

Northern Kentucky University

Interim Joint Committee on Education

July 16th, 2024

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1) **INSTITUTIONAL DEI INITIATIVES (GENERALLY)**

a) **DEI Officers:**

- i) Please provide a complete list, organized by department and office, of each individual who is employed by the institution:
 - (1) Whose job title or description includes the word "diversity," "equity," "equality," or "inclusion";
 - (2) Is employed by an office, division, program, or other agency with a name or title that includes the word "diversity," "equity," "equality," or "inclusion"; or
 - (3) Holds a job or position with responsibilities that include developing, implementing, or promoting diversity, equity, and inclusion initiatives.

- ii) For each employee listed in response to subparagraph i) of this section, please provide:
 - (1) The employee's name,
 - (2) The job title and duties of the employee;
 - (3) The amount of the employee's annual compensation;
 - (4) The organizational chart of the office, division, or other agency of his or her employment.
 - See Appendix A

Name / Title	Annual Salary	Job Duties & Description
Darryl Peal, Chief Diversity Officer & Title IX Coordinator	\$156,817.56	<p>This position chairs the Campus Climate Team and works collaboratively to advance the University's Strategic Framework and Diversity Plan and to help shape a campus-wide culture of equity and inclusive excellence as one of the university's core values.</p> <p>Track and report progress toward diversity goals as outlined in the University Diversity Plan. Create a method to coordinate inclusion efforts into campus planning processes. Monitor developments in law and best practices and recommend changes to university policies and practices related to diversity, equity, equal employment, Title IX and inclusion. Identify and develop opportunities for diversity programming and training. Work with units to assist in marketing and communicating diversity-related goals and activities.</p>
Keisha McCraney, J.D., Title IX Investigator	\$66,651.00	The Investigator is responsible for conducting Title IX Investigations, assisting with pregnancy (or related) accommodation request, and training the university on Title IX procedures and regulations. The investigator conducts interviews with all parties and witnesses, gathers evidence, and writes the investigation report all the while providing

		supportive measures to those involved while remaining impartial.
Lavette Burnette, Director of LGBTQ Services	\$65,000.04	<p>The Director of the LGBTQA+ Student Initiatives will serve as a campus resource and internal expert on LGBTQA+ related issues, will lead community building and outreach activities to support a safe and welcoming environment for LGBTQA+ students, will provide advising and support services to students who need assistance through a coordinated care model, will direct and evaluate all educational programming designed to increase community-wide understanding of LGBTQA+ related issues, and a sense of belonging for LGBTQA+ students.</p> <p>Work in close collaboration with the Director of Latino Student Initiatives and the Director of African American Student Initiatives to create a unit that promotes advocacy and inclusivity regarding broad issues of campus diversity. Represents LGBTQA+ services on campus and participates in campus-wide diversity strategic planning.</p>
Tiburcio Lince, Director of Latino Student Initiatives	\$62,949.96	<p>The Director of the Latino Student Initiatives will provide administrative leadership for all aspects of the design and implementation of services and programs that promote the success and retention of Latino/a/x students, will serve as a campus resource and internal expert on Latino/a/x related issues, will lead community building and outreach activities to support the recruitment, sense of belonging, career readiness, leadership development, and academic success for Latino/a/x students.</p> <p>Represents Latino/a/x services and resources on campus and participate in campus-wide diversity strategic planning. Supervise staff and initiatives providing mentoring, advising, early academic intervention, tutoring, skill-building, and cultural, educational and social programming in efforts to promote the retention, recruitment, sense of belonging and graduation of Latino/a/x students.</p>
Gregory Moore, Director of African American Student Programs	\$59,997.48	<p>The Director of African American Student Initiatives will provide administrative leadership for all aspects of the design and implementation of services and programs that promote the success and retention of African American students on campus. The Director supervises staff and acts as a liaison with administration, faculty, staff, students, and community leaders. The Director will provide a key role in advising the Administration and making recommendations involving African American students on campus and provide input on the implications of policies affecting African American student recruitment and retention.</p> <p>Provide oversight and direction for all departmental programs, the NKU ROCKS mentoring program, and specified University</p>

