

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF REGENTS
OF NORTHERN KENTUCKY UNIVERSITY
Wednesday, September 11, 2024**

In Open Session

Call to Order: Regent Nathan Smith, Chair, called the regular meeting of the Board of Regents to order at 9:00 a.m., Wednesday, September 11, 2024, and Tammy Knochelmann, Secretary to the Board of Regents, to call roll.

Roll Call: The following members of the Board were present. Rich Boehne, Lucy Burns, Cori Henderson, Ashley Himes, Ken Perry, Nathan Smith, Sandra Spataro, Kara Williams, Brad Zapp.

Absent: Andr  Ward

Ms. Knochelmann announced that a quorum was present.

Approval of Minutes:

Regent Brad Zapp seconded Regent Kara Williams' motion to approve the minutes of the June 12, 2024 Board of Regents meeting. (*Motion carried*)

Regent Rich Boehne seconded Regent Brad Zapp's motion to approve the minutes of the July 16-17, 2024 Board of Regents meeting. (*Motion carried*)

Committee Meeting Summaries:

Regent Brad Zapp, Chair of the Budget and Finance Committee, provided a summary of the August 29, 2024 committee meeting.

Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee, provided a summary of the September 10, 2024 committee meeting.

President's Report:

Good morning. Before I begin, I simply want to recognize that today is September 11. Twenty-three years ago, nearly 3,000 people died in the terrorist attack on our nation in New York, Washington, DC and Pennsylvania. We can all remember where we were and how horrified we were to see the planes hit the towers. I know that I watched the events with my students at NKU that morning. I also know that we all vowed to never forget about those lost on that tragic day. I simply wanted to take a moment to honor and remember those who passed on that day.

I want to thank you all for joining us today—both in person and online.

With each board meeting, I am pleased to share progress toward our presidential priorities of enrollments, finances, modernization, regional engagement and community vibrancy. This summer and fall were full of significant achievements and milestones at the university. First, after a year of incredible teamwork and hard work, we watched our enrollments closely as the summer progressed and thankfully, the numbers kept climbing. We had hovered around an increase of 200 students for months and then on census day, we found ourselves with 434 more new students, including 229 new freshmen students, year over year. We gained 434 students in a year when

competition has never been fiercer. We gained 434 students in a year when the FAFSA packaging was delayed until May. We gained 434 students in a year. We had lost 334 students the year before. Let that sink in for a minute. The tide has turned at NKU. Our first-year students grew by 17%. This is a really huge accomplishment led by committed unsung heroes I just had a to sing about for a minute—thank you, everyone. You'll hear more this morning from Ryan and Chris but needless to say, I am pleased and proud of how well NKU fared this fall. To be up in undergraduate, graduate, and law in this season is a testament to the hard work across all areas of the university. These results are incredible. Thanks to everyone who helped us to recruit and yield this class of students.

And even before the final enrollment numbers were tallied, we were launching our innovative direct admit program in Kentucky, Ohio, and Indiana in late August. I am pleased to share the early data from the launch of our Direct Admit Program is yielding promising and encouraging results. Year-over-year comparisons indicate significant growth in the number of applications and admits through August and early September – including when you account for students who have accepted Direct Admit. What is promising is we are also monitoring large gains in areas where we have not seen early recruitment movement in years past, demonstrating that Direct Admit is widening the net for our recruitment efforts, attracting students who may not have considered NKU an option, and expanding the NKU brand.

The enrollment landscape is ever-changing and will become even more competitive for years to come. But coupled with the Wall Street Journal rankings and other distinctions NKU has received over the past year, we have strong momentum and do not anticipate slowing down any time soon. As was the case this year, yielding the class will be everyone's job—it takes a lot of touches to bring in a full class.

