steely Library**

**Priority #1**

Funding Source: **State Bonds** Cost Estimate: **\$69,000,000**  
**Private Funds** **\$3,000,000**

This project will renew HVAC, electrical and other building systems and infrastructure in the 141,000 square foot Steely Library and provide funding to create an Academic Commons environment in the building. This project also includes funds to address the heaving of the slab-on-grade on the first floor.

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**Renovate Business Academic Center**

**Priority #2**

Funding Source: **State Bonds** Cost Estimate: **\$59,000,000**  
**Private Funds** **\$5,000,000**

This project involves renovation and capital renewal of the 110,693 square foot Business Academic Center, including repair of structural floor heaving.

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**Replace Enterprise Resource Planning System**

**Priority #3**

Funding Source: **State Bonds** Cost Estimate: **\$15,000,000**

The project provides for upgrades to the university's administrative system, to utilize the newest core hardware and database technology.

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**Asset Preservation Pool – 2022-2024**

**Priority #4**

Funding Source: **NKU Funds** Cost Estimate: **\$7,020,000**

The Asset Preservation Fund will provide funding to replace building systems and the infrastructure that supports the university's educational and general buildings. Systems at the end of their expected life cycles will be priority. (Because the 2022-2024 Budget of the Commonwealth listed NKU's match as Agency Bonds, the Governor's Office for Policy and Management asked that we list this project in the 2024-2026 Capital Budget with institutional funds as the funds source.)

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**Renew E&G Buildings Projects Pool**

**Priority #5**

Funding Source: **State Bonds** Cost Estimate: **\$30,000,000**

This project includes various improvements, upgrades and capital renewal investments to building systems and associated infrastructure in the university's educational and general buildings.

**2024-2026 Capital Projects – Prioritized Projects - CONTINUED**

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**Expand Herrmann Science Center Reauthorization/Additional Priority #6**

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Funding Source: **State Bonds** Cost Estimate: **\$15,980,000**

The 2022 General Assembly authorized this project with a scope of \$79.9M in State Bond funding and \$5M in Private Funds authorization. Through discussions with CPE about the significant impact of inflationary pressures on construction costs, CPE is advocating for a 20% increase to the 2022 capital projects. For Science, that is a \$15,980,000 increase, bringing State Bond funding to \$95,880,000 if approved. The Science Expansion envisions construction of teaching and research labs in biology, chemistry, biochemistry, physics, geology and engineering technology in an 80,200 square foot addition to the 175,131 square foot Herrmann Science Center.

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**Upgrade IT Infrastructure Pool Priority #7**

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Funding Source: **State Bonds** Cost Estimate: **\$7,000,000**  
**NKU Funds** **\$2,950,000**

This pool of funds provides authority for various upgrades to administrative information technology infrastructure.

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**Replace Recreation Field Turf Reauthorization Priority #8**

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Funding Source: **NKU Funds** Cost Estimate: **\$2,000,000**

The recreation field’s multi-purpose synthetic surface will be replaced with new turf.

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**Renovate Nunn Hall Phase I Priority #9**

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Funding Source: **Private Funds** Cost Estimate: **\$4,500,000**

This project involves a privately-funded renovation of space in Nunn Hall to create a new moot courtroom for Chase College of Law. The project also includes repair of an area of structural floor heaving.

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**Renovate Residence Halls Add'l Reauthorization Priority #10**

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Funding Source: **NKU Bonds** Cost Estimate: **\$15,000,000**

This project envisions various capital renewal projects in university owned residence halls.

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**Renew/Repair Parking Garage Pool Priority #11**

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Funding Source: **NKU Bonds** Cost Estimate: **\$3,000,000**

This project will address significant repair issues in three parking garages which total 578,000 GSF and hold 1,800 cars.

**2024-2026 Capital Projects – Prioritized Projects - CONTINUED**

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**Replace Event Center Technology**

**Priority #12**

Funding Source: **Long-Term Financing**

Cost Estimate: **\$4,500,000**

This project will replace the center hung scoreboard and ribbon boards in Truist Arena, a 243,000 square foot multi-purpose event center that opened in 2008. Project financing pursuant to KRS 45.763 is requested

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**Acquire Land/Master Plan 2010–2012 Reauthorization**

**Priority #13**

Funding Source: **NKU Bonds**

Cost Estimate: **\$17,500,000**

**NKU Funds**

**\$4,000,000**

**Long-Term Financing**

**\$4,000,000**

"Acquire Land Master Plan 2010-2012" was authorized in 2010, with Agency Bond funding of \$20 million. \$2.5 million in bonds were sold. The \$17.5 million in remaining capacity should carry forward to 2024-2026. Additional funds are needed for restricted fund and Other/Third Party financed acquisitions. Project financing pursuant to KRS 45.763 is requested.

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**Guaranteed Energy Savings Performance Contracts**

**Priority #14**

Funding Source: **Long-Term Financing**

Cost Estimate: **TBD**

The Guaranteed Energy Performance Projects Pool serves as a central project pool for Guaranteed Energy Savings Performance Contracts in any university-owned building. These contracts will function as a lease-purchase procurement, using energy savings as payments for improvements, as provided by KRS 56.770 to 56.784. The scope is determined after completion of an engineering and financial assessment.



**RECOMMENDATION:**

That a STEM Master of Accountancy, as outlined in the accompanying proposal, be approved for immediate implementation.

**BACKGROUND:**

The STEM Master of Accountancy offers business education with STEM applications. The analytical and data-informed curriculum of a STEM MAcc prepares students for business careers in Accounting fields, including the specific competencies in technology required for the Uniform CPA Exam for Certified Public Accountants.

Technology and analytics have transformed the accounting profession. Certified Public Accountants (CPAs) are expected to analyze and audit big data and data security. Accounting services now require expertise in analytics, information technology, artificial intelligence, blockchain, and predictive and forensic accounting. Our STEM MAcc program will leverage the power of technology and analytics to prepare our graduates to compete in today's accounting careers.

The specialized STEM MAcc program will include 33 credit hours. 24 core credit hours are required along with 9 credit hours of electives.

The curriculum will be designed to meet these two main areas of focus:

1. Accounting Core- This list of classes will develop students' understanding of financial & managerial accounting, tax, business law, analytics, and technology for business analysis and reporting. The courses will leverage diverse needs of data understanding in businesses.
2. Electives- this group of courses will further develop the students' understanding of statistics, cybersecurity, business intelligence, and data driven decision making.

A copy of the Full Proposal is attached.

# Department of Accounting and Business Law - STEM Master of Accountancy

## 2024-2025 Catalog - PROGRAM - New Major (Step 2) - Full Proposal

### ACALOG REQUIRED FIELDS

Select *Program* below.

Shared Cores are available in Acalog for shared information in program curriculum.

Type of Program\*  Program  
 Shared Core

Status\*  Active-Visible

### Determine Substantive Change Status

- (Check all that apply)  More than 50% of the content for this program needs to be developed.  
 This program requires new faculty before it can start.  
 This program requires new equipment/labs before it can start.  
 This program will be offered at an off-campus site  
 This is a completer program.

