# Letter from the Faculty Chair

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LETTER FROM THE FACULTY CHAIR:

The 2015-2016 academic year has been a challenging one at the University of Cincinnati. As we have united in our commitment to an inclusive environment for all students, the Faculty Senate worked closely with administration, undergraduate, and graduate student government leaders to address policy and practice topics.

This year discussions included subjects such as performance based budgeting, Title IX, eLearning, state legislation, institutional research data, strategic enrollment, and safety and community relations. The Faculty Senate passed ten resolutions on topics ranging from the support of a tobacco free campus to the University Press to the inclusion of Title IX and mental health services information in course materials. Minutes from each Faculty Senate meeting and the full text of the resolutions are available on the Faculty Senate website at www.uc.edu/facultysenate.

Under the direction and support of the President and Provost, a consortium of faculty, students and staff have worked on the diversity and inclusion in the curriculum initiative. To gather input and make progress toward the enhancement of diversity and inclusion in the curriculum, two input sessions were held, a faculty survey was conducted, and four working groups were established to investigate curricular planning. The topics for these working groups include the general education framework, the creation of inclusive classrooms, courses and modules, and faculty development. In addition, a sub-committee has drafted undergraduate student learning outcomes related to equity and inclusion. The work of these groups and proposed curricular changes will be vetted through the shared governance and curricular approval processes in the upcoming year.

As the outgoing Chair of the Faculty and of the Faculty Senate, I am excited to share our accomplishments over the past year. I hope you find this report useful and informative. Shared governance is critical to our success and intellectual growth. Shared governance provides the essential faculty voice in important conversations about the future of higher education at UC. Faculty participation in institutional governance isn’t a privilege—it’s a necessary part of decision-making in colleges and universities. Be sure to contact and utilize your Faculty Senators to represent your voice in shared governance. I look forward to the continued work of the Faculty Senate under the leadership of Sally Moomaw in the upcoming year. Thank you for supporting and continuing the important work of faculty here at UC.

Respectfully,
Tracy Herrmann, MEd, RT(R)
Professor of Allied Health
UC Blue Ash
A Faculty Senate ("Senate") shall exist in order to exercise the powers of the Faculty in the interim between its meetings.

**PURPOSE OF THE FACULTY SENATE:**

The Senate shall be composed of the following members ("Senators"):

- **Ex Officio Members.** Persons holding the following positions are ex officio members of the Faculty Senate:
  1. The President.
  2. The Chairperson.
  3. The Secretary.
  4. The Vice Chairperson.
  5. The Board Representatives.
  6. The Past Chairperson.
  7. The Chairperson-Elect.

- **At-Large Senators.** Eight Senators will be elected from the Faculty at-large ("At-Large Senators"). At-Large Senators will serve for a term of two years. The term shall commence on the first day of the first month of the new academic year. At-Large Senators may be re-elected for a subsequent term. After two consecutive terms on the Senate, an At-Large Senator may not serve as an At-Large Senator for a period of two years.

- **Unit Senators.** Senators that represent a particular unit of the Faculty ("Unit Senators") are described below. Unit Senators will serve for a term of two years. The term shall commence on the first day of the first month of the new academic year. Unit Senators may be re-elected for a subsequent term. After two consecutive terms on the Senate, a Unit Senator may not serve as a Unit Senator for that unit for a period of two years.

   - **Full Time Faculty.** Two Senators will be elected from each of the degree-offering units of the University, the division of professional practice, and collectively all the libraries of the University. If degree-offering units are restructured, the current Senators will retain their unexpired terms.
   - **Emeriti.** One Senator will be elected by the emeriti faculty.
   - **Part-Time Faculty.** Two Senators will be elected from that group of part-time faculty who are scheduled to teach a minimum of two semester courses or the equivalent per year (up to 65% of a full-time faculty position) and who have taught as part-time faculty at the University for three years or more.
   - **Pluralism.** No Faculty member may hold more than one seat on the Senate at the same time.

http://www.uc.edu/facultysenate.html
APPROVED RESOLUTIONS:

TITLE IX & MENTAL HEALTH SERVICES RESOLUTION

"THEREFORE be it resolved that the University of Cincinnati Faculty Senate recommends that faculty include information about Title IX and Mental Health services on course syllabi or learning management system sites."