Speaking of simplifying and modernizing, you'll recall from our July retreat that we proposed a new, simpler tuition structure to make the cost of attending NKU simpler for students and families to understand. The EDGE program was confusing for many and complicated to administer, given its many variations and factors. As such, we're working to get a new tuition MOU approved by the CPE which would dramatically simplify our tuition. In this new model, all Kentucky, Ohio, and Indiana students would pay the same in-state rate—in other words, all three states in our tristate region would pay the same tuition rate. The tristate would be in-state—all residents of these three states, not just a metro rate. The second rate would be everyone else, outside of Kentucky, Ohio, and Indiana—domestic and abroad. We will continue to have competitive scholarships—President's and Governor's scholarships available to all students. Our academic merit scholarship students will be available to all Kentucky, Ohio, and Indiana who qualify. Of course, we'll continue to offer all of our foundation funded scholarships as well. This new simplified tuition structure was approved by the CPE Finance Committee on Monday and will next be reviewed by the CPE board next Monday and if approved will be in effect for incoming students in fall 2025. While the rates and scholarships have been based upon our enrollments and finances, we believe the simplicity and clarity of these two rates will enhance our future enrollments.

NKU tuition is already a great value and these clearer rates and details should further strengthen our national recognition. Speaking of national recognition, the Wall Street Journal ranked NKU 29th for best value university in the nation. 29th, right after Harvard and right before the University of North Carolina. For comparison, Thomas More University is ranked 185th, the University of Kentucky is ranked 174th, Eastern Kentucky University is ranked 197th, and the University of Louisville is ranked 313th. We're 29th, up from 40th last year.

In addition, NKU is now ranked 409th best college in the nation. For comparison, the University of Cincinnati is ranked 468, Eastern Kentucky University is ranked 460, Western Kentucky University is ranked 482, and the University of Kentucky is ranked 258.

Next, I am pleased to report that our finances have improved markedly in the last year. You'll learn more from Chris Calvert about the details, but the highlights are that fiscal year 2024 ended better than planned and fiscal year 2025 is already shaping up better than planned. As always, these outcomes are a result of a lot of fiscal prudence and restraint in each unit. Thanks to everyone for all they've sacrificed to achieve these incredible results.

Next, I want to share a few updates with upcoming projects and partnerships. First, the renovation of the University Center to create a new Welcome Center will begin in October. Second, mark your calendars for the groundbreaking for the Science Center addition on October 31 at 11 am. Third, later this morning, we will ask the Board to authorize us to work with partners in state government to initiate the design process for renovation of our Civic Center building, which is slated to serve as both the Northern Kentucky Medical Examiners' Office and a state crime laboratory. Fourth, we are working with several partners in northern Kentucky to finalize selection of an Owner's Rep to guide us through design and construction of Chase College of Law's new home on the riverfront – and we look forward to engaging with the Chase community throughout this process. Fifth, we are refining details for our upcoming partnership and enhanced facilities with FC Cincinnati's Next Pro Team Commonwealth United at NKU.

We are also planning for and reckoning with changes related to DEI offices and programs. Those changes can be painful. And as you know, NKU is not alone in this landscape of change. Nearly every institution of higher education is navigating these changes – which have come swiftly: first, beginning in the summer of 2023, when the US Supreme Court ruled against the use of race as a factor in admission decisions. Then, last January, Kentucky's General Assembly proposed multiple anti-DEI bills – and nearly passed one. This past March, the Attorney General of Kentucky deemed it unconstitutional for the CPE to use race as a metric for evaluating and allocating funds in the performance funding model. In July, I testified before a state legislative committee that is focusing on DEI programs and offices in higher education. In my testimony, I stressed the importance of our student support programs and organizations and our high-quality, inclusive academic curriculum and the requirements of our accreditors to prepare our students for a global workforce. And just last month, the University of Kentucky surprised many and dissolved its DEI offices.

More change is coming. Throughout this fall, we will be preparing for the upcoming short legislative session that begins after the first of the year. It has been made clear to us that the General Assembly intends, again, to propose new anti-DEI legislation – and this time, we expect that the legislation will pass. These events – these changes – have also touched our campus.

At the end of last month, our Chief Diversity Officer stepped down and I elected to dissolve the Office of Inclusive Excellence, an office that began in 2020. This was not an easy decision. It's a decision that has led to discussion and, at times, disagreement. Those discussions will continue on our campus. But our elected representatives in this Commonwealth, our courts, and many of our communities are calling on us to change. And as the public institution of higher education in northern Kentucky, we must answer that call. In doing so, we join nearly every other public institution in Kentucky.