Did you check any of the boxes for the statements above?\*  Yes  No

If you answered Yes, this program may be a substantive change.

Please contact the SACSCOC Liaison, Abdou Ndoye at [ndoyea2@nku.edu](mailto:ndoyea2@nku.edu) or (859) 572-5379 for further instructions.

For additional information about types of substantive changes, please see the document at [Substantive Change Form](#).

### BASIC INFORMATION

All actions in the approval of new programs for public institutions are subject to a stipulation regarding the program's ability to attain specified goals that have been established by the institution and approved by the Council on Postsecondary Education (the Council). At the conclusion of an appropriate period of time, the program's performance shall be reviewed by Council staff following criteria established in the Council's Academic Programs Policy.

**College\***

**Department\***

**Program Name\*** STEM Master of Accountancy

**Degree Level\***

**Degree Designation\***

**CIP Code (for assistance with CIP Code contact the Curriculum Coordinator in Undergraduate Academic Affairs.)** 52.1399

**Is this program an Advanced Practice Doctorate?\***  Yes  No

**Approved NOI form link** <https://nku.curriculog.com/proposal:2345/form>

**Proposed Implementation / Start Date\*** Fall 2024

**Description\*** Technology and analytics have transformed the accounting profession. Certified Public Accountants (CPAs) are expected to analyze and audit big data and data security. Accounting services now require expertise in analytics, information technology, artificial intelligence, blockchain, and predictive and forensic accounting. Our STEM (Science, Technology, Engineering and Mathematics) MAcc program will leverage the power of technology and analytics to prepare our graduates to compete in today's accounting careers.

## **INSTITUTIONAL CONTACT INFORMATION**

**Name of Program Director\*** J Human

**Title** Director, Master of Accountancy Program

**Email Address** humanj1@nku.edu

**Phone Number:** 859-572-5467

### REQUIRED CONDITIONAL QUESTIONS FOR INTERNAL NKU APPROVALS

**Undergraduate or Graduate Program?\***  Undergraduate  Graduate

**Does this proposal require TEC approval?\***  Yes  No

#### OVERVIEW

**1. Provide a brief description of the program with its estimated date of implementation. \***

The STEM MAcc offers business education with STEM applications. The analytical and data informed curriculum of a STEM MAcc prepares students for business careers in Accounting fields, including the specific competencies in technology required for the Uniform CPA Exam for Certified Public Accountants. This program requires only one new course (ECO 609) which is currently being developed for a Fall 2024 launch.

**Does this program have any tracks (undergraduate) or concentrations (graduate)?**  Yes  No

**If yes, please add at least one program track (undergraduate) or concentration (graduate) item.**

**2. Describe how the new program is consistent with the mission and goals of the institution. \***

The STEM Master of Accountancy (MAcc) degree program supports the mission of Northern Kentucky University to educate “students to be productive citizens, to prepare them for success in careers and occupations....” Our STEM MAcc is designed to prepare students to meet the increased demand for CPAs and accountants equipped for success in the fast changing technological and analytical oriented business world.

**3. Is an approval letter from Education Professional Standards Board (EPSB) required?**  Yes  No

**4. Is there a specialized accrediting agency related to this program?**  Yes  No

-- If Yes, identify the AACSB International, The Association to Advance Collegiate Schools of Business  
**accreditor.**

-- If Yes, will  Yes  No  
**accreditation be  
 sought?**

5. Does this program  Yes  No  
**have a clinical  
 component?**

-- If Yes, discuss the  
**nature,  
 appropriateness, and  
 availability of clinical  
 sites.**

**6. Describe the  
 rationale and need  
 for the program to  
 include how the  
 institution  
 determined need. \***

All university accounting programs have been tasked by the National Associations of Boards of Accountancy and the American Institute of Certified Public Accountants to develop programs to prepare students in the technological and analytical skills required for the accountants of today and the future.

In discussions with our Accounting Department Advisory Board, regional industry leaders have expressed a strong interest in employing new graduates equipped with these skills.

## OBJECTIVES and CURRICULUM

The curriculum should be structured to meet the stated objectives and student learning outcomes of the program.

**1. Provide specific  
 programming goals  
 (objectives) \***

Apply accounting concepts to financial reporting, tax practice, and auditing and attestation.

Examine financial data in accounting analytics, strategic management accounting, ethics, research, standard setting, and practice.

Evaluate business intelligence systems.

Implement methods for the design, analysis, and visualization of organizational data for business planning and decision-making purposes.

Develop investigative accounting procedures and techniques used in forensics and litigation support.

Design business analytics processes, including problem modeling, tools and techniques for analysis, and effectively communicating insights.

Prepare for CPA practice in the core areas of regulation, financial accounting and reporting, auditing and attestation, and the discipline area of information systems and control.

**1a. Provide specific student learning outcomes for the program.**

**COLLEGE OF BUSINESS > ACCOUNTING && BUSINESS LAW**

<p>Learn to apply accounting concepts to financial reporting, tax practice, and auditing and attestation.</p> <p>Build expertise in accounting analytics, strategic management accounting, ethics, research, standard setting, and practice.</p> <p>Gain a working knowledge of business intelligence systems.</p> <p>Learn methods for the design, analysis, and visualization of organizational data for business planning and decision-making purposes.</p> <p>Study investigative accounting procedures and techniques used in forensics and litigation support.</p> <p>Understand business analytics processes, including problem modeling, tools and techniques for analysis, and effectively communicating insights.</p> <p>Prepare for CPA practice in the core areas of regulation, financial accounting and reporting, auditing and attestation, and the discipline area of information systems and control.</p>

**2. Describe how the student learning outcomes for the program will be assessed?\***

Student learning outcomes will be assessed through direct measures which may include may include homework, quizzes, exams, reports, essays, research projects, case study analysis, and rubrics for oral and other performances.

**If you wish to upload supporting documents for student learning outcomes, please upload them by going to the tab to the right with the paperclip and word Files.**

**3. Highlight any distinctive qualities of this proposed program.**

The program is distinctive in its emphasis on a flexible combination of in-person and distance learning courses and electives in accounting technology and analytics to prepare student for the core CPA examination sections in Taxation and Regulation, Audit and Attestation, Financial Accounting and Reporting, along with the examination discipline section in Information Systems and Design.

**4. Describe admissions and graduation requirements for the program.\***

A portfolio approach is used in evaluating prospective students for acceptance into the MAcc program. Factors considered for admission include:

- Online application and fee.
- Official transcripts of all undergraduate and graduate (if applicable) coursework. Acceptable transcripts should show evidence of successful completion of quantitative courses.\*
- Current resume.
- A statement of purpose explaining your interest in a MAcc degree.
- If an international applicant, Test of English as a Foreign Language (TOEFL) or the International English Language Testing Service (IELTS) scores must be submitted to the NKU Office for International Students and Scholar Services.
  - TOEFL scores must meet a minimum score of 550 on the paper version, 213 of the computer-based version, or 79 on the internet based (iBT) version
  - IELTS scores must meet a 6.5 on the general band portion
  - Duolingo composite score of 105 will also be accepted

*\* Students are required to take the GMAT or GRE if their transcripts do not show evidence of successful completion of quantitative courses. Although scores make up only one factor in the admissions process, it is anticipated that successful applicants will have a minimum overall score of 520 on the GMAT (comparable GRE scores will also be considered).*

Please provide the total number of hours required for the degree:

**Total number of hours required for degree** 33

**Number of hours in degree program core** 24

**Number of hours in track (undergraduate) or concentration (graduate).**

**Number of hours in guided electives**

**Number of hours in free electives** 9

6. CPE requires we upload the curriculum in their Excel template. [Click here to download the course template.](#) All Course Descriptions must be included in the template. Once you have completed this template attach the document using the tab to the right with the paperclip / Files option.