APPROVED BY THE FACULTY SENATE ON MAY 12, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Supporting%20the%20Addition%20of%20Info%20Regarding%20Title%20IX%20and%20Mental%20Health%20Svs%20on%20Student%20Course%20Materials.pdf

NP GRADE OPTION FOR MATH 0039 RESOLUTION

"THEREFORE be it resolved that the University of Cincinnati Faculty Senate supports the proposed grade option of Non-Proficient for the course MATH 0039."

APPROVED BY THE FACULTY SENATE ON MAY 12, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Recommending%20Support%20of%20a%20NP%20Grade%20Option%20for%20Math%200039.pdf

COMMERCIAL USE OF COURSE MATERIAL RESOLUTION

"THEREFORE, be it resolved that the University of Cincinnati Faculty Senate requests that the UC General Counsel Office, in consultation with the Faculty Senate and the AAUP, develop a policy on ownership and commercial use of course material in conjunction with the Office of Student Conduct and Community Standards."

APPROVED BY THE FACULTY SENATE ON MAY 12, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Requesting%20Dev%20of%20a%20Policy%20Stmt%20on%20Comm%20Use%20of%20Course%20Materials.pdf
APPROVED RESOLUTIONS

FACULTY USE OF COURSE MGMT SYSTEM RESOLUTION

“THEREFORE, be it resolved that the University of Cincinnati Faculty Senate reaffirms its support of the UC Faculty Senate Resolution of July 12, 2007 and recommends that intermediary grades be made available to students at least one week before the official university withdrawal date.”

APPROVED BY THE FACULTY SENATE ON APRIL 14, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Reaffirming%20support%20for%20UC%20FS%20Resolution%20of%202007%20Faculty%20Use%20of%20Course%20Mgmt%20Sys.pdf

COLLEGE CREDIT PLUS RESOLUTION

“THEREFORE, be it resolved that the University of Cincinnati Faculty Senate finds that it is inappropriate and counterproductive to use co-remediation to grant college credit to high school students, as stated in HB 474, sec. 733.10.”

APPROVED BY THE FACULTY SENATE ON APRIL 14, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20on%20OH%20HB%20474%20as%20related%20to%20Remedial%20or%20Developmental%20in%20Coll%20Credit%20Plus.pdf

UNIVERSITY OF CINCINNATI PRESS RESOLUTION

“THEREFORE, be it resolved that the University of Cincinnati Faculty Senate supports the proposed University of Cincinnati Press.”

APPROVED BY THE FACULTY SENATE ON MARCH 10, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Concerning%20Proposed%20University%20of%20Cincinnati%20Press.pdf
APPROVED RESOLUTIONS

UNIVERSITY BUDGET COMMITTEE RESOLUTION

“THEREFORE be it resolved that the Faculty Senate of the University of Cincinnati recommends to the president of the university that the chair of the faculty or his/her designee be included in the membership of the University Budget Committee.”

APPROVED BY THE FACULTY SENATE ON MARCH 10, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Regarding%20Inclusion%20of%20Chair%20of%20Faculty%20on%20University%20Budget%20Committee.pdf

DIVERSITY INITIATIVES RESOLUTION

“THEREFORE, be it resolved that the University of Cincinnati Faculty Senate supports these proposed initiatives, which will support and enhance the University’s mission to provide an inclusive environment and strengthen its commitment to excellence and diversity in its students, faculty, staff, and all of its activities.”

