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**SALMON P. CHASE  
COLLEGE OF LAW**

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COMMENCEMENT EXERCISES  
FRIDAY, MAY 3, 2024





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COLLEGE OF LAW**

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FRIDAY, MAY 3, 2024



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## **SALMON P. CHASE COLLEGE OF LAW**

### **AMBASSADOR PATRICIA L. HERBOLD DEAN**

Judith Daar

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John Bickers

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Eric Alden

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Danielle Lewis

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Christopher Polito

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Jeffrey Standen

Henry Stephens, Jr.

Rachel Wilhite

Marcia Ziegler

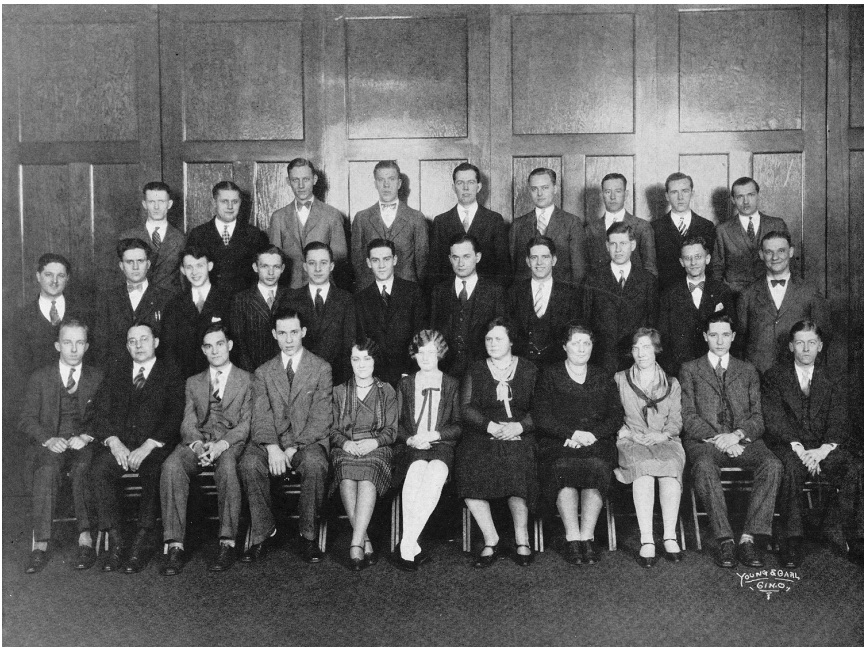
## THE HISTORY OF CHASE COLLEGE OF LAW

Salmon P. Chase College of Law is known for the strength of its people and its rich and storied history. Chase was initially founded in 1893 as an evening law school affiliated with the Cincinnati YMCA, and in 1972 it became a part of Northern Kentucky University. Chase is recognized as a trailblazer for offering an evening program, and many graduates have remarked that had it not been for the flexibility of attending classes in the evening, they would not have otherwise had an opportunity to earn their degrees.

Chase is nationally recognized for its innovative programming. The W. Bruce Lunsford Academy for Law, Business + Technology and the Law + Informatics Institute provide a unique, technology-focused legal education. Chase also offers specialized opportunities for students to participate in two practice-focused centers, the Center for Excellence in Advocacy and the Center for Law and Entrepreneurship. These centers help students develop skills in litigation and dispute resolution, while gaining knowledge and training in the ecosystem of emerging business and technology.

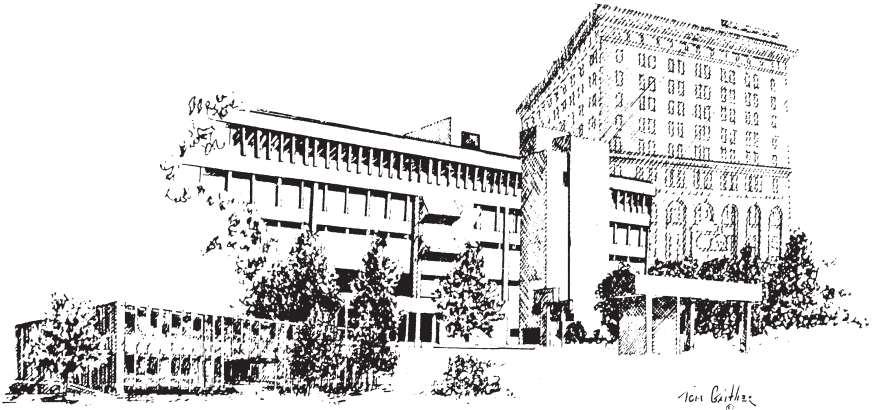
Chase has a strong dedication to community service and helping those in need through programs like the Children's Law Center Clinic, the Constitutional Litigation Clinic, the Kentucky Innocence Project and the Chase Pro Bono Service Program. Chase's Small Business & Nonprofit Law Clinic students provide legal services to entrepreneurs, small businesses and nonprofit entities in the local community. Finally, the newly launched Center on Addiction Law & Policy aims to convene stakeholders around the ongoing problem of addiction.