**You will also need to enter the courses into the Prospective Curriculum field below.**

**Attached\***  I have attached a completed copy of the CPE course lists by curricular headings template.

**Follow the directions below to add/create proposed curriculum from the CPE template you have uploaded.**

## Prospective Curriculum Field

### Step 1

There are two options to add courses for proposed changes: "Add Course" and "Import Course." For courses that already are in the catalog, click on "Import Course" and find the courses needed. For new classes that are currently going through the Curriculog Approval Process click on "Add Course"-- a box will open asking you for the Prefix, Course Number and Course Title.

### Step 2

Click on "View Curriculum Schema." Click on "Add Core" which will be the header for your course groups of the program. After creating the different sections you can proceed to assign courses in each header by clicking on "Add Courses" this will bring up the list of courses available from Step 1. Select the courses you wish to add and reorder as needed by dragging courses. For removing courses click on the trash can.

Commonly used headers: Degree Requirements, Core Courses, Electives.

If you have never created a curriculum schema, contact the UCC chair for assistance.



**Prospective Curriculum\*****Core Courses**

**ACC 520 Tax Planning**  
**ECO 609 Economic Data Tools**  
**ACC 633 Business Law for Accountants**  
**ACC 640 Advanced Auditing**  
**ACC 650 Forensic Accounting**  
**ACC 660 Strategic Management Accounting**  
**ACC 670 Advanced Accounting Analytics**  
**ACC 688 CPA Review - Regulation**

**Electives**

Choose 9-10 credit hours

**ACC 603 Consolidations and Partnerships**  
**ACC 620 Tax Research and Practice**  
**ACC 634 Taxation of Partnerships and Pass Through Entities**  
**ACC 689 CPA Review-Financial**  
**MBI 635 Database Management Systems**  
**MBI 660 Business Intelligence Development**  
**MBI 662 Decision Analysis**  
**MBI 664 Data Visualization and Analytics**  
**MBI 670 Blockchain for Business (3 credits)**  
**MBI 682 Information Security and Governance**  
**MBI 684 Business Analytics**  
**MCY 601 Cybersecurity Fundamentals**  
**MCY 602 Network Security**  
**MCY 611 Cloud Computing**  
**MCY 612 Cloud Security**  
**MCY 620 Data Privacy**  
**MCY 630 Security Architecture**  
**MCY 640 Incident Response**  
**MCY 660 Risk Management**  
**MCY 670 Web Security**  
**MCY 680 Operating System Security**  
**MCY 689 Computer Forensics**  
**STA 505 Business Statistics**  
**STA 594 Topics: Statistics**

**7. Describe administrative oversight to ensure the quality of the program.\***

The MAcc Program Director will provide day to day administrative oversight of the Program. School and College oversight will be provided by the Chair of the Accounting, Economics, and Finance Department and the Associate Dean, Graduate Programs and the Dean of the Haile College of Business. Program quality is further assured through oversight and collaboration with the university Associate Director of online services, the Assistant Vice Provost for Assessment, the Office of Graduate Education, and the Director of Online Education in the Haile College of Business

**8. For a program offered in compressed time frames (less than full semester), describe the methodology for determining that levels of knowledge and competencies comparable to those required in traditional formats have been achieved. (If program is not offered in a compressed time frame, enter "Program will not be offered in a compressed time frame" in the field below. \***

Program will not be offered in a compressed time frame

**Additional Information needed to activate the program in CPE Inventory.**

**Instructional Delivery Methods to be used**

100% In Classroom / F2F

100% Online / Distance Learning

F2F/Distance Learning Hybrid

**Will this program utilize alternative learning formats (e.g. distance learning, technology-enhanced instruction, evening/weekend classes, accelerated courses)? \***

Distance Learning

Courses that combine various modes of interaction, such as face-to-face, videoconferencing, audio-conferencing, mail, telephone, fax, e-mail, interactive television, or World Wide Web

Technology-enhanced instruction

Evening/weekend/early morning classes

Accelerated courses

Instruction at nontraditional locations, such as employer worksite

Courses with multiple entry, exit, and reentry points

Courses with "rolling" entrance and completion times, based on self-pacing

Modularized courses

**Have you created the 4 Year Plan for this program? (If Yes, Please upload a copy using the Files tab on the right hand side of the proposal.)\***

Yes  No

## DEMAND

### Program Demand/Unnecessary Duplication

The institution must demonstrate demand for the proposed program. All proposed programs must address student demand. Programs must also address either employer demand or academic disciplinary needs.

**Justification: This is an open-ended response that will be used in CPE agenda items. Within your response you should also establish the demand for this program and note if it replaces another program on campus. Remember that the audience will be CPE, not higher education administrators, faculty or staff. \***

The National Association of State Boards of Accountancy (NASBA) and the nation's 55 State Boards of Accountancy, which administer the Uniform CPA Examination and Licensing of Certified Public Accountants is changing the requirements of the Uniform CPA Examination in order to reflect the increased technological demands on the accounting profession, including an examination and license path for Information Systems and Design. Our STEM Master of Accountancy is designed to prepare students to excel in this path.

The number of degrees conferred in Accounting has been declining, as has enrollment in accounting programs nationwide. A STEM accounting program would attract students interested in technology and data analytics.

The program does not replace the current MAcc program or any other program.

### STUDENT DEMAND

**1a. Provide evidence of student demand. Evidence of student demand is typically in the form of surveys of potential students or enrollments in related programs at the institution, but other methods of gauging student demand are acceptable. Note if it replaces another program in campus.\***

A STEM accounting program would attract students interested in technology and data analytics that would prepare them for emerging new careers in accounting.

The program does not replace the current MAcc program or any other program.

### Project estimated student enrolment and degrees conferred over first five years of the program - (First 5 Years).

Degrees Conferred-Academic Proj. Enrollment-Fall Semester

Yr.

Degrees Conferred - 5  
1st Year

Projected Enrollment - 20  
Year 1

Degrees Conferred - 20  
Year 2

Projected Enrollment - 25  
Year 2

Degrees Conferred - 25  
Year 3

Projected Enrollment - 30  
Year 3

Degrees Conferred - 25

Projected Enrollment - 30

Degrees Conferred - 25  
Year 4

Projected Enrollment - 30  
Year 4

Degrees Conferred - 25  
Year 5

Projected Enrollment - 30  
Year 5

Program Demand / Unnecessary Duplication / Collaboration within and among other Institutions. You should contact the Office of the Provost (Jason Vest - [vestj3@nku.edu](mailto:vestj3@nku.edu)) for the Gray Associates Program Evaluation System Scorecard data snapshot for new program document and upload a copy under the Files tab on the right side of this proposal.