APPROVED BY THE FACULTY SENATE ON FEB 11, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Concerning%20Proposed%20Diversity%20Initiatives%20at%20the%20University%20of%20Cincinnati%20021116.pdf

CONCEALED CARRY RESOLUTION

“Be it hereby resolved the Faculty Senate opposes the allowance of concealed carry at the University of Cincinnati.”

APPROVED BY THE FACULTY SENATE ON FEB 11, 2016

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Resolution%20Regarding%20Concealed%20Carry%20at%20the%20University%20of%20Cincinnati%20021116.pdf
BE IT HEREBY RESOLVED that the Faculty Senate, Undergraduate Student Government, and Graduate Student Government Association support a tobacco-free University to promote the health and wellness of all members of the University community; and

BE IT FURTHER RESOLVED THAT the Faculty Senate, Undergraduate Student Government, and Graduate Student Government Association support the creation of a multi-constituency advisory committee to craft – with input from all vested stakeholders – a tobacco-free policy for the University of Cincinnati, which will be vetted through the normal shared governance advisory process prior to implementation.

APPROVED BY THE FACULTY SENATE ON NOV 12, 2015

http://www.uc.edu/content/dam/uc/facultysenate/Docs/Tobacco%20Free%20Resolution.pdf
The purpose of the standing committee structure is to promote participative governance and collaborative management of university processes and matters of interest. This structure allows faculty members the opportunity to share in collaborative decision-making and consensus building to support the achievement of the strategic goals of the University of Cincinnati.

The faculty senate standing committees are comprised of faculty members who have been nominated by the faculty and elected by the faculty senate. All members of the university faculty (as defined in the University Faculty Bylaws) are eligible to serve. Faculty members participate on these committees to promote the sharing of ideas and opinions from a variety of perspectives. Committee members typically serve two year terms. A committee chairperson is appointed by the chairperson of the university faculty and serves on the Faculty Senate Cabinet.

The current standing committees are as follows:

- Academic Affairs
- Budget and Priorities
- Governance
- Human Relations
- Information Technology
- Planning
- Research and Scholarship
STANDING COMMITTEES

ACADEMIC AFFAIRS

Committee Charge: The academic affairs committee shall investigate and make recommendations for senate action concerning any existing or proposed educational or academic policy or practice at the university that is referred to the committee by the faculty, the senate, or the chairperson.

Committee Activities & Key Actions:

1. Committee members represented AAC on the following committees: UC Academic Committee; UC Press Task Force; CET&L Assistant Director Search Committee; Course Evaluation Committee

2. Six resolutions were presented to Faculty Senate and approved: 1) Resolution of Support for the University of Cincinnati Press; 2) Support for Granting a Grade of Non-Proficient (NP) for MATH 0039, as requested by the Math Department of A&S; 3) Resolution Requesting Development of a Policy Statement on Commercial Use of Course Materials; 4) Resolution of Non-Support for Ohio HB 484 as related to Remedial or Developmental Education in College Credit Plus; 5) Resolution Reaffirming Support for Faculty Use of the University’s Course Management System (currently Blackboard) and in particular Communication of Intermediary Grades at least One Week Prior to the Official University Withdrawal Date; 6) Resolution Recommending that Faculty Provide Information on Title IX and Mental Health Services, either on syllabi or Blackboard

3. ACC reviewed and provided feedback on the following documents: 1) DSST Testing; 2) Course Evaluation Committee; 3) Prior Assessment of Learning Portfolios; 4) NCAA Academic Integrity; 5) Grade Forgiveness; 6) Competency Based Learning; 7) Prior learning Assessment; 8) Program Assessment Plan Check-In; 9) UC Diversity Initiatives; 10) UC Advising Strategic Plan; and 11) Latin Honors.