Chase's ongoing commitment to excellence in legal education continues to prepare the next generation of practice-ready lawyers. At Chase, we build lawyers, and we build leaders.



*Class of 1929*





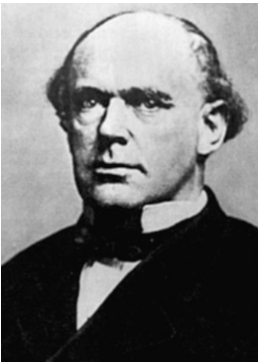
## Salmon P. Chase College of Law

### DEANS

Robert M. Ochiltree	1893 – 1916	William R. Jones	1980 – 1985
YMCA Officers	1916 – 1918	Henry L. Stephens, Jr.	1985 – 1992
Charles C. Benedict	1918 – 1919	W. Jack Grosse	1992 – 1993
Gilbert Bettman	1919 – 1929	David C. Short	1993 – 1999
Floyd Williams	1929 – 1936	Gerard A. St. Amand	1999 – 2006
Judge Stanley Mathews	1936 – 1952	Richard A. Bales ( <i>interim</i> )	2006 – 2006
Ray P. Hutchens	1952 – 1967	Dennis R. Honabach	2006 – 2013
C. Nicholas Revelos	1967 – 1970	Jeffrey A. Standen	2013 – 2018
W. Jack Grosse	1970 – 1978	Michael Whiteman ( <i>interim</i> )	2018 – 2019
Ovid C. Lewis	1978 – 1979	Judith Daar	2019 – Present
Glenn Wells ( <i>interim</i> )	1979 – 1980		

*Excerpts from The Lawyers' School, A Centennial History of Salmon P. Chase College of Law; C. Maxwell Dieffenbach, Stanley E. Harper, Jr., W. Jack Grosse, Gateway Publishing Company, Inc., 7850 Pfeiffer Rd., Cincinnati, Ohio 45242*

## SALMON PORTLAND CHASE 1808-1873



Salmon Portland Chase was born on January 13, 1808, in Cornish, New Hampshire, to Janet Ralston and Ithamar Chase. Ithamar died in 1817, leaving Janet with 10 children and few resources. At nine years old, Salmon Chase was sent to Ohio to live with his uncle—prominent Episcopal leader Bishop Philander Chase. He graduated from Dartmouth College and completed his legal studies under U. S. Attorney General William Wirt. He passed the Ohio bar examination in 1829 and opened a law practice in Cincinnati.

Chase strongly advocated for abolition and women's rights, championing the right to vote and the right to an education. During the 1830s and 1840s, he was known as the "Attorney General of Runaway Slaves" for his defense of freedom seekers and the citizens who harbored them.

Chase's dedication to the abolitionist movement was evident in his political career as well. He spoke about the "slave power conspiracy" of slave owners who attempted to seize control of the federal government. While serving as a city councilman in Cincinnati, Chase helped create the abolitionist-centered Liberty Party, which eventually merged into the Republican Party. In 1850, Chase was elected U. S. Senator of Ohio. He reportedly insisted that as a condition for his accepting the position, Ohio repeal its laws that legislated discrimination against black people.

In 1856, Chase was elected governor of Ohio, where he served until 1860, when he was again elected U. S. Senator. In March 1861, President Abraham Lincoln appointed him Secretary of the Treasury. In this post, he created a unified nationwide banking system, developed the use of paper currency "greenback" bills—which continue to serve as today's federal paper money—and established the Internal Revenue Service.