## **EMPLOYER DEMAND**

If the program is designed for students to enter the workforce immediately, please complete the following table.

Most of the current Bureau of Labor Statistics projections are for 2016-2026. If additional sources are used, please note the time frame for the projections in the title field.

Other sources include:

[Georgetown University Center on Education and the Workforce](#)

[Bureau of Labor Statistics' Occupational Outlook Handbook](#)

[Kentucky Center for Statistics](#)

[KY Chamber, "Kentucky's Workforce, Progress and Challenges," January 2018](#)

Kentucky, Bridging the Talent Gap

Document - <https://www.bridgingthetalentgap.org/wp-content/uploads/2017/05/KY-Statewide.pdf>

Interactive website: <https://bridgingthetalentgap.org/dashboards/>

### **Sources Used**

U.S. Bureau of Labor Statistics' Occupational Outlook Handbook, 2021-2031  
Kentucky Center for Statistics 2020-2030

**Type / Title of Job #1** Accountants and Auditors

**Regional Average Wage** \$78,259

**Regional # of Job Openings** 2,738

**Regional Growth Projections:** 5.87%

**State Average Wage** \$73,239

**State # of Job Openings** 11,197

**State Growth Projections:** 6.26%

**National Average Wage** \$77,250

**National # of Job Openings** 1,449,800

**National Growth  
Projections:** 6%**Type / Title of Job #2** Management Analysts**Regional Average  
Wage** \$121,250**Regional # of Job  
Openings** 1,748**Regional Growth  
Projections** 13.90%**State Average Wage** \$91,065**State # of Job  
Openings** 4,683**State Growth  
Projection** 13.47%**National Average  
Wage** \$93,000**National # of Job  
Openings** 950,600**National Growth  
Projection** 11%**Type / Title Job #3****Regional Average  
Wage****Regional # of Job  
Openings****Regional Growth  
Projections****State Average Wage****State # of Job  
Openings****State Growth  
Projections****National Average  
Wage****National # of Job  
Openings****National Growth  
Projections**

Data provided in tables or PDF documents must be uploaded.

Attach additional documentation using the paperclip /File option on the right hand menu.

**Clearly describe evidence of employer demand. Such evidence may include employer surveys, current labor market analyses, and future human resources projections. Where appropriate, evidence should demonstrate employers' preferences for graduates of the proposed program over persons having alternative existing credentials and employers' willingness to pay higher salaries to graduates of the proposed program. Note if it replaces another program on campus.**

According to the U.S. Bureau of Labor Statistics' Occupational Outlook Handbook, "About 136,400 openings for accountants and auditors are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire."

The number of degrees conferred in Accounting has been declining, as has enrollment in accounting programs nationwide. A STEM accounting program would attract students interested in technology and data analytics.

---

## **ACADEMIC DISCIPLINARY NEED**

**If the program proposal is in response to changes in academic disciplinary need, as opposed to employer demand, please outline those changes. Explain why these changes to the discipline necessitate development of a new program. \***

The National Association of State Boards of Accountancy (NASBA) and the nation's 55 State Boards of Accountancy, which administer the Uniform CPA Examination and Licensing of Certified Public Accountants is changing the requirements of the Uniform CPA Examination in order to reflect the increased technological demands on the accounting profession, including an examination and license path for Information Systems and Design. Our STEM Master of Accountancy is designed to prepare students to excel in this path.

## **SIMILAR PROGRAMS**

A new program may serve the same potential student population. The proposed program must be sufficiently different from existing programs in the state or access to existing programs must be sufficiently limited to warrant initiation of a new program. Only programs at other Kentucky institutions need to be included.

If similar programs exist in Kentucky, you should contact the Other Institutions and provide Feedback from your communications with those Institutions. You can complete the following information or upload this information by using the paperclip / **Files** tab on the right side of the proposal.

For questions on enrollment or degree data, please contact [kpedshep@ky.gov](mailto:kpedshep@ky.gov).

---

Similar Program # 1

**Institution** University of Louisville

**Program Name** Master of Science in Accounting & Analytics

- b. Provide the following information: a comparison of objectives/focus /curriculum to similar programs, student populations, access to existing programs, and feedback from other institutions.**
- University of Louisville Master of Science in Accounting & Analytics is the only STEM master accounting program in Kentucky. Louisville's program is a cohort based one year program starting each Fall semester. Our proposed program will enable students to take a combination of online and in-person classes with three starting times per year. Our six hours of electives will allow students some flexibility to tailor their program. Students will be able to complete our program at their own pace with anywhere from one to four classes per semester.
- Our proposed program will attract regional students interested in a hybrid program with a STEM emphasis and three starting times a year. The program also has sufficient face-to-face classes to attract international students.
- Our regional target population tends to be employed in accounting and interested in remaining those positions and in this area. Our proposed program will offer the flexibility for students to remain in their current positions while taking classes full or part-time.
- Lee Kersting and J Human met with Michael Wade, Director of the School of Accountancy at the University of Louisville to discuss our proposed program. Prof. Wade was supportive and offered guidance on promoting our program.
- c. How will the program support or be supported by other programs within the institution?**
- Our STEM MAcc includes elective classes from other NKU graduate programs, including Master of Business Informatics, Master of Cybersecurity, and Statistics.

---

## Similar Program # 2

**Institution** NKU

**Program Title** Master of Accountancy

- b. Provide the following information: a comparison of objectives/focus /curriculum to similar programs, student populations, access to existing programs, and feedback from other institutions.**
- The MAcc is a traditional masters in accountancy program. The STEM MAcc program includes content that provides the background whereby the accountant is able to leverage the power of technology and analytics.
- c. How will the program support or be supported by other programs within the institution?**
- Our STEM MAcc includes elective classes from other NKU graduate programs, including Master of Business Informatics, Master of Cybersecurity, and Statistics.

If there are additional, similar programs, please complete the same information for each program/Institution

combination and upload it under the Paperclip/Files tab on the right side of the proposal.

## COST

The resource requirements and planned sources of funding of the proposed program must be detailed in order to assess the adequacy of the resources to support a quality program. This assessment is to ensure that the program will be efficient in its resource utilization and to assess the impact of this proposed program on the institution's overall need for funds.

Complete the *Funding Source template* and *Breakdown of Budget Expenses/Requirements template* for the first five years of the proposed program and provide an explanation of how the institution will sustain funding needs, \*CPE provided Excel Templates for this step. The total funding and expenses in the table should be the same, or explain sources(s) of additional funding for the proposed program. Links to the Funding Source and Budget Expenses/Requirement Templates are:

- A. [Funding Source Template](#)
- B. [Budget Expenses/Requirement Breakdown Template](#)

Please upload these completed documents using the tab with the **paper clip icon labeled Files** on the right hand side of this proposal to upload. NOTE: All narrative fields must be completed. If you have no narrative for a specific section, enter N/A.