Committee Membership:

Chair: Sally Moomaw (CECH)
Chia-Chi Ho (CEAS)
Deborah Page (UCBA)
Carol Wheeler-Strother (CAHS)
Ratee Apana (LCoB)
Stacy Hummeldorf (ProPEL)
Stephanie King (CoN)
BUDGET AND PRIORITIES

Committee Charge:
The budget and priorities committee shall examine financial matters of the university and recommend to the faculty senate ordering of priorities for new funds and for reallocation of present resources, including specific dollar amounts. As feasible, the committee shall also suggest possible sources for new funding.

Committee Membership:
Chair: Chia-Chi Ho (CEAS)  
Steven Boyce (MED)  
Anastasios (Tasos) Ioannides (CEAS)  
Peter Disimile (CEAS)  
Kent Lutz (UCBA)  
Gowribalan Vamadeva (UCBA)  
James Van Hook (MED)

Topics Discussed:
1. Kent Lutz attended the COIA meeting and provided a report to faculty senate.
2. The committee chair served as faculty representative at the FCC committee.
3. The committee supported and jointly contributed to the resolution regarding to the inclusion of the chair of the faculty or designee on the university budget committee.
4. The Committee met with the following UC leaders:
   • Beverly Davenport, UC Provost.
   • Michael Bohn, UC Athletics Director.
   • Kathy Qualls, Senior Vice Provost for Academic Finance & Administrative Affairs.
   • Patrick Kowalski, VP for Finance.
   • Marc Petullo, Senior Planner, Planning, Design, and Construction.

These interviews provided considerable data and insights on the magnitude and complexity of the annual UC budget, and the processes by which it is prioritized. It was also clear that the overall fiscal status of the university is positive and strong, due in part to record enrollment and leadership’s strategic plan. During its meetings, the Committee has discussed the following key topics:
   • The university overall budget, capital, and academic budget.
   • The capital and debt management involved with buildings and facilities on and around campus.
   • Approaches to advance the third century initiative and academic excellent including setting FT tenure track hiring and retention as a priority, additional support for TA and tuition support for RA, and additional instructional support
   • Performance based budgeting and modifications
   • Athletic Department

5. The committee drafted the recommendations on Appointment, Reappointment, Promotion and Tenure, Performance-Based Budgeting (PBB), aligning the budget with the central mission, and shared with Kathy Qualls, Patrick Kowalski, and Beth McGrew.
STANDING COMMITTEES

GOVERNANCE

Committee Charge: The governance committee shall review these bylaws and propose amendments, clarify and strengthen the involvement and training of faculty on university committees, monitor governance policies and practices to ensure effective faculty involvement in university decision making, and assist faculty with governance issues occurring within their college or academic unit.

Committee Membership:
Chair: Ana Vamadeva (UCBA)
Heather Moore (UCBA)
Carlee Escue Simon (CECH)
Lilit Yeghiazarian (CEAS)
Arlene Johnson (Libraries)
Marla Hall (A&S)
Anastasios (Tasos) Ioannides (CEAS)

Committee Activities & Key Actions:
1. The Governance Committee discussed the importance of Shared Governance and spent a significant part of the fall semester identifying the strengths and weaknesses of the current Integrated Decision Making model. As a result of this comprehensive review, The Governance Committee proposed a resolution to include the Faculty Chair and or their designee to the pivotal University Budget Committee. The Committee also secured the endorsement of the Senate Budget & Priorities Committee and the resolution was passed unanimously by the Faculty Senate.
GOVERNANCE

2. The Governance Committee met with the Athletic Director to understand the Athletic Operation and how faculty could partner with the Department to lessen the reliance of subsidies from the academic side and how we could leverage shared governance to help in that regard.

3. The Committee reviewed the proposed changes to the composition and role of the Academic Committee and the Graduate Council.

4. The Committee continuously reviewed UC – Faculty bylaws and identified areas where changes be proposed for the next year.