Regardless of your individual view, the term DEI has taken on a negative and politically charged connotation. We are living in a deeply conflicted political time. I have heard from faculty, staff, students and alumni who support the decision I made and oppose it. I understand how challenging this moment is for the university, region, state, and nation.

But know this--I can value the work, experiences, and contributions of our people and our values and also believe that it's best in this context and moment to dissolve the Inclusive Excellence office here; both can be true.

But I must also describe what is not changing on our campus. The student programs and services we've offered to our students for decades that have helped our students to feel welcome, belong, and thrive here have not changed. In other words, we will continue to do our work. And our efforts will be undergirded by our university's values of excellence, integrity, inclusiveness, innovation, and collegiality which are found throughout the whole institution, not just in one office.

Our value statements tell us that we are committed to diversity and global awareness in all aspects of our work. That includes work like our impactful role in the River City Promise. That includes work like our CINSAM's TRUE ACCESS fellows experience. That includes our Haile College of Business's leadership in Financial literacy education and our College of Informatics' partnership with SANGU. That includes our Institute for Health Innovation's work addressing rural health disparities and our College of Education's SAFE SCHOOLS INSTITUTE. That also includes our Kentucky Center for Mathematics countless partnerships to help middle schoolers master math, our faculty's NSF-funded research on academic research funding inequities, and so on. Each department serves and leads in ways that meet the needs of our regional constituents, our colleagues, and our students. This work is individually chosen and broadly distributed across the institution.

I'll also note that our Title IX office continues to operate, as it always has, to help keep our campus safe. And we will continue to engage faculty search committees in training and other efforts to identify excellent candidates that can contribute in every important way to the life of the university. And beyond our campus, we've already been working with our colleagues across Kentucky and with CPE to further our aim to broaden access and success of students under the terms of access, belonging, and engagement, with a renewed focus on first generation and low-income students. And the annual inclusive excellence report to the CPE will change some of its content and move to a biennial reporting timeline

At the same time, we do know that legislation will be proposed and passed. We do not know exactly what it will say. But I do know this: knowing now this legislation is coming, we need to prepare and will face these changes together. Where necessary, we will reimagine and refocus our efforts to fully understand what changes may need to be made and how to protect the core mission and cultural values of the university.

No law will change the focus of NKU. The focus will continue to be our students, their education, their well-being, their success, and their preparation for a global workforce. That's not just our focus, it's our mission, why we were founded. We remain uniquely well-equipped to meet our mission regardless of the context in which we find ourselves. Access, belonging and engagement can be found across NKU so that every single person can find impactful people and a welcoming place on campus where they feel most themselves. I look forward to working with you to ensure that NKU lives into our mission well into the future. Thank you very much.

University Reports:

1. Fee Structure Overview

Chris Calvert, Vice President of Administration & Finance and Chief Financial Officer, provided additional information related to tuition and fees as requested by the Board at the July Retreat. Mr. Calvert provided a brief recap of the new rate structure that was approved at the July Retreat. Mr. Calvert then provided a comparison of NKU tuition and fee rates vs. competition.

2. Enrollment & Housing Update

VP Calvert and Ryan Padgett, Associate Provost for Enrollment Planning and Student Success, provided a preliminary update on enrollment numbers, reporting that we are currently projecting to see growth in all three primary student groups at final Fall census. VP Calvert then provided updates on tuition and fee revenue.

VP Calvert, Andy Meeks, Director, Business Operations & Auxiliary Services and Scott Patton, Director, University Housing gave an overview of university housing inventory and occupancy rates along with a review of housing finances and debt service.

VP Calvert provided an overview of the Northern Terrace Working Group that is tasked with exploring opportunities to improve the overall housing experience, address competitive disadvantages by improving affinity and study spaces and improving financial performance and occupancy.

Following VP Calvert's review of the Northern Terrace Working Group, Chair Smith shared that the Student Success and Academic Affairs Committee (SSAAC) has been discussing ways to increase occupancy in university housing and were supportive of a proposal developed by the Working Group for a Pilot Program in Fiscal Year 2025 for Northern Terrace.