In 1864, Chase was appointed Chief Justice of the Supreme Court by President Lincoln. As Chief Justice, Chase presided over Reconstruction-era civil rights cases and the impeachment of President Andrew Johnson. Chase is one of the few Americans to hold office in all three branches of the federal government.

As successful as Chase was in his legal and political careers, he suffered greatly in his personal life. He was married and widowed three times, and lost all but two children during the 1830s and 1840s. Chase passed away in 1873 and is buried in Spring Grove Cemetery & Arboretum in Cincinnati.

## GREETINGS FROM THE DEAN



**JUDITH  
DAAR**

Dear Chase Graduates,

With great excitement and joy, I extend my heartfelt congratulations on achieving this momentous milestone in your life and career path. Graduating from law school is a tremendous accomplishment, one that reflects extraordinary dedication, hard work, and talent. Please take some time to reflect on what this journey means to you, and how others have helped you along the way. The Class of 2024 will occupy a pivotal era in legal education. Your time in law school straddled the frightening height and subsequent decline of the Covid pandemic, a period that brought lasting structural changes to our classrooms, courtrooms, and C-Suites. Your practice, indeed your life, will proceed with far more opportunities to connect remotely than was the case when you applied to law school. Your tenure at Chase also straddled the world before and after the introduction of artificial intelligence systems such as ChatGPT, debuting in November 2022. I am confident you will embrace these technologies in ways that serve your clients, while striving to maximize their ethical implementation into the legal system.

The practice of law is a high privilege. We are responsible to use our knowledge to support and advance justice in a world filled with complexity, challenge, and division. During your time at Chase, national conversations have centered on a host of pressing issues that revolve around law. Among other topics, we have debated the meaning of free speech and academic freedom on campus, the regulation of social media, the role of race and ethnicity in college admissions, and the constitutional protection of reproductive choice. You have the knowledge, skill, and power to be a voice in these conversation, and to shape the future into a more fair, equitable, and compassionate place for us all. I urge you to wield this power with reflection that what you do as lawyers matters. It matters to your clients, to your adversaries, to your employers, to your friends and family, and to Chase. We stand by you in times of triumph and moments of difficulty, a steadfast place to anchor throughout your life's journey.

Today you join a cadre of over 6,000 Chase alumni across the nation and throughout the world. This robust community of attorneys, judges, lawmakers, entrepreneurs, business leaders, educators, and so many more professionals welcome you and invite your active participation in the years to come. We are all enormously proud of your accomplishments. Today, Chase is stronger for the time you graced our community.

Your faculty and I celebrate with you and your loved ones as a new chapter opens onto your bright and promising future. As ever, we are cheering you on.

With warmest wishes,

A handwritten signature in cursive script that reads "Judith".

Judith Daar

Ambassador Patricia L. Herbold Dean and Professor of Law

## COMMENCEMENT SPEAKER



**DELORES "DEE"  
THOMPSON '82, '87,  
COUNSEL TO THE  
INSPECTOR GENERAL,  
UNITED STATES  
DEPARTMENT OF  
LABOR**

Delores "Dee" Thompson '82, '87, a member of the Senior Executive Service (SES) since 2009, was sworn in as Counsel to the Inspector General (IG), U.S. Department of Labor, Office of Inspector General (DOL-OIG), in January 2017. As Counsel to the IG, Ms. Thompson manages and directs the OIG's comprehensive legal program; oversees the DOL's Whistleblower Protection Coordinator; and manages the OIG's Records Management and Information Disclosure programs. She is also a Certified Federal Internal Coach.

Before joining the DOL-OIG, Ms. Thompson served as Chief Counsel, U.S. Department of Health and Human Services (DHHS), Office of the General Counsel (OGC), Region VI, where she oversaw a federal sector law office responsible for providing advisory and litigation services to HHS programs located in Texas, Arkansas, Oklahoma, Louisiana, and New Mexico. As a journeyman attorney, Ms. Thompson served as: (1) Deputy General Counsel, U.S. Department of the Interior (DOI) OIG; (2) Associate General Counsel, DOI-OIG; and (3) Trial and Advisory Attorney with both the Defense Logistics Agency (DLA) OGC, and the Defense Contract Management Agency (DCMA), Contract Dispute Resolution Center (CDRC). Ms. Thompson began her career as a Staff Attorney with the United States Court of Appeals for the Sixth Circuit. She also served as a Law Clerk with the United States Court of Federal Claims. Her portfolio has included fiscal law, employment law, procurement law - including procurement fraud, audit, investigation, and law enforcement issues, information disclosure law, ethics, program fraud, environmental law, and records management law.