		initiatives related to African American students and diversity, equity and inclusion.
Maria Llambi, Assistant Director, Admissions and Diversity Initiatives, Chase College of Law	\$57,680.04	The Assistant Director of Admissions will assist the College of Law Office of Admissions in meeting enrollment goals by performing a variety of professional activities to facilitate the recruitment and enrollment of diverse and academically talented candidates. Develop and implement a strategic recruitment plan designed to meet enrollment and diversity goals which will include traveling to and presenting at law school recruitment events, graduate schools' events, undergraduate colleges, and business organizations.
Rachel Haller, Coordinator, Center for Student Inclusiveness	\$34,515.00	The Coordinator for the Center for Student Inclusiveness will provide a variety of functions to support the management and operation of the Center for Student Inclusiveness, supporting the directors of the offices of African American Student Initiatives, Latino Student Initiatives, and LGBTQ Student Initiatives. Ability to function well and contribute to a dynamic and fast-paced environment that promotes diversity, equity, and inclusion. Must be a team player who is able to support African American, Latino, and LGBTQ+ student organization leaders.

b) **DEI Offices:**

For each office, department, or program of the institution that includes the word "diversity," "equity," "equality," or "inclusion" in its title or is responsible for developing, implementing, or promoting diversity, equity, and inclusion initiatives, please provide the following:

- i) The name of the office, department, or program; ii) The duties and responsibilities of the office, department, or program; iii) The organizational chart of the office, department, or program; iv) The name and amount and rate of compensation of each employee of the office, department, or program; and
- v) The annual budget of the office, department, or program and the source of those funds.

Name of Office: Chief Diversity Officer / Office of Inclusive Excellence & Title IX

Duties and Responsibilities: The Office of Inclusive Excellence plays a leadership role in cultivating a community of belonging by facilitating the knowledge, awareness, and skills critical to creating and sustaining a campus educational community and workplace environment that embraces diversity, achieves equitable outcomes for individuals and communities, and models inclusiveness through respectful interactions and opportunities to fully participate in the life of the university.

Organizational Chart:

Dr. Darryl Alan Peal, Chief Diversity Equity & Inclusion Officer and Coordinator of Title IX
Keisha McCraney J.D., Title IX Investigator

Amount and Rate of Compensation: \$156,817.56

Annual budget of the office: \$511,527.00 from institution funds

Name of Department: Center for Student Inclusiveness

Duties and Responsibilities: Serve students first by creating access to co-curricular scholarship opportunities which encourages persistence to graduation; fostering interconnectedness to collaboratively build an inclusive environment; and promoting growth and intercultural understanding to intentionally enhance the holistic student experience.

- CSI contributes to the presidential aspirations to restore campus vibrancy by:
 - Providing access and information to students and families at NKU
 - Instilling sense of pride and belonging at NKU
- Promoting information about opportunities at NKU through partnerships, ethical stewardship of town and gown relationships in areas our university doesn't always reaches through:
 - Participation in community fairs and events
 - Special partnerships with school districts or educational entities
- CSI promotes collaboration across units and divisions at NKU for co-curricular experiences
- Cross-promotion of services and experiences with the Office of International Scholar Services promoting global mindset and opportunities
- Prioritization of professional development, academic success, and networking opportunities

Organizational Chart: Sarah Aikman, Interim Assistant VP for Student Engagement and Inclusiveness

- AASI
- LSI
- LGBTQA+

CSI Operating Pool Total: \$35,250.00

Name of Office: The Office of African American Student Initiatives (AASI)

Duties and Responsibilities: Established in 1993, our goal is to provide a holistic experience that welcomes diverse ideas and people. Specifically, we focus on providing an inclusive environment for all Black/African American students to feel welcomed, celebrated, and supported. We have four focal points: Advocate, Build, Serve, and Succeed.