5. The Governance Committee also discussed the recent changes to the Student Code of Conduct and felt that faculty were not given adequate time to provide input.
HUMAN RELATIONS

Committee Charge: The human relations committee shall monitor existing policies and practices and recommend new policies and practices to ensure a supportive environment that promotes increased diversity and inclusion at the university. The committee shall also administer award selection processes and faculty recognition. The committee shall interpret its role broadly, addressing itself to specific issues and, in addition, serving as a source for a just university community.

Committee Activities & Key Actions:

1. Human Relations Committee reviewed proposed materials for new Exemplary Department Awards. Met with Damion Waymer to provide feedback and discuss the award application process and criteria.

2. Human Relations Committee members Datina Juran and Eva Krieg reviewed applicantions and provided feedback for the Exemplary Department Awards.

3. Committee participated in Inclusive Excellence Workshops “Intercultural Competency Workshop” and “Journey to Cultural Advocacy” and “Emotional Intelligence”

4. Committee discussed feasibility of organizing a ‘social media takeover’ as a result of some negative media via YikYak. Generally decided against that course of action but also discussed others ways to show support and a safe space for students, faculty and staff through signage, stickers or other visuals.

5. Dr. Bleuzette Marshall provided the book Doing Diversity in Higher Ed to all committee members. Focusing on two sections, the Committee met with Dr. Marshall and Tracy Herrmann in December to debrief and discuss ways to implement positive change moving forward. Suggested possible resolution.

6. Chair and former winners reviewed and selected winners of the Faculty Senate University Service
STANDING COMMITTEES

HUMAN RELATIONS

Award. Chair solicited applicants through the e-currents newsletter and encouraged 1st year applicants to update their nominations. Out of a strong pool of candidates, the winners were Brett Kissela and Ricardo Moena. Chair notified winners and thanked all applicants while encouraging first year applicants to update their submissions for the next year.

7. Faculty Senate University Service Award Committee proposed erecting a plaque in TUC to honor the winners of the prestigious University Service Award, recommendation was brought by Chair to Senate Cabinet

8. Chair is seated on the University of Cincinnati Diversity Council

9. Chair attended and facilitated table at Fall All-University Faculty Meeting

10. Committee reviewed and supported joint resolution drafted by the Academic Affairs Committee: Resolution Concerning Proposed Diversity Initiatives at the University of Cincinnati

11. Committee worked on a resolution request brought forth by an A&S faculty member: Resolution Concerning Inclusive Excellence at the Core of the University of Cincinnati's Mission. Resolution was reviewed and brought to Cabinet but is still under revision before presentation to the Faculty Senate. Committee will pursue breaking resolution down into smaller pieces and gathering data to help clarify and solidify messages.

12. Committee members Eva Krieg and Sally Ann Zwicker are working with an A&S faculty member to craft an Inclusion resolution addressing issues surrounding part-time faculty, faculty with disabilities and underrepresented minorities.
STANDING COMMITTEES

INFORMATION TECHNOLOGY

**Committee Charge:** The information technology committee shall formulate and express faculty views on information technology issues, including distance learning and online courses, recommend electronic voting procedural standards and tools that ensure security, anonymity, and faculty control, offer consultation and training, and, if asked, assess the legitimacy of software employed for soliciting faculty votes. Matters requiring faculty action shall be sent as recommendations to the senate.

**Committee Membership:**
- Chair: Robert Rokey (LCoB)
- Charity Accurso (CAHS)
- Michelle Conda (CCM)
- Stephen Thiel (CEAS)
- Laura Dell (CECH)
- Ben Filla (Clermont)
- Anton Harfmann (DAAP)
- Timothy Armstrong (Law)
- Nathan Tallman (Libraries)
- Dr. Bryan Mackenzie (CoM)
- Melanie Kroger-Jarvis (CoN)
- Joshua Lorenz (Pharmacy)
- Todd Foley (ProPel)
- William Jennings (UCBlueAsh)
- Larry Bennett (CEAS)
- Victoria Wangia-Anderson (CAHS)
- David Hartz (UCBA)
- Michele Griegel-McCord (A&S)