Ms. Thompson has represented Federal agencies before several administrative bodies, including the Armed Services Board of Contract Appeals, the Merit Systems Protection Board, the Equal Employment Opportunity Commission, the Federal Labor Relations Authority, and the Office of Special Counsel. She also has assisted and appeared with Department of Justice attorneys in Federal district and appellate court litigation.

Ms. Thompson is admitted to the U. S. Supreme Court, the U. S. Court of Appeals for the 6th Circuit, the U.S. Claims Court, and the Supreme Court of Ohio. She holds a Master of Law in Environmental Law from the George Washington University, a Juris Doctor from Salmon P. Chase College of Law, and a Bachelor of Science in Accounting from Northern Kentucky University. Finally, Ms. Thompson graduated from the DOI SES Candidate Development Program; and completed both the Harvard University Kennedy School of Government Senior Executive Fellows Program and the Treasury Executive Institute's Federal Internal Coach Training Program.

## ORDER OF EXERCISES

### ACADEMIC PROCESSIONAL

Dennis Honabach  
Grand Marshal

### NATIONAL ANTHEM

Tasha Conzelman  
Kelly Messer  
Eleanor Bennett  
Students from the School of the Arts

### WELCOME RECOGNITION OF FACULTY, STAFF AND PLATFORM PARTY

Diana McGill  
Provost and Executive Vice President for  
Academic and Student Affairs  
Northern Kentucky University

### GREETINGS FROM THE COURT

Justice Michelle M. Keller '90  
Supreme Court of Kentucky

### SALMON P. CHASE AWARD

Maiya Lane '24

### VALEDICTORY

Sydney Auteri '24, Full-Time Division  
Christopher Grayson '24, Part-Time Division

### PROFESSOR OF THE YEAR AWARD

Dennis Honabach  
Professor of Law  
Salmon P. Chase College of Law

### DEAN'S REMARKS

Judith Daar  
Ambassador Patricia L. Herbold Dean  
Salmon P. Chase College of Law

### COMMENCEMENT ADDRESS

Delores "Dee" Thompson '82, '87  
Office of the Inspector General  
U.S. Department of Labor

### PRESIDENTIAL REMARKS

Cady Short-Thompson  
President  
Northern Kentucky University

### PRESENTATION OF CANDIDATES FOR DEGREES

Judith Daar

### CONFERRING OF DEGREES

Cady Short-Thompson

### SINGING OF ALMA MATER

Original lyrics and melody by Charles Wiley  
rev. Carolyn Hagner/harm. Kurt Sander

Tasha Conzelman  
Kelly Messer  
Eleanor Bennett  
Jathan Briscoe  
Students from the School of the Arts