Organizational Chart: Greg Moore, Director of African American Student Initiatives

Amount and Rate of Compensation: \$59,997.48

AASI Operating Pool Total: \$21,875.00

AASI Contracts Pool Total: \$6,250.00

Name of Office: The Office of Latino Student Initiatives (LSI)

Duties and Responsibilities: Established in the Spring of 2001 as the Office of Latino Programs & Services. Latino Student Initiatives serves the student first by providing a space that validates, enriches, and develops the experiences of Latinx students at NKU through the sense of *familia*, support, and meaningful engagement.

Organizational Chart: Tiburcio Lince, Director of Latino Student Initiatives

Amount and Rate of Compensation: \$62,949.96

LSI Operating Pool Total: \$19,320.00

LSI Contracts Pool Total: \$5,750.00

Name of Office: The Office of LGBTQA+ Student Initiatives

Duties and Responsibilities: Cultivates a sense of belonging and interconnectedness by fostering an inclusive environment for each student on the gender and sexuality spectrum through an intersectional approach to visible and consistent identity-affirming programming and offers growth opportunities situated in an evidence-based culturally-relevant curriculum. LGBTQA+ Student Initiatives advises several registered student organizations, offers allyship trainings to students, educational program and community building events. The primary goal of LGBTQA+ Student Initiatives is to fully see, welcome and support all members of the NKU community within the gender and sexuality spectrum.

Organizational Chart: Dr. LaVette Burnette, Director of LGBTQA+ Student Initiatives

Amount and Rate of Compensation: \$65,000.04

LGBTQA+ Operating Pool Total: \$10,810.00

LGBTQA+ Contracts Pool Total: \$11,000.00

c) **DEI Events:**

For each program or event planned by a DEI office over the past 12 months, please list:

- i) The name and date of the event or program; ii) The hosting office, department, or organization; iii) The mission or purpose of the event; iv) The location of the event;
- ii) The total budget of the event and the source of those funds;
- iii) A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the event
 - See Appendix C
- iv) The estimated number of attendees.

The attached Appendix B includes a list of all events planned by the Center for Student Inclusiveness offices. The overall mission of these offices is to foster interconnectedness to collaboratively build an inclusive environment, promoting growth and intercultural understanding to enhance the holistic student experience. The Event Type column will indicate the purpose of the individual events. The Cost column will indicate the event budget.

Program Name or Event: Soup, Salad, and Substance Seminar Series

- Redefining the Foundations of DEI and What Drives Belonging (80+)
- Reinvigorating the Academy: The Institution's Role in Increasing Morale (75+)

- Allyship Training (65+)
- Hanging in the Balance: The Precarious Position of DEI (95+)

Date of event: September 21st 2023, October 5th & 12th 2023, November 9th 2023

Hosting Office: Office of Inclusive Excellence

Mission/purpose of event: This series welcomes students and provides faculty, staff, and administrators an opportunity to be involved in intentional yet informal training and development sessions that occur in the workplace and provides a small group learning experience. These workshops are designed to explore equity-minded approaches to developing new pedagogical methods, that advance Inclusive Excellence and increase campus inclusivity by offering ongoing professional development opportunities throughout the year, that are relevant and not cost prohibitive.

Location of event: On campus

Budget: \$12,417.92

Estimated number of attendees: 315+

In addition, the Office of Inclusive Excellence and Center for Student Inclusiveness partner with external businesses and organizations to provide various community connections, as indicated in Appendix D.

- d) **Admissions and recruitment:** Please describe any recruitment and admissions policies that are focused on promoting and increasing the representation and participation of individuals from groups that have historically been underrepresented for the institution. Please provide the same for each program or department within the institution, including:
- i) The purpose of the policies; ii) The total costs of implementing the policies and the source of those funds; iii) A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the policy; and
 - v) The efficacy of those policies and the methods the institution uses to determine that efficacy.