Chair Smith called upon Regent Ashley Himes, Chair of the Student Success and Academic Affairs Committee to read the Northern Terrace FY25 Pilot Program Resolution.

**BOARD OF REGENTS
RESOLUTION
NORTHERN TERRACE FY25 PILOT PROGRAM**

WHEREAS, on June 12, 2024, the Board of Regents approved a schedule of housing fees for FY25; and

WHEREAS, the Board wishes to authorize administration to implement a pilot program for Northern Terrace to incentivize occupancy during the 2025 spring and summer terms.

BE IT RESOLVED that the Board hereby authorizes administration, for the 2025 spring and summer terms, to offer housing in Northern Terrace at various discounted rates to be approved by the President, which may not exceed the applicable rates approved by the Board in June 2024.

Regent Kara Williams seconded Regent Ashley Himes' motion to adopt the Resolution Northern Terrace FY25 Pilot Program.

Chair Smith opened the floor to the Board for discussion. Following the discussion, Chair Smith asked for a Roll Call vote. (***Motion carried by unanimous vote***)

Resolution Northern Terrace FY25 Pilot Program		
	YES	NO
Regent Boehne	X	
Regent Burns	X	
Regent Henderson	X	
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro	X	
Regent Ward	Absent	
Regent Williams	X	
Regent Zapp	X	
	9	

3. FY24 Year End Report

Mr. Calvert presented the University's interim (unaudited) Fiscal Year 2024 year-end financial statements. The financial statement presentation included a discussion of early Fiscal Year 2025 results and Fall 2025 enrollment.

Presidential Reports

B-1) Facilities Management Report (Vice President for Administration & Finance/CFO Chris Calvert).

- a. Herrmann Science Center Expansion
- b. Science Capital Renewal/Upgrades (AP)
- c. Fine Arts Floor Heaving/Corbett & HVAC (AP)
- d. Nunn Hall Floor Heaving/Restrooms and HVAC Renewal (AP)
- e. New Moot Courtroom - Chase College of Law
- f. Fine Arts Freight Elevator Modernization (AP)
- g. Administrative Center Plumbing Infrastructure (AP)
- h. Renew/Renovate Steely Library Phase I (AP)
- i. Kentucky Hall Transformer and Water Heater (AP)
- j. Replace Maintenance Building Rooftop HVAC Units (AP)
- k. Replace Steel Gas Lines (AP)
- l. Underground Water Valves (AP)
- m. Campbell Hall Roof Restoration (AP)
- n. Campbell Hall Return Air System Upgrade (AP)
- o. Nunn Hall Roof Restoration (AP)
- p. Concrete Sidewalk/Plaza Repairs (AP)
- q. University Center Replace Switchgear (AP)
- r. University Center Miscellaneous Renovations (AP)
- s. Nunn Hall Façade Repairs (AP)
- t. Regents Hall Generator and Switchgear Replacement (AP)
- u. Miscellaneous Housing Repairs (AP)
- v. Replace Road and Sidewalk Lighting (AP)
- w. Truist Arena Controls Upgrade (AP)

- x. Roadway Paving (AP)
- y. Albright Health Center Domestic Hot Water System Replacement (AP)
- z. Maintenance Building Gas Fuel Station Replacement (AP)
- aa. Grant County Center / Nursing Lab Renovation
- bb. Griffin Hall - Water Freeze Event Damage Repairs
- cc. Welcome Center Garage Steel Stair Replacement

B-2) Research/Grants/Contracts Report (April 1, 2024 through June 30, 2024 for Fiscal Year 2023-24) (Provost and Executive Vice President for Academic Affairs Diana McGill).

During the April 1, 2024 through June 30, 2024 time period, **23** grants were awarded. The total amount of money awarded was **\$2,053,432**. For fiscal year 2023-24, the cumulative total number of grants awarded is **88** totaling **\$10,863,386**.

B-3) Fundraising Report FY24 (July 1, 2023, through June 30, 2024) (Vice President for University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2023, through June 30, 2024, totaling \$6,845,185 in support of the university.