### CLOSING

Judith Daar

### RECESSIONAL

Dennis Honabach  
Grand Marshal

## 2024 CANDIDATES FOR DEGREES

*Honors symbols legend on page 15.*

*The following degrees will be awarded provided all requirements have been met:*

### **SALMON P. CHASE COLLEGE OF LAW JURIS DOCTOR**

Angelina C. Addams †

Sydney Auteri ††

Megan Elisabeth Bailey

Sierra D. Bailey

Andrew Joseph Barger †

James Barnett †

Austin Z. Baurichter †††

Brandon Scott Bellofatto

Kallie Hellard Bentley

Robert Andrew Bird ††

Mary Beth Blair

Rachel N. Blumberg ††

Jessica Marie Boggs

Megan Elizabeth Cady †

Christian Tyler Carmical

Lucielle Holliday Cervantes

Christopher Evan Chase

Bryce R. Clayton †

Lauren Cleary †

Emily N. Coffey †

Benjamin L. Cosgrove †

Dylan Christopher Cox

Carissa R. Coy

Missy J. Dieckman-Meyer

Madison Jordan Dorris †

Sydney Renee Draper †

Ashley Lynn Duckworth †

Lindsay Dunn †

Taylor M. Edwards †

Mary Lauren Erwin

Megan Regina Ferguson ††

Hayden S. Ford

James E. Fox

Laura Fox

Logan J. Gabbard †

Ryan Geoghegan

Abbey Jon Geurin

Rachel D. Ginsburg

Christopher John Grayson †††

Jessie Greive

Benjamin Bartlett Gruber

Kiley R. Harris

Houston T. Harvey

Jonathan Randall Heath

Jason Heitz ††

Laura E. Higgins

Colette M. Hue ††

Mark R. Illingworth ††

Joetta Marie Ingguls

Drew English Jackson ††

Jessica M. Jeffries ††

Austin M. Johnson

John Bernard Kaplan

Alexander W. Kirk †

Daniel Joseph Kissane III ††

Michael A. Knopf

Mark Christian Kouns

Leah Nadine

Maiya Janette Lane †

Maura E. Lang †

Kennedy S. Lawrence

Perrin Elizabeth Long

Kayla Spring Love

Bryce A. Madden ††

Ian Manahan ††

Ronald L. McDermott III

Kendyl Madison McKeough

Christopher M. Meyer

Sydney Grace Meyer †

Jarred C. Million

## 2024 CANDIDATES FOR DEGREES

John S. Moremen IV

Hannah Morrell †

Jordan S. Mudd

Sarah Patricia Mustian †

Rachael Lee Myers †

Daniel Joseph Nieman

JaShay S. Nix

Aaron M. Osborne

Natalie Jean Patey

Kayla D. Porter †

Hanna Rae Puthoff

Derrick Lamar Reedus Jr.

Michael Anthony Roberts ††

Matissa Lanae Robinson †

Thomas P. Rogers

Parker J. Root

Cody Ryan

Kendra Jade Sauro

Laura Schack ††

Cayla R. Schulz

Willy R. Schwerin †

Sidney Schwetschenau

James Addison Seaver

Jalen J. Sehlhorst †

Thomas W. Seibert

Jessica Rodriguez Shaw

Hayley C. Shepard

Jordan Sherrow †

Hannah Rae Shotwell †

Stephen Clay Sims †

Jordyn M. Smith

Jared T. Snow ††

Jeffrey P. Spader

Carrie Lynn Kirschner Stambaugh ††

Natasha N. Steele

Ian Strang ††

Martha Sofia Thomas

Abigail M. Thompson

Jayna Anne Thompson †

Kaila Taylor Troxell

Richard R. Vaglianti ††

Westin W. Waggoner

Cecilia H. Walton

Rachel Wangler Dudko †

Marcus T. Watson

Emily Ann Weber

Carley E. Weinberg †††

Allison Danielle Wells †

Triston Wheeler

Ethan H. Wieland †

Ian Williams

Ross G. Wilson

Lillian P. Young †

Dana Elise Zdolshek

## HONORS SYMBOLS

### SUMMA CUM LAUDE

†† Students who attain a grade point average of 3.650 to 4.333 are graduated summa cum laude.

### MAGNA CUM LAUDE

†† Students who attain a grade point average of 3.400 to 3.649 are graduated magna cum laude.

### CUM LAUDE

† Students who attain a grade point average of 3.150 to 3.399 are graduated cum laude.

## 2024 CANDIDATES FOR DEGREES

### CERTIFICATE OF EXCELLENCE IN ADVOCACY

Mark R. Illingworth

### MASTER OF LEGAL STUDIES

Joshua Barnes

James Joseph Bartlett

Donna Gale Davidson

Alicia Mackenzie Davis

Joshua Michael Ecklar

Quinn Heltzel

Christina Hoxie

Timothy Madden

William Makell

Jalyah Arnel Maupin

Charles Anthony Milton

Ian Thomas Schwartz

Madeline Anne Yankey

### DECEMBER 2023 GRADUATES

Benjamin Bartlett Gruber

JaShay S. Nix

Jalen J. Sehlhorst

Kaila Taylor Troxell

### AUGUST 2024 GRADUATES

Sydney Renee Draper

Hannah Morrell

Matissa Lanae Robinson

Dana Elise Zdolshek

## GREETINGS FROM THE CHASE ALUMNI COUNCIL



**JUDGE  
JANAYA TROTTER  
BRATTON '08**

Dear Graduates,

**WARMEST CONGRATULATIONS!** Your hard work, dedication, and perseverance have paid off. We are so excited to celebrate your well-deserved achievement. Take this time to bask in your success. It is my sincere hope that doors open for you, and that when you have the opportunity, you open doors for others. As you start your career, remember that the law is a powerful tool. You can use the law to cause harm or do good – always do good. You can use the law to further injustice or seek to do justice – always do justice. Welcome to our noble profession.