I have completed and uploaded the Funding Sources Template\*  Yes  No

I have completed and uploaded the Budget Expenses/Requirements Breakdown Template\*  Yes  No

## ASSESS

Describe program evaluation procedures for the proposed program. These procedures may include evaluation of courses and faculty by students, administrators, and departmental personnel as appropriate. Program review procedures shall include standards and guidelines for the assessment of student outcomes implied by the program objectives and consistent with the institutional mission.

What are the plans to evaluate students' post-graduate success? \* Student post-graduate success will be measured through alumni and employer surveys and pass rates on the Uniform CPA Examination.

## ADVANCED PRACTICE DOCTORATE



**If the proposed program is an advanced practice doctorate, please address the following 5 questions. If not, skip this section and Finalize and Approve the proposal.**

For submission to CPE you will need to attach the following, additional documentation, click on the Files tab in the right hand menu bar.

1. Letter of commitment from each clinical site that specifies the number of students to be accommodated and identifies other academic programs that also use the facilities.
2. Letter from each institution with a similar program stating that the proposed program will not negatively impact the existing program.

**Describe how the doctorate builds upon the reputation and resources of the existing master's degree program in the field.**

**Provide a description of the master's program or programs and note any distinctive qualities of these programs as well as any national recognition bestowed upon the program.**

**Explain the new practice or licensure requirements in the profession and/or requirements by specialized accrediting agencies that necessitate a new doctoral program.**

**Provide any evidence, such as a professional organization or an accrediting agency requiring a doctorate in order for graduates to practice or advance in the field of study.**

**Explain the impact of the proposed program on undergraduate education at the institution. Within the explanation, note specifically if new undergraduate courses in the field will be needed, or if**

will be needed, or if  
any courses will be  
cut

**If there is no impact  
on undergraduate  
education, please  
provide a synopsis of  
how a new doctorate  
can be developed and  
implemented without  
financial or staffing  
implications for  
undergraduate  
education.**

**Provide evidence that  
funding for the  
program will not  
impair funding of any  
existing program at  
any other public  
university.**

**Upload a letter from each institution with a similar program stating that the proposed program will not negatively impact the existing program.**

**Include a summary of financial information from institutions with similar programs.**

**Provide contingency  
plans in the event  
that required  
resources do not  
materialize.**

## **LAUNCH PROPOSAL**

Once all the above required fields have been filled in, launch proposal by selecting the Launch option on the top menu of this proposal. After launching the proposal you can begin entering data in the remaining fields or editing the imported or required fields.

## **FINALIZE AND APPROVE**

Once you are happy with the information in the proposal:

**Upload any additional documentation or files by clicking the Files tab on the right hand menu.**

**To finalize your proposal and send it on to the next approval step, you must click the decision tab on the right side of the proposal, in the decision screen, click approve and then click "make my decision."**

## **CIP CODES AND APPROVAL DATES**

**CIP Code**

**BOR Approval Date**

**CPE Final Approval  
Date**

**CPE ID**

**RECOMMENDATION:**

That a STEM Master of Business Administration, as outlined in the accompanying proposal, be approved for immediate implementation.

**BACKGROUND:**

The managerial and leadership needs of today's businesses has shifted. With access to more data than ever before, leaders willing to leverage evidence-based business decision-making that relies on insight gained from data will be highly sought after.

Today's business professionals are required to be well-versed in technology and data analytics. Business professional need to be able to manage companies using technology like Tableau, Alteryx, and Power BI to solve complex business problems and serve clients to the best of their ability. The reliance on technology in the business management means that MBA graduates need to be able to use, understand, and manage teams that leverage technology. Our STEM MBA program will leverage the power of technology and business management to prepare our graduate to compete in today's data and technology driven markets.

The specialized STEM MBA program will include 37 credit hours, 35 hours are analytic and business core courses. The curriculum will be designed to meet these two main areas of focus:

1. Analytics Core- This list of classes will develop students' understanding of analytics and technology for business decision-making. The courses will leverage diverse needs of data understanding in businesses. Courses will include marketing, finance, and economic analysis. Students will also learn about business informatics and system design.

2. Business Essentials- this group of courses will develop the fundamental understanding of business operation and management. This core will help our students be effective leaders.

A copy of the Full Proposal is Attached.

## Department of Management - STEM MBA

### 2024-2025 Catalog - PROGRAM - New Major (Step 2) - Full Proposal

#### ACALOG REQUIRED FIELDS

Select *Program* below.

Shared Cores are available in Acalog for shared information in program curriculum.

Type of Program\*  Program  
 Shared Core

Status\*  Active-Visible

#### Determine Substantive Change Status

- (Check all that apply)
- More than 50% of the content for this program needs to be developed.
  - This program requires new faculty before it can start.
  - This program requires new equipment/labs before it can start.
  - This program will be offered at an off-campus site
  - This is a completer program.

Did you check any of the boxes for the statements above?\*  Yes  No

If you answered Yes, this program may be a substantive change.

Please contact the SACSCOC Liaison, Abdou Ndoye at [ndoyea2@nku.edu](mailto:ndoyea2@nku.edu) or (859) 572-5379 for further instructions.

For additional information about types of substantive changes, please see the document at [Substantive Change Form](#).

## BASIC INFORMATION

All actions in the approval of new programs for public institutions are subject to a stipulation regarding the program's ability to attain specified goals that have been established by the institution and approved by the Council on Postsecondary Education (the Council). At the conclusion of an appropriate period of time, the program's performance shall be reviewed by Council staff following criteria established in the Council's Academic Programs Policy.

College\*

Haile/US Bank College of Business

Department\*

Department of Management

Program Name\* STEM MBA

Degree Level\*

Master

Degree Designation\*

Master of Business Administration

CIP Code (for assistance with CIP Code contact the Curriculum Coordinator in Undergraduate Academic Affairs.) 52.1301

Is this program an Advanced Practice Doctorate?\*  Yes  No

**Approved NOI form link** <https://nku.curriculog.com/proposal:5933/form>

**Proposed Implementation / Start Date\*** Fall 2024

**Description\*** Today's business professionals are required to be well-versed in technology and data analytics. Business professional need to be able to manage companies using technology like Tableau, Alteryx, and Power BI in order to solve complex business problems and serve clients to the best of their ability. The reliance on technology in the business management means that MBA graduates need to be able to use, understand, and manage teams that leverage technology. Our STEM MBA program will leverage the power of technology and business management to prepare our graduate to compete in today's data and technology driven markets.

**INSTITUTIONAL CONTACT INFORMATION**

**Name of Program Director\*** Abdullah Al Bahrani

**Title** Associate Dean for Graduate Studies

**Email Address** albahrana1@nku.edu

**Phone Number:** (859) 572-5799

**REQUIRED CONDITIONAL QUESTIONS FOR INTERNAL NKU APPROVALS**

**Undergraduate or Graduate Program?\***  Undergraduate  Graduate

**Does this proposal require TEC approval?\***  Yes  No

**OVERVIEW**

1. Provide a brief description of the program with its estimated date of implementation. \*

Our STEM MBA program will leverage the power of technology and business management to prepare our graduate to compete in today's data and technology driven markets.

The program is scheduled to start Fall 2024.

Does this program have any tracks (undergraduate) or concentrations (graduate)?  Yes  No

If yes, please add at least one program track (undergraduate) or concentration (graduate) item.