B-4) Fundraising Report FY25 (July 1, 2024, through July 31, 2024) (Vice President for University Advancement Eric Gentry).

The Fundraising Report summarized fundraising resources committed from July 1, 2024, through July 31, 2024, totaling \$400,640 in support of the university.

B-5) Policies Report (Vice President for Legal Affairs and General Counsel Grant Garber)

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

B-6) Organizational Changes Report (Vice President for Administration & Finance/CFO Chris Calvert).

The Organizational Changes Report described the new org unit named “Administrative Shared Services” created under the Vice President for Administration and Finance/CFO to provide administrative and budget support for those Units within the Administration and Finance division or other Divisions that lack the referenced services.

Planning and Institutional Research and Enrollment Management

As a result of the departure of the Vice President for Strategic Planning & Enrollment/Chief Strategy Officer, effective July 1, 2024, the departments of Planning and Institutional Research and Enrollment Management report to the President.

University Registrar

As a result of the departure of the Vice President for Strategic Planning & Enrollment/Chief Strategy Officer, effective July 1, 2024, the department of the University Registrar reports to the Vice Provost of Undergraduate Academic Affairs and Interim Dean of the Honors College in Academic and Student Affairs.

Consent Agenda Items: Regent Brad Zapp and seconded Regent Cori Henderson's motion to approve the Presidential Recommendations as listed; C-1, C-2 and C4-C10. (***Motion carried***)

C-1) Academic Affairs Personnel Actions:

a. Faculty Reappointment

Mahdi Yazdanpour, assistant professor in the Department of Physics, Geology, and Engineering Technology in the College of Arts and Sciences, effective for the 2024-2026 academic years.

b. Administrative Appointments:

Hailley Fargo, associate professor and interim associate dean for the W. Frank Steely Library, effective July 1, 2024.

c. Faculty Appointments:

Annie Hammock, associate professor of practice and student media adviser in the School of Media and Communication, College of Informatics, effective August 12, 2024; **Kami McDaniel**, assistant teaching professor in the W. Frank Steely Library, effective June 3, 2024; **Lily Murray**, assistant teaching professor in the W. Frank Steely Library, effective July 2, 2024; **Kristi Rulli**, assistant professor in the School of Allied Health, College of Health and Human Services, effective August 12, 2024; **Mohammed Sadat**, assistant professor in the School of Computing and Analytics, College of Informatics, effective August 12, 2024; **Katy Tucker**, assistant teaching professor in the W. Frank Steely Library, effective June 3, 2024.

d. Transitions:

Anthony Avenido, from assistant teaching professor to associate teaching professor in the Department of Biological Sciences, College of Arts and Sciences, effective July 1, 2024; **James Clark**, from lecturer to associate teaching professor in Learning Plus, effective July 1, 2024; **Kevin Corea**, from assistant teaching professor to associate teaching professor in the Department of World Languages & Literatures, College of Arts and Sciences, effective August 1, 2024; **Rhonda Davis**, from assistant teaching professor to associate teaching professor in the Department of Interdisciplinary Studies, College of Arts and Sciences, effective August 1, 2024; **Paulette Ebert**, from associate teaching professor to teaching professor in the Department of Mathematics & Statistics, College of Arts and Sciences, effective August 1, 2024; **Rhea Floyd**, from assistant teaching professor to associate teaching professor in the Department of Political Science, Criminal Justice & Organizational Leadership, College of Arts and Sciences, effective July 1, 2024; **Denise Foti**, from clinical assistant professor and associate director for graduate programs to clinical assistant professor, associate director for graduate programs, and interim co-director of the School of Nursing, College of Health and Human Services, effective July 15, 2024; **Amy Gillingham-Culligan**, from associate professor to associate professor and acting associate