I look forward to seeing how the Class of 2024 positively changes our world!

Judge Janaya Trotter Bratton '08  
Chair, Alumni Council



## THE SALMON P. CHASE AWARD



Photo courtesy of  
Cincinnati Museum Center.

NKU's Chase College of Law created the annual Salmon P. Chase Award to recognize a graduating student for selfless advocacy on behalf of others. It is named for Chief Justice Salmon P. Chase, inspired by Chase's extensive advocacy on behalf of the oppressed and his condemnation of the legality of the Fugitive Slave Act of 1793. In recognition of his passion, dedication and advocacy, Chase was presented with a sterling silver pitcher, recently added to the Cincinnati Museum Center's extensive Chase collection, which is inscribed as follows:

*"A Testimonial of Gratitude to Salmon P. Chase, from the Colored People of Cincinnati, for his various public services in behalf of the oppressed, and particularly for his eloquent advocacy of the rights of man, in the case of Samuel Watson, who was claimed as a fugitive slave, February 12, 1845."*

Chase College of Law students, peers and faculty nominate a graduating student for this award to recognize their service and advocacy as a voice for others.

## 2024 SALMON P. CHASE AWARD RECIPIENT



**MAIYA  
LANE '24**

Maiya Lane is receiving the Salmon P. Chase Award of Chase College of Law for 2024 as the graduating student whose law-related volunteer work best represents the spirit of advocacy Salmon P. Chase displayed as a lawyer before his political and judicial careers.

Lane has applied the full range of skills she has developed at Chase to advocate for the interests of incarcerated individuals and marginalized communities. Last summer she was named a public interest fellow with the Justice John Paul Stevens Foundation which allowed her the opportunity to intern with the Capital Appeals Project in New Orleans. During her summer with the Capital Appeals Project, she assisted in a historic mass clemency filing for 55 of the 56 individuals currently housed on Louisiana's Death Row.

Her passion for representing incarcerated populations led her to work with the Kentucky Innocence Project to investigate credible claims of wrongful convictions as well as previously interning with the Ohio Justice & Policy Center in Cincinnati.

In the community, she serves on the board of Community and Restorative Justice-Covington, an organization that facilitates peacemaking circles in the juvenile court system and the Covington community and has worked diligently to further its mission of utilizing the justice system to correct and prevent harms, while also holding wrongdoers accountable.

Following graduation, Lane will continue to pursue her passion in criminal defense as a staff attorney with the Hamilton County Public Defender's Office.

## SALMON P. CHASE COLLEGE OF LAW PROFESSOR OF THE YEAR AWARD RECIPIENT



**PROFESSOR  
DENNIS  
HONABACH**

Professor Dennis Honabach both teaches and encourages, and in recognition of his motivation of students to understand the law and to expand their thinking about it, the Salmon P. Chase College of Law Class of 2024 has selected him as its Professor of the Year.

Professor Honabach joined the Chase faculty in 2006 as dean of the college, and after seven years elected to follow a common course among higher education deans to leave the position to concentrate full-time on teaching. His impact in the classroom is obvious among students.

“Professor Honabach has an unparalleled commitment to pushing students beyond our comfort zones to ensure that we truly grasp the complexities of the law. His dedication to fostering critical thinking and a desire for learning has distinguished him as an outstanding professor,” one graduating student observed. Similarly, for another: “Professor Honabach always challenges us to go beyond what’s comfortable by setting high standards and forcing us to think in a way we didn’t think possible.”

During his 18 years with Chase, Professor Honabach has taught and encouraged students in courses that include Torts, Agency, Partnership and Limited Liability Corporations, Business Basics for Law Students, Business Organizations, Contracts, Corporations, and Property. As dean, he initiated a requirement that students complete a designated amount of community pro bono service, establishing Chase as a leader among American Bar Association-approved law schools in emphasizing pro bono work.

Prior to his appointment at Chase, Professor Honabach was dean and professor of law at Washburn University School of Law, in Topeka, Kansas, and president, dean, professor of law and director of the Entrepreneurial Law Center at Western State University College of Law in Fullerton, California. He previously held faculty appointments at Vermont Law School, Rutgers University-Camden School of Law and the University of the District of Columbia School of Law.