Northern Kentucky University does not have any recruitment or admissions policies as described above.

- e) **DEI Spending:**
- i) Please provide a comprehensive analysis of the expenses related to DEI officers, DEI offices, DEI programs and events, DEI-related scholarships, DEI trainings and training materials, DEI recruiting efforts, and other DEI initiatives of the institution, including the total annual budget amount and actual expenses related to each; and
 - ii) The information required by subparagraph i) of this subsection shall include the annual DEI budget and actual DEI expenses of the institution as a whole and a breakdown of the annual DEI budget and actual DEI expenses of each department/office of the institution.

OFFICE	ORIGINAL BUDGET	ACTUALS
Chief Diversity Officer	\$511,527.00	\$324,099.38
Title IX	\$165,526.00	\$105,016.97
African American Student Initiatives	\$157,702.00	\$119,034.26
Latino Student Initiative	\$152,832.00	\$109,299.29
LGBTQA+ Student Initiatives	\$151,156.00	\$125,142.30
Center for Student Inclusiveness	\$179,857.00	\$136,843.76
Total	\$1,318,600.00	\$919,435.96
University Total	\$280,590,172.00	Not finalized
DEI spending as percentage of total	.47%	

Our current ERP system does not have a dedicated line item to track DEI related expenses. We are mindful that other expenses may occur, but we do not have a process to track the various programs/events/trainings/marketing/etc.

f) **Institutional missions:**

- i. Please provide a complete list of the full written mission of: i) The institution; ii) Each office and department within the institution; and iii) Each organization affiliated with the institution, including support foundations.
 - Northern Kentucky University: Northern Kentucky delivers innovative, student-centered education and engages in impactful scholarly and creative endeavors, all of which empower our graduates to have fulfilling careers and meaningful lives, while continuing to the economic, civic, and social vitality of the region.
 - The NKU Foundation: Our mission is to secure, invest steward and distribute private resources in support of Northern Kentucky University, to advocate for the University's best interest, and to build lasting relationships with alumni and friends.
 - Northern Kentucky University Research Foundation: The mission of the NKURF is to expand the development, implementation and coordinator of extramurally-sponsored programs, to receive and hold conservation easements in support of the Center for Environmental Restoration, and to provide guidance to faculty and students regarding the protection, development, and commercialization of intellectual property.
 - Office of Inclusive Excellence and Title IX: The mission of the Office of Inclusive Excellence (OIE) is to operationalize the inclusive excellence paradigm by ensuring that the principles and practices of diversity, equity, and inclusion are embedded into all aspects of university life, including, but not exclusively, recruitment, admissions, hiring and promotion processes; curriculum and co-curriculum, and administrative structures and practices.
 - The Office of LGBTQA+ Student Initiatives: We, the Office of LGBTQA+ Student

Initiatives, cultivate a sense of belonging and interconnectedness by fostering an inclusive environment for each student on the gender and sexuality spectrum through an intersectional approach to visible and consistent identity-affirming programming and offer growth opportunities situated in an evidence-based culturally-relevant curriculum.

- The Office of Latino Student Initiatives: Latino Student Initiatives serves the student first by providing a space that validates, enriches, and develops the experiences of Latinx students at NKU through the sense of familia, support, and meaningful engagement.
- The Office of African American Student Initiatives (AASI): The mission of African American Student Initiatives (AASI) is to facilitate a support system which advocates academic excellence, celebrates Black/African American culture, and engages students with faculty, staff, alumni, and the NKU community. We support the university's mission by recruiting and retaining Black/African American identifying students that promotes academic and social opportunities that advance them on a path to graduation.
- Center for Student Inclusiveness: The Center for Student Inclusiveness is focused on creating access to co-curricular scholarship opportunities which encourages persistence to graduation; fostering interconnectedness to collaboratively build an inclusive environment; and promoting growth and intercultural understanding to intentionally enhance the holistic student experience. The Center for Student Inclusiveness promotes students' sense of belonging and academic success with cultural and identity-affirming co-curricular programming and inclusive experiences to foster culturally competent global citizens for the NKU community and beyond.