**Committee Activities & Key Actions:**
Committees activity this year was reduced due to circumstances that led to the committee chair not being available in the fall semester and a new chair being selected in early February 2016 spring semester.
STANDING COMMITTEES

INFORMATION TECHNOLOGY

1. Acceptable Use of University Information Technology Resources Policy
   a. Committee member Victoria Wangia-Anderson electronically collected comments from the Faculty Senate IT committee and provided the feedback to the Faculty Senate via the Faculty Senate Chair

2. Cynitha Ris presented the Faculty Senate Task Force – IT Committee recommended adequate faculty representation and a method for selection of faculty representation on the 5 topical IT Governance Committees

3. Chris Edwards and Paul Foster of IT@uc presented a preliminary view of the eLearning committee draft report. Have asked the committee to plan on reviewing the final document in June.
Committee Activities & Key Actions:

1. Working collaboratively with representatives from the Undergraduate Student Government and Graduate Student Government Association, the committee put forward a joint resolution to support (1) a tobacco-free university; and (2) the development of a multi-constituency advisory committee to develop a tobacco-free policy for UC. The resolution was approved at the Joint Governance Meeting of the Student Government Association, Graduate Student Government Association, and Faculty Senate in November 2015.

2. Concerned about the lack of communication regarding emergency preparedness and active shooter procedures, the committee contacted UC safety personnel to encourage open dialog and university-wide training.

3. The committee reviewed and discussed alternatives (renovate, build new on campus, build new off campus) under consideration regarding the College of Law building.

4. In response to Ohio House Bill 48, the committee put forward a resolution opposing the allowance of concealed carry at the University of Cincinnati. The Faculty Senate approved the resolution at its February 2016 meeting.
STANDING COMMITTEES

RESEARCH & SCHOLARSHIP

Committee Charge: The research and technology committee shall identify relevant research and scholarship issues, recommend solutions to identified issues, recommend changes for the development and implementation of programs designed to support and reward research activity, examine, review, and make recommendations to the senate about proposals that affect faculty research and scholarship initiated by the administration or other parties.

Committee Activities & Key Actions:

This academic year continued to focus on two items:
Multi-Disciplinary Research & improvements in the IRP process:

Multi-Disciplinary Research:
  a. Chair became a member of the Cross-Disciplinary Task Force which meets every other month on the 4th Wednesday. RFP's for strategic cross-disciplinary research went out.
  b. Ideas for other methods of encouraging Multi-disciplinary research especially related to systemic issues such as the RPT process have been discussed. Further discussion is needed to be followed by a resolution.

Improvements in the IRB process:
  a. The prior year involvement by the committee led to some improvements in the time to get IRB approval
  b. Further monitoring of IRB approval times is still needed.

Search for Vice President of Research: The committee was involved with the search of the VP of research to the extant of attending candidate presentations and providing feedback to the search committee. A meeting with Pat Limbach, who was chosen as the new VP of research, was being scheduled, but time conflicts needed to be resolved.

Committee Membership:
  Chair: Mark Turner (CEAS)
  Lora Arduser (A&S)
  Laura Conforti (CoM)
  Arlene Johnson (Libraries)
  Kevin Li (Pharmacy)
  Lilit Yeghiazarian (CEAS)
  Gail Pyne-Geithman (CoM)
CONCLUSION:

A CLOSING NOTE FROM THE FACULTY CHAIR

I would like to close this report by thanking the members of the faculty, student leaders, staff and administration for their passion toward making the University of Cincinnati a place of rich learning experiences, inquiry, and creativity. A special thanks goes to the members of the Faculty Senate for their engagement, collaboration and passion for the University of Cincinnati. Please join me in welcoming Sally Moomaw, Associate Professor of Early Childhood Education in the College of Education, Criminal Justice, and Human Services, to her position as Faculty Chair beginning August 1, 2016.

Sincerely,
Tracy Herrmann, MEd, RT(R)