Professor Honabach is co-author of D&O Liability Handbook and Proxy Rules Handbook, regularly updated practice guides for lawyers. He has served as a chair and as a member of numerous committees of the American Bar Association and of the Association of American Law Schools.

## HISTORY OF ACADEMIC COSTUME

The history of academic dress reaches far back into the early days of the oldest universities. A statute of 1321 required that all "Doctors, Licentiates and Bachelors" of the University of Coimbra wear gowns. In England, in the second half of the 14th century, the statutes of certain colleges forbade "excess in apparel" and prescribed the wearing of a long gown. It is still unknown whether academic dress finds its sources chiefly in ecclesiastical or in civilian dress. Gowns may have been counted necessary for warmth in the unheated buildings frequented by medieval scholars. Hoods seem to have served to cover the tonsured head until they were superseded by skull caps. These were themselves displaced by a headdress somewhat like those now recognized as "academic." Both Cambridge and Oxford have made academic dress a matter of university control to the extent of minor details and have repeatedly issued revised regulations governing it. In 17th-century Oxford, it was prescribed that any tailor who departed from the authorized design "by a nail's breadth" in the making of any article of collegiate costume was to be punished by the vice-chancellor of the university.

European institutions continue to show a great diversity in their specifications of academic dress, while American colleges and universities have adopted, through the Intercollegiate Bureau of Academic Costume and the American Council of Education, a standard code of dress for academic ceremony. Created in 1902, the Intercollegiate Bureau of Academic Costume serves as a source of information and guidance in such matters and, through occasional review by the American Council of Education, these standards have been adopted and followed by hundreds of colleges and universities in the United States.

For all academic purposes, including trimmings of doctors' gowns, edgings of hoods and tassels of caps, the color associated with law is purple.

Those wearing academic costumes wear caps in the academic processions and throughout the ceremony. Members of the university governing body are entitled to wear doctoral gowns. The regents' regalia is a gold gown with three black chevrons and trim and an eight-sided tam with gold tassel. This attire is distinctive of the Board of Regents of Northern Kentucky University.

## GRAND MARSHAL

The Grand Marshal is Professor Dennis Honabach, 2024 Professor of the Year Award Recipient.

## THE UNIVERSITY MACE

The mace, which traces its roots to medieval weaponry, has become a symbol of scholarship and integrity for universities since the 11th century. Today, the university's grand marshal carries the mace to indicate the solemnity of the occasion and the confirmation of the academic process.

Northern Kentucky University's mace is rich in symbolism. The spiral base, made of walnut-stained mahogany, suggests growth, evolution and higher achievement. The gold-leaf flame, inspired by NKU's official seal, the lamp of learning, symbolizes eternal light and learning. The gold and white braided cords flowing from the base of the flame represent purity, as well as NKU's school colors.

The mace was presented as a gift to the University from the Northern Kentucky University Foundation, Inc. It was designed by Kari Messner '91 and was sculpted by local artist Jack True.

This publication was prepared by Northern Kentucky University and printed with state funds (KRS 57.375). Northern Kentucky University is committed to building a diverse faculty and staff for employment and promotion to ensure the highest quality of workforce and to foster an environment that embraces the broad range of human diversity.

The university is committed to equal employment opportunity, affirmative action, and eliminating discrimination. This commitment is consistent with an intellectual community that celebrates individual differences and diversity as well as being a matter of law.

Discrimination against any individual based upon protected status, which is defined as age, color, disability, gender, national origin, race, religion, sexual orientation, or veteran status, is prohibited. The university will provide equal opportunity to all employees in regard to salaries, promotions, benefits, and working conditions and will monitor these areas to ensure that any differences that may exist are the result of bona fide policies and procedures and are not the result of illegal discrimination. **MC240022**



## **ALMA MATER**

**Northern, let your vision lead us,  
hearts of women, men and youth.**

**Help us seek the higher virtues,  
guide us to the greater truth.**

**Northern, Northern, alma mater,  
may our lives enrich your name.**

**And in time leave us, your children,  
better far than when we came.**

**Original lyrics and melody by Charles Wiley**

**Revised by Carolyn Hagner**

**Harmonization by Kurt Sander**