2) **STUDENT-CENTERED DEI INITIATIVES:**

a) **Academic DEI Instruction:**

- i) For each classes/course related to diversity, equity, and inclusion initiatives or that include instruction on theoretical concepts related to the existence of power dynamics based on racial, ethnic, or gender stereotypes, please provide:
 - (1) The title and course code of the course
 - See Appendix E
 - (2) The course description and syllabus;
 - The syllabi for all the courses in the spreadsheet are included separately, in Appendix F
 - (3) A list of the degrees or certificates that require successful completion of the course;
 - (4) The General Education requirements that the course fulfills; and
 - See Appendix E
 - (5) The number of students that were enrolled in the course during the 2023-2024

- school year;
- See Appendix E

For the list of courses, please see the included spreadsheet, Appendix E, which gives course title, designator, and number, course description, list of degrees or certificates that require this course, General Education category where the course may be counted, and the number of students who enrolled in the course during the 23-24 academic school year.

Northern Kentucky University (NKU) is accredited by the Southern Associate of Colleges and Schools Commission on Colleges (SACSCOC). In their Diversity, Equity, and Inclusion position statement, they note the following related to student success and support, and therefore, instruction:

- "SACSCOC supports and encourages the leadership role of its institutions in promoting and sustaining diversity, equity and inclusion in all arenas of higher education."
- "Promoting diversity, equity and inclusion is an opportunity for institutions to recruit students of all backgrounds, identities, and abilities; to support them, adapt teaching methods and use technology to meet their needs and break down barriers to learning; and to successfully guide, mentor, retain, and graduate them."
- "Standard 8.1 (Student achievement) expects that institutions will disaggregate graduation rate data by gender, ethnic, socioeconomic, and/or other student population characteristics in order that institutions implement strategies for improvement."

Consistent with SACSCOC, NKU takes a wide view of diversity, equity, and inclusion. SACSCOC offers the following statements for their guidelines:

Diversity - variety or differences, including but not limited to race, ethnicity, age, sex/gender identity, sexual orientation, ability, culture, religious beliefs, political views, family status, educational background, profession, and socioeconomic status

Equity – process of ensuring freedom from bias or favoritism such that all individuals can achieve their full potential; a measure of achievement, fairness, and opportunity for all in education

Inclusion – process of improving participation for all, including those who are disadvantaged on the basis of age, sex, disability, race, ethnicity, origin, religion, economics, or any other status or difference

There are 4,247 total courses listed in the NKU course catalogs (2,776 undergraduate and 1,328 graduate). We have identified 220 courses (or 5.2% of all courses) that include some component of diversity, equity, and inclusion broadly defined according to SACSCOC guidelines. Of these courses, 21 non-education courses (or 0.49% of all courses) are required for a degree or certificate.

An additional 21 DEI-containing courses are required in one of our Education degrees. Education is required by their national accreditation (Council for Accreditation of Educator Preparation) to document DEI preparation for candidates, so they must have required courses in this area.

- ii) Are there any general education quotas that would require students to participate in a course related to ideological activism, such as critical race theory and DEI, to obtain a degree?

Northern Kentucky University does not have any general education quotas that would require students to take a course related to ideological activism to obtain a degree. There is, however, one category of General Education (out of nine subcategories) that is called "Cultural Pluralism" where students are required to take one course. This category is a sub category of "Self and Society", the learning outcomes of which are shown below. All courses in "Cultural Pluralism" have *some* component of *cultural diversity*. This category includes courses such as Black Studies and Native American Indians where the academic subject of the course is a particular cultural group. However, there are other courses such as Rivals and Rituals: International Sport or History of Rock and Roll where the academic subject is not that of a particular cultural group, but rather these are courses where a small portion of the content includes discussion of how the subject (Rock and Roll, International Sport, etc.) has impacts on or has been impacted by some cultural groups. All courses included in the Cultural Pluralism category are denoted as CP in the included spreadsheet.