director of the School of the Arts, College of Arts and Sciences, effective August 12, 2024; **Rebecca Hamm** from lecturer I and assistant dean to associate teaching professor and assistant dean in the Informatics Student Success and Advising Center, College of Informatics, College of Informatics, effective July 1, 2024; **Brad McCombs**, from associate professor and program head of Art & Design in the School of the Arts, College of Arts and Sciences, to associate professor and interim associate dean in the College of Arts and Sciences, effective July 1, 2024; **Erin Robinson**, from associate professor and associate director for undergraduate programs to associate professor, associate director for undergraduate programs, and interim co-director of the School of Nursing, College of Health and Human Services, effective July 15, 2024; **Mary Schilling**, from assistant teaching professor to associate teaching professor in the Department of Biological Sciences, College of Arts and Sciences, effective August 1, 2024; **Ron Shaw**, from associate professor and associate director to associate professor and acting director of the School of the Arts, College of Arts & Sciences, effective July 1, 2024 **Bradford Thomas** from lecturer I to associate teaching professor in the School of Computing and Analytics, College of Informatics, effective August 12, 2024.

e. **Part-time Tenure**

Roger Zarnowski, professor in the Department of Mathematics & Statistics, College of Arts and Sciences, effective August 12, 2024.

f. **Departures**

Amy Bacevich, lecturer II in the Department of Teacher Preparation and Educational Studies, College of Education, effective May 31, 2024; **Christopher Brewer**, lecturer in Information Systems and Analytics, School of Computing and Analytics, College of Informatics, effective June 18, 2024; **Ty Brumback**, associate professor in Psychological Science, College of Arts and Sciences, effective July 31, 2024; **Kim Dinsey-Read**, director and associate professor in the School of Nursing, College of Health and Human Services, effective August 15, 2024; **Summyji Groom**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective June 30, 2024 **Sarah Mann**, lecturer II in Information Systems and Analytics, School of Computing and Analytics, College of Informatics, effective July 19, 2024 **Awad Mussa**, assistant professor in Computing and Information Security and program coordinator for BS in Cybersecurity, School of Computer and Analytics, College of Informatics, June 30, 2024 **Nanu Ogunyoku**, clinical assistant professor in the School of Nursing, College of Health and Human Services, effective June 30, 2024 **Chris Polito**, director of academic success and bar preparation, Chase College of Law, effective May 31, 2024 **Christopher Ryan**, assistant teaching professor and advisor in Theatre and Dance, School of the Arts, College of Arts and Sciences, effective July 31, 2024 **Tina Sicurella**, lecturer in the School of Nursing, College of Health and Human Services, effective July 31, 2024 **Damon Stevens**, teaching professor in Theatre and Dance, College of Arts and Sciences, effective July 26, 2024 **Elijah White**, assistant teaching professor and retention specialist in Psychological Science, College of Arts and Sciences, effective July 1, 2024.

g. **Retirement:**

Nick Bonner, teaching professor in the School of the Arts, College of Arts and Sciences, effective June 30, 2024; **Maureen Doyle**, professor in Computer Science and

Software Engineering, School of Computing and Analytics, College of Informatics, effective June 30, 2025.

h. **Leaves, Paid/Unpaid:**

Young Kim, professor in the Department of Accounting, Economics, & Finance, unpaid leave effective for the 2024-25 academic year.

