

RE: Meeting of the Interim Joint Budget Review Subcommittee on Education,  
July 15, 2025

Co-Chairs Rawlings, Banta, and Riley:

This responds to your information request of June 16, 2025, regarding universities' efforts to comply with House Bill 4.

Northern Kentucky University (NKU) is in compliance with House Bill 4, as certified by its Board of Regents on June 11, 2025. As we prepare for the new academic year beginning this August, NKU will continue to ensure that its offices, programs, and operations comply with Kentucky law.

NKU's responses to the specific questions shared on behalf of Co-Chair Rawlings are below:

***Measures Taken or Planned to Achieve Compliance***

NKU dissolved its Office of Inclusive Excellence and the associated vice president position in August 2024.

Since passage of House Bill 4, NKU has taken several measures to comply, including the following:

- Adopted an Intellectual Diversity and Viewpoint Neutrality policy statement, approved by the NKU Board of Regents in June 2025;
- Dissolved its Center for Student Inclusiveness;
- Ended two institutionally led programs that were primarily organized around participating students' identities based on race;
- Reviewed approximately 2,000 courses to ensure compliance with the law;
- Sought modification of privately funded scholarships that previously included a restriction or preference based on a named category;
- Ceased participation in a small number of externally funded programs that provided benefits based on a named category;

- Dissolved its employee affinity groups; and
- Created a new Norse Center for Belonging, to focus on mentoring and creating connections for the entire student community, including first-generation and commuter students.

***Whether Full Compliance Has Been Achieved***

NKU has achieved and will continue to ensure its full compliance with House Bill 4.

***Whether Any Faculty or Personnel Have Been Terminated or Reassigned***

NKU's previous Chief Diversity Officer separated from the institution in August 2024 and was not replaced. Staff in the previous Center for Student Inclusiveness have been reassigned to the new Norse Center for Belonging.

***Whether Any Programs or Departments Have Been Closed***

NKU dissolved its Office of Inclusive Excellence in August 2024. Since then, it also has dissolved its employee affinity groups and its former Inclusive Excellence Council, a collection of faculty and staff that met periodically to discuss and advance equity issues on campus.

***What Savings Have Been Achieved Through Compliance***

NKU has realized approximately \$330,000 in savings to implement these measures and may see additional savings in FY26.

***Whether DEI-Related Measures Are Continuing Under Different Names or Programs***

NKU is not continuing DEI programs and initiatives that are prohibited by House Bill 4.