2. Describe how the new program is consistent with the mission and goals of the institution. \*

The program will continue our efforts towards our mission. Our mission at Haile is to deliver innovative student-centered experiential learning that prepares our graduates for success in a global society, to contribute to the economic development of our regions and beyond, and to engage in relevant scholarly and applied inquiry.

3. Is an approval letter from Education Professional Standards Board (EPSB) required?  Yes  No

4. Is there a specialized accrediting agency related to this program?  Yes  No

-- If Yes, identify the accreditor. AACSB

-- If Yes, will accreditation be sought?  Yes  No



5. Does this program have a clinical component?  Yes  No

-- If Yes, discuss the nature, appropriateness, and availability of clinical sites.

6. Describe the rationale and need for the program to include how the institution determined need. \*

According to the Kentucky Center for Statistics, the demand for computer and research scientists is expected to grow by 18.35% between 2020-2030. The Bureau Labor Statistics estimates that demand for STEM jobs will increase by 10.8% between 2021-2031. Both of these data points indicate that demand for business management personales that are familiar with STEM oriented business will also be in demand.

Nationally, there has been an increase in STEM related MBA programs and increased demand for these programs. NKU will be able to provide this program and attract new students with minimal additional costs.

## OBJECTIVES and CURRICULUM

The curriculum should be structured to meet the stated objectives and student learning outcomes of the program.

1. Provide specific programming goals (objectives) \*

The curriculum will be desinged to meet two main areas of focus and includes electives. The areas of focus are

1. Analytics Core- This list of classes will develop students' understanding of analytics and technology for business decision-making. The courses will leverage diverse needs of data understanding in businesses. Courses will include marketing, finance, and economic analysis. Students will also learn about business informatics and system design.

2. Business Essentials- this group of courses will develop the fundmental understanding of business operation and managment.

**1a. Provide specific student learning outcomes for the program.**

SLO 1: Data Proficiency for MBA By the end of this program, MBA students will demonstrate a high level of proficiency in data analytics, enabling them to effectively collect, clean, analyze, and interpret data to make informed business decisions in STEM-focused business fields.

SLO 2: Data-Driven Business Communication Upon completing this program, MBA students will develop the ability to create impactful data visualizations and effectively communicate data-driven insights to diverse stakeholders, showcasing their aptitude for data-driven decision-making within STEM-focused business contexts.

SLO 3: Effective Business Management By the conclusion of this program, MBA students will have acquired essential skills in business management, including but not limited to strategic planning, resource allocation, and decision-making, demonstrating their ability to lead and manage organizations in by leveraging data driven decisions.

SLO 4: Leadership and Team Management Upon completing this program, MBA students will exhibit proficiency in leadership and team management within STEM-centric enterprises. They will be capable of fostering teamwork, resolving conflicts, and motivating diverse teams to achieve organizational goals, highlighting their competence in people management and leadership roles in business.

2. Describe how the student learning outcomes for the program will be assessed?\*

### 1. Data Proficiency for MBA:

Assessment Method: Practical Data Analysis Projects

- Students will complete data analysis projects where they are given real or simulated datasets related to business problems in STEM fields. They will be assessed on their ability to acquire, clean, analyze, and interpret the data to make informed business decisions.
- Assessment criteria may include the accuracy of their analysis, the effectiveness of data preprocessing, and their ability to choose and apply appropriate analytical methods.

### 2. Data-Driven Business Communication:

Assessment Method: Data Visualization and Presentation Projects

- Students will work on projects that involve creating data visualizations and presenting their findings to both technical and non-technical audiences.
- Assessors will evaluate the quality of data visualizations, their effectiveness in conveying insights, and the clarity of oral or written communication during presentations.

### 3. Effective Business Management:

Assessment Method: Business Strategy and Management Simulations

- Students can be assessed through business strategy simulations or case studies where they are tasked with making strategic decisions, allocating resources, and managing business operations.
- Evaluation will focus on their ability to develop and execute effective business strategies and manage resources efficiently to achieve organizational goals.

### 4. Leadership and Team Management:

Assessment Method: Team-Based Projects and Peer Evaluations

- Students can be assessed through team-based projects where they are responsible for leading and managing diverse teams to accomplish specific objectives.
- Peer evaluations can be used to gauge their effectiveness in teamwork, conflict resolution, and leadership qualities as observed by their peers.

**If you wish to upload supporting documents for student learning outcomes, please upload them by going to the tab to the right with the paperclip and word Files.**

**3. Highlight any distinctive qualities of this proposed program.**

The program will focus on STEM and quantitative analysis for business management. This specialized MBA will target a specific student that is interested in business leadership by leveraging quantitative skills to improve decision-making.

**4. Describe admissions and graduation requirements for the program.\***

**Proposed Admission Process:**

A portfolio approach is used in evaluating prospective students for acceptance into the STEM MBA program. Factors considered for admission include:

1. Online application and fee
2. Official transcripts of all undergraduate and graduate (if applicable) coursework from accredited institutions with a minimum undergraduate overall grade point average (GPA) of 2.5
  - Applicants with an undergraduate overall GPA under 3.0 must have three years of professional work experience
3. Current resume.
4. A statement of purpose explaining your interest in a STEM MBA degree in general and the NKU degree in particular.
5. If applicable, an official copy of the Test of English as a Foreign Language (TOEFL).

**Please provide the total number of hours required for the degree:**

**Total number of hours required for degree** 37

**Number of hours in degree program core** 35

**Number of hours in track (undergraduate) or concentration (graduate).** 0

**Number of hours in guided electives**

Number of hours in 2  
free electives

6. CPE requires we upload the curriculum in their Excel template. [Click here to download the course template.](#) All Course Descriptions must be included in the template. Once you have completed this template attach the document using the tab to the right with the paperclip / Files option.

You will also need to enter the courses into the Prospective Curriculum field below.

Attached\*  I have attached a completed copy of the CPE course lists by curricular headings template.

Follow the directions below to add/create proposed curriculum from the CPE template you have uploaded.

## Prospective Curriculum Field

### Step 1

There are two options to add courses for proposed changes: "Add Course" and "Import Course." For courses that already are in the catalog, click on "Import Course" and find the courses needed. For new classes that are currently going through the Curriculog Approval Process click on "Add Course"-- a box will open asking you for the Prefix, Course Number and Course Title.

### Step 2

Click on "View Curriculum Schema." Click on "Add Core" which will be the header for your course groups of the program. After creating the different sections you can proceed to assign courses in each header by clicking on "Add Courses" this will bring up the list of courses available from Step 1. Select the courses you wish to add and reorder as needed by dragging courses. For removing courses click on the trash can.

Commonly used headers: Degree Requirements, Core Courses, Electives.

If you have never created a curriculum schema, contact the UCC chair for assistance.

Prospective  
Curriculum\*

## STEM MBA Core (35 credits)

The core courses are made of Business Essentials and Analytics Core.