The objectives of these courses are to teach students to effectively gather material relating to a focused topic using a variety of tools, sources, and search strategies; to identify, interpret, and evaluate assumptions, evidence, conclusions, and theories; to understand economic, political, and social legacies of imperialism and colonialism, with reference to the linguistic or cultural diversity, for societies, groups, and individuals; to compare historical perspectives on the development of various cultures; to identify the connections and differences among local, national, and global communities; to demonstrate how literature and the arts reflect and influence cultures; to distinguish between scientific and non-scientific explanations by employing scientific methods; to understand the influence of cultural and socioeconomic backgrounds in shaping attitudes and opinions (in themselves and others); and to demonstrate an understanding of the variety of influences on human behavior.

b) Student DEI Trainings:

Student orientations and trainings related to diversity, equity, and inclusion initiatives.

- i) Does the institution require a DEI training or sensitivity training as a degree, certificate, or program requirement?

Northern Kentucky University does not require any DEI training or sensitivity training as a requirement for degree, certificate or program.

- ii) New student and transfer student orientations:

- (1) How are diversity, equity, and inclusion and DEI initiatives addressed in these trainings? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year.
- (2) Do these trainings educate students on the principles of free speech, debate, open inquiry, and viewpoint diversity on campus? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year.

- (3) Are orientation and training materials published to the institution's website? If so, please provide a link.
- iii) For each required student training, including program-specific trainings, please provide;
 - (1) The name of the training;
 - (2) The purpose of the training;
 - (3) The number of students that participated in the training during the 2023-2024 school year; and
 - (4) The cost of the training and the source of the funds to cover that cost.

Northern Kentucky University does not require any DEI training as part of student orientations.

c) **Student Diversity Statements:**

Diversity statements or oaths an institution, or department of an institution, requires students or admissions applicants to submit. i) Please provide a complete copy of the institution's admissions application.

- See Appendix G (Undergraduate) and Appendix H (Chase College of Law)

- ii) Please provide a written list of all diversity statements or oaths offered to any student or prospective student by the institution or a program or department of the institution. For each, please state:
 - (1) The subject and purpose of the statement or oath;
 - (2) The consequences for an individual that declines to submit a statement or oath; and
 - (3) Any mechanisms in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath.

Northern Kentucky University does not require admissions applicants to submit any diversity statements or oaths.

Students in the College of Education have a requirement to agree to three ethical statements, attached as Appendix I. These standards are required by Kentucky Department of Education for teacher preparation and evaluation. Every content area for teaching has its own Specialty Professional Association (SPA) standards, all which include DEI expectations. The content must align with the SPA standards in order for the Education Professional Standards Board to approve the programs.

d) **Scholarship awards**

- i) For each scholarship administered or distributed by the institution that are distributed based on race, ethnicity, religion, sex, sexual orientation, or other immutable characteristic or that use criteria related to race, ethnicity, religion, sex, sexual orientation, or another immutable characteristic to distinguish between candidates

(excluding athletic scholarships), please provide:

- (1) A copy of full application for a scholarship;
 - (2) A description of the number and amount of each available scholarship award; and
 - (3) The total amount of scholarships issued during the 2023-2024 school year and the source of those funds.
- ii) For each scholarship administered or distributed by the institution that includes any type of diversity statement or oath, please provide:
- (1) A copy of full application for a scholarship;
 - (2) A description of the number and amount of each available scholarship award;
 - (3) A statement of how the oath or statement is used to evaluate scholarship candidates;
 - (4) A description of the number and amount of each available scholarship award; and
 - (5) The total amount of scholarships issued during the 2023-2024 school year and the source of those funds.