i. **Temporary Faculty Appointments:**

Enrika Wright, Educational Leadership & Advanced Studies, College of Education, Academic Year; **Sarfaraz Ahmed Mohammed**, Computing and Analytics, College of Informatics, Academic Year; **Stephan Ralescu**, Computing and Analytics, College of Informatics, Academic Year; **Ngozi Victoria Uti**, Computing and Analytics, College of Informatics, Academic Year; **Butch Maier**, Media and Journalism, College of Informatics, Academic Year; **Samuel New**, Media and Journalism, College of Informatics, Academic Year; **Mensur Zvekcic**, Biological Sciences, College of Arts and Sciences, Academic Year; **Kristina Bielewicz**, CINSAM, College of Arts and Sciences, Academic Year; **Reuben Bullard**, CINSAM, College of Arts and Sciences, Academic Year; **Amber Carter**, CINSAM, College of Arts and Sciences, Academic Year; **Kristi Brock**, English, College of Arts and Sciences, Academic Year; **Lindsey Caldwell**, English, College of Arts and Sciences, Academic Year; **Natalie Williams**, English, College of Arts and Sciences, Academic Year; **Kevin Eagles**, History, College of Arts and Sciences, Academic Year; **Lynda Mercer**, Interdisciplinary Studies, College of Arts and Sciences, Academic Year; **Kathleen Quinn**, Interdisciplinary Studies, College of Arts and Sciences, Academic Year; **John Wagner**, Mathematics and Statistics, College of Arts and Sciences, Academic Year; **Chrystal Culbertson**, Mathematics and Statistics, College of Arts and Sciences, Academic Year; **Julie Reizner**, Physics, Geology, Engineering Technology, College of Arts and Sciences, Academic Year; **Jason Farkas**, Political Science, Criminal Justice and Organizational Leadership, College of Arts and Sciences, Academic Year; **Jake Cowan**, Political Science, Criminal Justice and Organizational Leadership, College of Arts and Sciences, Academic Year; **Michael Simonton**, Sociology, Anthropology, and Philosophy, College of Arts and Sciences, Academic Year; **Robert Brice**, Sociology, Anthropology, and Philosophy, College of Arts and Sciences, Academic Year; **Gary Blahnik**, Sociology, Anthropology, and Philosophy, College of Arts and Sciences, Academic Year; **Randel Plowman**, School of the Arts, Academic Year; **Julia Sebastian**, School of the Arts, Academic Year; **Josie Roebuck**, School of the Arts, Academic Year; **Joy Burdette**, School of the Arts, Academic Year; **John Zappa**, School of the Arts, Academic Year; **Lou Setzer**, School of the Arts, Academic Year; **Krista Weiss**, School of the Arts, Academic Year; **Jeri Gatch**, School of the Arts, Academic Year; **Iliana Rosales Figueroa**, World Languages and Literatures, College of Arts and Sciences, Academic Year.

C-2) Non-Academic Personnel Actions:

The following categories of non-academic personnel actions which occurred between May 3, 2024 and August 1, 2024 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.

C-4) Major Gifts Acceptance:

The Board of Regents accepted contributions totaling **\$1,304,305.61** received by the NKU Foundation Inc. for the benefit of Northern Kentucky University during the period May 1, 2024, through July 31, 2024.

C-5) Naming Recommendations:

The Board of Regents approved the following naming actions:

- 1) The naming of an endowed fund to eliminate barriers to degree completion for student veterans and/or military affiliated students by providing financial assistance for those students who need it most or who may be at risk of withdrawing. "Never Give Up, Veterans Resource Endowment"
- 2) The naming of a scholarship fund to provide renewable, merit-based scholarships for incoming freshmen majoring within the Department of Math and Statistics. "John Enzweiler Scholarship for Math and Statistics"
- 3) The changing of the name of a scholarship from the Student Leader Scholarship to the Danielle Howard Ivory Student Leader Scholarship Fund.
- 4) The naming of an endowed fund to support the Chase All Rise Program for students enrolled in Salmon P. Chase College of Law. "Madison C. Cuffy, M.D., MBA Endowed Fund for the Chase All Rise Program"
- 5) The naming of 350 Griffin Hall, which will serve as a state-of-the-art lab to be used for computing courses, as a workshop for student projects for Duke Energy, as a resource for experimentation and research, and as a center for hands-on K-12 exploration. "Duke Energy Innovation Lab"
- 6) The naming of an endowed scholarship that will support College of Education graduate students (priority) or a College of Education undergraduate student if no graduate student is matched. "Dr. Rosa Weaver "Golden" Memorial Scholarship"

C-6) Bucks for Brains:

The Board of Regents officially hereby accepts contributions totaling **\$10,000.00** to be submitted to the state of Kentucky for matching funds through the Bucks for Brains program.

C-7) Civic Center Design And Pre-Construction Services Project Initiation:

The Board of Regents authorized administration to initiate a design and pre-construction services project for renovation of the Civic Center and to execute corresponding contracts funded by state capital appropriations.

C-8) Capital Approval for University Center Renovations:

The Board of Regents authorized the administration to increase the scope of the capital project **University Center Renovations** listed below, pursuant to the Board Finance and Transactions Approval policy.