**ACC 605 Introduction to Financial Accounting**  
**ACC 670 Advanced Accounting Analytics**  
**ECO 609 Economics and Business Analysis Tools**  
**FIN 605 Financial Management in Organizations**  
**FIN 621 Investments and Security Analysis**  
**MBA 610 Comprehensive MBA Essentials Review**  
**MBA 611 MBA Capstone**  
**MBI 600 Intro to Info Systems in Organizations**  
**MBI 664 Data Visualization and Analytics**  
**MBI 684 Business Analytics**  
**MGT 605 Managing in Organizations**  
**MGT 607 Strategies for High Performing Orgs**  
**MGT 610 Operations Management**  
**MKT 605 Marketing in Organizations**  
**MKT 622 Marketing Analytics**

## STEM MBA Electives (2 credits)

7. Describe  
administrative  
oversight to ensure  
the quality of the  
program.\*

Administrative oversight will include a program director to oversee the curriculum, manage the staffing of courses, and student experience. The oversight team will also include admission and application support to manage student experience and advising.

8. For a program offered in compressed time frames (less than full semester), describe the methodology for determining that levels of knowledge and competencies comparable to those required in traditional formats have been achieved. (If program is not offered in a compressed time frame, enter "Program will not be offered in a compressed time frame" in the field below. \*

Program will not be offered in a compressed time frame

#### Additional Information needed to activate the program in CPE Inventory.

- Instructional Delivery Methods to be used
- 100% In Classroom / F2F
  - 100% Online / Distance Learning
  - F2F/Distance Learning Hybrid

- Will this program utilize alternative learning formats (e.g. distance learning, technology-enhanced instruction, evening/weekend classes, accelerated courses)? \*
- Distance Learning
  - Courses that combine various modes of interaction, such as face-to-face, videoconferencing, audio-conferencing, mail, telephone, fax, e-mail, interactive television, or World Wide Web
  - Technology-enhanced instruction
  - Evening/weekend/early morning classes
  - Accelerated courses
  - Instruction at nontraditional locations, such as employer worksite
  - Courses with multiple entry, exit, and reentry points
  - Courses with "rolling" entrance and completion times, based on self-pacing
  - Modularized courses

- Have you created the 4 Year Plan for this program? (If Yes, Please upload a copy using the Files tab on the right hand side of the proposal.)\*
- Yes     No

**DEMAND**

**Program Demand/Unnecessary Duplication**

**The institution must demonstrate demand for the proposed program. All proposed programs must address student demand. Programs must also address either employer demand or academic disciplinary needs.**

**Justification: This is an open-ended response that will be used in CPE agenda items. Within your response you should also establish the demand for this program and note if it replaces another program on campus. Remember that the audience will be CPE, not higher education administrators, faculty or staff. \***

According to the Kentucky Center for Statistics, the demand for computer and research scientists is expected to grow by 18.35% between 2020-2030. The Bureau Labor Statistics estimates that demand for STEM jobs will increase by 10.8% between 2021-2031. Both of these data points indicate that demand for business management personales that are familiar with STEM oriented business will also be in demand.

**STUDENT DEMAND**

**1a. Provide evidence of student demand. Evidence of student demand is typically in the form of surveys of potential students or enrollments in related programs at the institution, but other methods of gauging student demand are acceptable. Note if it replaces another program in campus.\***

Data from the US Department of Education shows that the number of programs registered as STEM-certified in graduate management education increased 65 percent from 2017 to 2020, growing from 222 to 367.

This demand is driven by local and regional factors. Additionally, demand from international partners for STEM designated MBA programs have increased in recent years.

**Project extimated student enrolment and degrees conferred over first five years of the program - (First 5 Years)**

**Degrees Conferred-Academic Proj. Enrollment-Fall Semester  
Yr.**



|                                    |                                     |
|------------------------------------|-------------------------------------|
| Degrees Conferred - 30<br>1st Year | Projected Enrollment 30<br>- Year 1 |
| Degrees Conferred - 30<br>Year 2   | Projected Enrollment 30<br>- Year 2 |
| Degrees Conferred - 30<br>Year 3   | Projected Enrollment 30<br>- Year 3 |
| Degrees Conferred - 30<br>Year 4   | Projected Enrollment 30<br>- Year 4 |
| Degrees Conferred - 30<br>Year 5   | Projected Enrollment 30<br>- Year 5 |

**Program Demand / Unnecessary Duplication / Collaboration within and among other Institutions.** You should contact the Office of the Provost (Jason Vest - [vestj3@nku.edu](mailto:vestj3@nku.edu)) for the Gray Associates Program Evaluation System Scorecard data snapshot for new program document and upload a copy under the Files tab on the right side of this proposal.

**EMPLOYER DEMAND**

If the program is designed for students to enter the workforce immediately, please complete the following table.

---

**Most of the current Bureau of Labor Statistics projections are for 2016-2026. If additional sources are used, please note the time frame for the projections in the title field.**

**Other sources include:**

[Georgetown University Center on Education and the Workforce](#)

[Bureau of Labor Statistics' Occupational Outlook Handbook](#)

[Kentucky Center for Statistics](#)

[KY Chamber, "Kentucky's Workforce, Progress and Challenges," January 2018](#)

**Kentucky, Bridging the Talent Gap**

**Document - <https://www.bridgingthetalentgap.org/wp-content/uploads/2017/05/KY-Statewide.pdf>**

**Interactive website: <https://bridgingthetalentgap.org/dashboards/>**

**Sources Used**

<https://www.bls.gov/emp/tables/stem-employment.htm>

Type / Title of Job #1 Management Analyst

Regional Average Wage

Regional # of Job Openings 99

Regional Growth Projections: 11.2%

State Average Wage

State # of Job Openings 5314

State Growth Projections: 13.47%

National Average Wage 93,000

National # of Job Openings 950000

National Growth Projections: 11.4%

Type / Title of Job #2 Marketing Research

Regional Average Wage

Regional # of Job Openings 1610

Regional Growth Projections 18.64%

State Average Wage

State # of Job Openings 6659

State Growth Projection 20.8%

National Average Wage 63000

National # of Job Openings 792000

National Growth Projection 19%

Type / Title Job #3

Regional Average Wage

Regional # of Job Openings

Regional Growth Projections

State Average Wage

State # of Job Openings

State Growth Projections

National Average Wage

National # of Job Openings

National Growth Projections

Data provided in tables or PDF documents must be uploaded.

Attach additional documentation using the paperclip /File option on the right hand menu.

Clearly describe evidence of employer demand. Such evidence may include employer surveys, current labor market analyses, and future human resources projections. Where appropriate, evidence should demonstrate employers' preferences for graduates of the proposed program over persons having alternative existing credentials and employers' willingness to pay higher salaries to graduates of the proposed program. Note if it replaces another program on campus.

Analysis is based on Kentucky Labor Information Services, Kentucky Center for Statistics and Bureau Labor Statistics. The timeframe used is 2021-2031.

There is a market demand for quantitative decision-making in business environments. Individuals equipped with data skills and management leadership skills are in high demand.

## **ACADEMIC DISCIPLINARY NEED**

If the program proposal is in response to changes in academic disciplinary need, as opposed to employer demand, please outline those changes. Explain why these changes to the discipline necessitate development of a new program. \*

The new STEM program requires a combination of analytics and technology, and management leadership understanding.