Unless noted, students apply for the listed scholarships through financial aid using the attached applications, Appendix J (general Financial Aid, First Year Students), Appendix K (general Financial Aid, Continuing and Transfer Students) and Appendix H (Chase College of Law admissions application is used to award aid). The amount and source of funds are notated on the attached Scholarship Information document, Appendix L.

Note that in response to the United States Supreme Court's decision in the *Students for Fair Admissions* cases in June 2023, NKU modified one of its primary institutional undergraduate awards to reflect a broader focus on access for students regardless of race or other immutable characteristic.

Northern Kentucky University does not have any scholarships that include a diversity statement or oath.

e) **Student discipline:**

How does the institution handle allegations of bias incidents committed by a student? Are students disciplined for non-criminal bias incidents?

NKU investigates allegations and, if necessary, takes appropriate action to address harassment and discrimination that would constitute a violation of antidiscrimination law, including Title VI and Title IX. Criminal conduct also is prohibited by NKU's Code of Community Standards and Student Rights. NKU does not separately investigate or discipline students for "bias incidents." In evaluating student conduct matters, NKU respects our students' right to engage in expressive activity protected by the First Amendment and state law.

f) **Student Centers:**

Identify any student centers that provide services for an identified minority group.

Center for Student Inclusiveness

3) **FACULTY-CENTERED DEI INITIATIVES**

a) **Faculty/Staff Diversity Statements:**

Diversity statements or oaths of an institution or department of an institution that faculty, staff, or job applicants are required to submit as a condition of employment, continued employment, promotion, contract renewal, or other benefit.

i) Please provide a complete copy of the general employment application of the institution and any supplemental applications or documents required by the institution of any academic department of the institution.

- See Appendix M

ii) Please provide documentation of each diversity statement or oath offered to faculty, staff, or job applicants, and for each please state:

(1) The subject and purpose of the diversity statement or oath?

(2) What are the consequences for an individual that declines to submit a diversity statement or oath?

(3) What mechanisms are in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath?

Northern Kentucky University does not have a required diversity statement or oath as a condition of employment, continued employment, promotion, contract renewal or other benefit. Application requirements for faculty vary based on department and position. Some positions request a diversity statement, to ensure the individual can provide support to students from diverse backgrounds. However, it is not a requirement and the omission of a diversity statement does not exclude the candidate for consideration.

NKU does not require current or prospective employees to affirm or pledge agreement with particular ideological statements. In general, faculty and staff may raise workplace concerns through a variety of channels, including to Human Resources, via informal and formal grievance procedures, and through a confidential reporting hotline.

b) **Faculty and Staff DEI Trainings:**

i) Does the institution require a DEI training or sensitivity training?

ii) Does the institution or departments within the institution require trainings on the principles of free speech, debate, open inquiry, and viewpoint diversity?

iii) Please provide a written list of all faculty and staff trainings required by an institution or department within an institution. For each, please provide:

- (1) The title of the training;
- (2) The basic subject matter of the training;
- (3) The job titles of the individuals required to participate in the training; and
- (4) The department or office that is responsible for issuing and/or enforcing the requirement.

NKU requires that employees complete a series of short, online compliance training modules each year. These modules cover a variety of higher education issues, including workplace ethics, campus safety, cybersecurity, Title XI, records management and purchasing requirements. One three-minute module focuses on diversity in the workplace ("Diversity, Equity, and Inclusion"). The annual training program is overseen by Human Resources.

4) **Bias Incidents:**

How does the institution handle allegations of bias incidents committed by faculty and staff?

NKU investigates allegations and, if necessary, takes appropriate action to address harassment and discrimination that would constitute a violation of antidiscrimination law, including Title VII, in addition to enforcing customary standards of professionalism and other appropriate workplace conduct.