University Center Renovations. The Board approved this project in June 2024 with a scope of \$2,300,000. Bids were received in July and exceeded available budget. Value engineering and scope reduction opportunities were identified and the project was rebid in August in a "best-and-final" process. Approval is requested to increase the scope, using AP funds, to \$3,100,000.

C-9) Duke Energy Gas Line Easement:

The Board of Regents authorized the granting of two Permanent Easements to Duke Energy Kentucky, Inc. to allow for replacement and relocation of gas distribution piping located on University property south of Johns Hill Road.

C-10) Sanitation District #1 Easement:

The Board of Regents authorized the granting of a Permanent Easement to Sanitation District #1 for work related to the construction of the Herrmann Science Expansion project, pursuant to the Board Finance and Transactions Approval policy.

Non-Consent Agenda Item:**C-3) Organizational Chart:**

Chair Smith announced to the Board that Item C-3 had been removed from the agenda by Regent Henderson and turned the meeting over to Regent Henderson for her comments. Regents Henderson and Spataro read the following statement from Faculty Senate, Staff Congress and the Student Government Association:

DEI Statement

The staff, faculty, and students want to convey our strong commitment to cultivating and supporting the diversity of our whole NKU community. We assure you we will continue the work we are already doing to promote inclusion and belonging for all.

Educating our students in an inclusive environment best prepares them for their futures in a diverse workforce. Staff and faculty are made stronger through differences – we need diversity in order to educate our unique student population and maintain the equitable and safe environment our employees deserve.

It is for this reason that our various accreditations require evidence of inclusion among all members of our community. Our curriculum, as well as our network of support and affinity groups, are practical and essential extensions of valuing equity and inclusion. We are committed to upholding and protecting these pillars of the NKU community.

This shared commitment is best achieved through collegial governance. We are concerned about unilateral decisions like the closing of the Office of Inclusive Excellence without a clear plan of action developed in consultation with students, staff, and faculty. We expect and look forward to cooperating with University Administration to continue the essential work of maintaining a safe, equitable community of belonging for all at NKU and the region.

Regent Kara Williams seconded Regent Ashley Himes' motion to approve Non-Consent Agenda Item C-3, Organizational Chart, and requested further discussion.

Regent Williams then went on to state that as leaders of this institution, when we are no longer able to make changes in a situation, we must change ourselves and we must move forward to make sure we are making the changes necessary to support our students.

Regent Spataro and Regent Henderson reiterated that Faculty, Staff and Student Leadership are seeking collegiality in doing the work to make those changes and ensuring we are doing the work together.

Regent Boehne suggested that Faculty, Staff and Student leadership bring forward proposals and Chair Smith suggested that Faculty and Staff form their own task force to deal with state legislature.

Regent Perry thanked Regents Henderson and Spataro for raising this issue at the meeting and reminded them that this is a change on an organization chart. The spirit of this work continues on.

Following the discussion, Chair Smith called for a Roll Call vote. (**Motion carried with seven in favor and two opposed**)

Non-Consent Agenda Item C-3 Organizational Chart		
	YES	NO
Regent Boehne	X	
Regent Burns	X	
Regent Henderson		X
Regent Himes	X	
Regent Perry	X	
Regent Smith	X	
Regent Spataro		X
Regent Ward	Absent	
Regent Williams	X	
Regent Zapp	X	
	7	2

Executive Session:

At 10:31 pm, Regent Sandra Spataro seconded Chair Smith’s motion to enter into executive session pursuant to KRS 61.810(1) (B) and (C) in order to discuss future acquisition or sale of real property and proposed or pending litigation. (**Motion carried**)

At 11:04 am, the Executive Session concluded, and the Regular Meeting was reconvened. No other matters were discussed. No final action was taken.

At 11:06 am, Regent Cori Henderson seconded Chair Nathan Smith’s motion to adjourn. (**Motion Carried**)

Signature On File
Tammy Knochelmann
Secretary to the Board of Regents

Signature On File
Ashley Himes
Secretary of the Board of Regents

I, Ashley Himes, Secretary of the Board of Regents of Northern Kentucky University, certify that the foregoing is a true copy of the minutes of the regular meeting held on September 11, 2024. and that such matters are still in force and effect.