## **SIMILAR PROGRAMS**

A new program may serve the same potential student population. The proposed program must be sufficiently different from existing programs in the state or access to existing programs must be sufficiently limited to warrant initiation of a new program. Only programs at other Kentucky institutions need to be included.

If similar programs exist in Kentucky, you should contact the Other Institutions and provide Feedback from your communications with those Institutions. You can complete the following information or upload this information by using the paperclip / Files tab on the right side of the proposal.

For questions on enrollment or degree data, please contact [kpedshep@ky.gov](mailto:kpedshep@ky.gov).

---

### **Similar Program # 1**

**Institution** NKU

**Program Name** MBA

b. Provide the following information: a comparison of objectives/focus/curriculum to similar programs, student populations, access to existing programs, and feedback from other institutions.

The STEM MBA has a required analytics core, while the regular MBA provides students with flexibility and the ability to choose two specializations from our eleven “Stacks”.

There are other MBA programs in Kentucky but none that emphasize an analytics core.

c. How will the program support or be supported by other programs within the institution?

The program will be supported by our current General MBA by providing the Business Essential courses. The Analytics courses will be provided by departments at the Haile College of Business and the College of Informatics.

---

**Similar Program # 2**

Institution

Program Title

b. Provide the following information: a comparison of objectives/focus/curriculum to similar programs, student populations, access to existing programs, and feedback from other institutions.

c. How will the program support or be supported by other programs within the institution?

If there are additional, similar programs, please complete the same information for each program/Institution combination and upload it under the Paperclip/Files tab on the right side of the proposal.

**COST**

The resource requirements and planned sources of funding of the proposed program must be detailed in order to assess the adequacy of the resources to support a quality program. This assessment is to ensure that the program will be efficient in its resource utilization and to assess the impact of this proposed program on the institution's overall need for funds.

Complete the *Funding Source template* and *Breakdown of Budget Expenses/Requirements template* for the first five years of the proposed program and provide an explanation of how the institution will sustain funding needs, \*CPE provided Excel Templates for this step. The total funding and expenses in the table should be the same, or explain source(s) of additional funding for the proposed program. Links to the Funding Source and Budget Expenses/Requirement Templates are:

A. [Funding Source Template](#)

B. [Budget Expenses/Requirement Breakdown Template](#)

Please upload these completed documents using the tab with the paper clip icon labeled Files on the right hand side of this proposal to upload. NOTE: All narrative fields must be completed. If you have no narrative for a specific section, enter N/A.

I have completed and uploaded the Funding Sources Template\*  Yes  No

I have completed and uploaded the Budget Expenses/Requirements Breakdown Template\*  Yes  No

## ASSESS

Describe program evaluation procedures for the proposed program. These procedures may include evaluation of courses and faculty by students, administrators, and departmental personnel as appropriate. Program review procedures shall include standards and guidelines for the assessment of student outcomes implied by the program objectives and consistent with the institutional mission.

What are the plans to evaluate students' post-graduate success? \*

We plan on evaluating post graduate success via surveys and employment outcomes.

## ADVANCED PRACTICE DOCTORATE

If the proposed program is an advanced practice doctorate, please address the following 5 questions. If not, skip this section and Finalize and Approve the proposal.

For submission to CPE you will need to attach the following, additional documentation, click on the Files tab in the right hand menu bar.

1. Letter of commitment from each clinical site that specifies the number of students to be accommodated and identifies other academic programs that also use the facilities.
2. Letter from each institution with a similar program stating that the proposed program will not negatively impact the existing program.

Describe how the doctorate builds upon the reputation and resources of the existing master's degree program in the field.

Provide a description of the master's program or programs and note any distinctive qualities of these programs as well as any national recognition bestowed upon the program.

Explain the new practice or licensure requirements in the profession and/or requirements by specialized accrediting agencies that necessitate a new doctoral program.

Provide any evidence, such as a professional organization or an accrediting agency requiring a doctorate in order for graduates to practice or advance in the field of study.

Explain the impact of the proposed program on undergraduate education at the institution. Within the explanation, note specifically if new undergraduate courses in the field will be needed, or if any courses will be cut

If there is no impact on undergraduate education, please provide a synopsis of how a new doctorate can be developed and implemented without financial or staffing implications for undergraduate education.

Provide evidence that funding for the program will not impair funding of any existing program at any other public university.

**Upload a letter from each institution with a similar program stating that the proposed program will not negatively impact the existing program.**

**Include a summary of financial information from institutions with similar programs.**



Provide contingency plans in the event that required resources do not materialize.

## LAUNCH PROPOSAL

Once all the above required fields have been filled in, launch proposal by selecting the Launch option on the top menu of this proposal. After launching the proposal you can begin entering data in the remaining fields or editing the imported or required fields.

## FINALIZE AND APPROVE

Once you are happy with the information in the proposal:

Upload any additional documentation or files by clicking the Files tab on the right hand menu.

To finalize your proposal and send it on to the next approval step, you must click the decision tab on the right side of the proposal, in the decision screen, click approve and then click "make my decision."

## CIP CODES AND APPROVAL DATES

CIP Code 52.1301

BOR Approval Date

CPE Final Approval Date

CPE ID

## Signatures for Department of Management - STEM MBA

**There are no signatures required on this proposal.**

**RECOMMENDATION:**

That the Board of Regents retroactively authorize entering into a Capital Lease/Purchase Agreement with Cisco Systems Capital Corporation in the amount of \$2,248,806.00 to replace network switchgear and wireless access points across campus.

Due to the time sensitivity, executive leadership consulted with the Budget and Finance Committee regarding this decision and we seek to formalize Board approval by requesting this action on a retroactive basis.

**BACKGROUND:**

NKU must replace all network switch gear and wireless access points across our campus. Most of our switches are 5-7 years old and will all be considered end of life by Cisco in the next year. All wireless access points are over 7 years old, with most being 10+ years old. Some buildings have equipment in excess of 12 years old and most are already well beyond end of life for Cisco. We have over 500 switches and more than 1,600 wireless access points.

We have negotiated an exceptional deal with Cisco to procure replacements of all devices structured as a 0% interest lease for 84 months with a \$1 buyout option by NKU at the end of the time period. The annual commitment is approximately \$375k each year for six years and includes maintenance on the devices.

Funding of \$300k currently exists on a recurring basis within the IT budget to support replacement network equipment. This budget would only support changing the switchgear over approximately 7 years and would not include Housing or other Auxiliaries. No funding is currently available to support changing out wireless access points. The remainder of funding will be provided by University Housing and other Auxiliaries. No budgetary increases are required to enter into this agreement – budgeted funds are available. We calculate that we are saving over \$1M by doing one large transaction versus piecemealing over the next seven years.

It is not 100% certain that Board approval is required for this agreement, however the NKU Debt Policy approved by the Board requires Board approval for all external debt financing transactions. While likely not originally meant to include capital leases of equipment, accounting standards have since changed to require this lease debt to appear as a debt liability on our balance sheet. Out of an abundance of caution, executive leadership is requesting approval of the full Board pursuant to our debt policy.

Reference: <https://inside.nku.edu/content/dam/policy/docs/Policies/debt-university.pdf>