Faculty Chair Report

I wish to begin by thanking my colleagues of the Senate for their service to the university and the tremendous support you have provided me as your representative. The other day a faculty member questioned the utility of shared governance and it gave me an opportunity to reflect on the accomplishments of the past two years—it was a very strong list of outcomes that resulted because we were able to engage with the administration in a coordinated fashion and sometimes quietly behind the scenes. I concluded it was better to have effective results that may go unnoticed than define faculty governance as a spotlight of, perhaps, confrontation, which seemed to be the measure being offered.

Shared governance exists, in my view, when it simply manifests in processes and policies of the institution—it is the natural state of interaction of multi-constituencies around the table (staff, student, faculty, administrators). It assumes that gathering together varied perspectives from different roles and functions within an institution will lead to better outcomes than a system in which decisions reflect the preferences of only one group; that’s the shared component. We have been at the table and we have been effective in shaping policies and procedures. Your commitment to this system made that happen and it has been a pleasure to spend time with you facilitating some very significant changes at this institution. When people look back, this will be a time regarded as table-setting for a future of significant achievement in UC’s mission. You should take pride in being involved and supporting those efforts.

Agenda Issues

As noted in a previous email, we will hold elections on Thursday. The ballot must be complete before that vote is taken, so please be prepared to self-nominate if ballot slots remain. I will send out the preliminary ballot before the meeting.

Director of Athletics

The cabinet has invited Whit Babcock to speak to the Senate to provide an overview of his first 6 months and where he is wishes to go. He readily accepted. We have established a working relationship in which he values Senate input (the Budget committee submitted a report). I ask Senators to take this opportunity to deepen a constructive working relationship as Mr. Babcock looks to move forward in improving the Athletic Department’s relationship with the rest of the university. We share the recognition that the budgetary model needs adjustment and I hope that this discussion can be oriented toward constructive ideas about moving forward.

FSAAC on grading policy

FSAAC has a proposed resolution of changes to the grading policy. These changes are simply in the descriptive sections of the document and do not revise the specific grading scale or any substantive implementation procedures associated with the scale. Please review the separate email of supporting documents.

Bearcat Bond

Rich Miller and I were asked to meet with student leaders and Daniel Cummings, Director of Judicial Affairs to consider the creation of a university identity statement/bond that reinforces the notion of what it means to be associated with the university. We were shown examples of other universities who are adopting this approach. It is something that would become a tradition at things like new student convocation etc, but it is not a bond just among students, but among us all – student, staff, faculty, alumni, and administrators. The language was carefully crafted over a number of editing
sessions and is being brought to all three governance bodies for consideration and then will be taken to the staff union. Administrators would adopt it as well. My own view is that this is a nice student initiative at manifesting a deepening connection to the institution and its wording’s focus on integrity actually parallels nicely with the Taskforce report that we just completed and sent to the Provost.

Each of the bodies are, therefore, introducing the same resolution and we are asking for Senate consideration:

“Be it resolved, that faculty senate endorses the adoption of a university-wide Bearcat Bond to be used where appropriate at university functions to unite the campus-wide community of faculty, students, staff, and alumni around a common identity as a member of the University of Cincinnati”

**Bearcat Bond**

As a member of the University of Cincinnati and its Just Community, I will uphold our Bearcat values of respect, responsibility, and inclusiveness. I will promote the highest levels of personal and academic honesty and aspire continuously to better myself, UC, and the world.

**Integrated Decision-making Model**

It is anticipated that the integrated decision-making model that was endorsed by Senate and the AUF meeting will be implemented for the new fiscal year July 1.
Faculty Senate Agenda
June 7, 2012
TUC 3:30-5

Approval of May Minutes 3:30-1
Report of the Chair 3:31-3
Elections (nominations accepted from floor) 3:33-3:45
Discussion with Director of Athletics (Whit Babcock) 3:45-4:05
FSAAC Resolution on Grading Policy (A. Lane) 4:05-4:15
Resolution on Bearcat Bond (R. Miller) 4:15-4:25
Undergraduate Student Government Report 4:25-28
Graduate Student Government Report 4:28-31
AAUP President Report 4:31-4:35
Provost Input session 4:35-4:55
Adjourn
### Faculty Senate/All University Committee Report (2011-12)

<table>
<thead>
<tr>
<th>Committee:</th>
<th>Human Relations</th>
<th>Prepared By:</th>
<th>Jean S. Anthony</th>
<th>Date:</th>
<th>May 15, 2012</th>
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<tr>
<td>Faculty Members at the Meeting:</td>
<td>J. Anthony, Chair; Marilyn Simon, Angie Woods, Rita Kumar, Grace. Thome</td>
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#### Topics Discussed:

**Guest:** Karla Phillips, BBA, Assistant Director Office of Equal Opportunity, University of Cincinnati

1. Dr. Harknett suggested to the HRC members that they take on the task of engaging the University’s Unit Search Committee Chairs in a series of workshops to determine:
   - What worked in the faculty search process
   - What did not work
   - Identify the institutional barriers experienced during the search process
   - Identify positive and negative patterns experienced in the search process

2. In talking with Ms. Philips we learned that the University has document, Recruitment and Search Guide” that describes the correct procedures for initiating and completing a search process. The document was prepared by the Office of Equal opportunity is our “best practice” guide. The issue is that not all colleges followed the guidelines for recruitment and searches.

3. The HRC members conclude following our discussion with Ms. Phillips that an educational workshop for each individual college on the recruitment and search guidelines along with ongoing support for OEO when a college engages in a search may be most advantageous strategy at this point. Some considerations:
   - Criteria for searches is outline in the Recruitment and Search Guide
   - Will need support from administration in order for colleges to meet the expectation that they are to follow the existing guide.
   - Someone will need to coordinate the workshops for each college
   - Should workshops be an annual expectation/mandate for each college in lieu of committee turnover?
   - Each college must have the right person in place as the EOC representative to ensure that the process will be followed correctly
   - Perhaps establish an HR Advisory committee in each college
   - Perhaps make following the guide part of the expectation from the Provost’s office

*Annual hiring workshops are not a precedent: A&S, DAAP and Clermont college do this every year.*
<table>
<thead>
<tr>
<th><strong>Action Items:</strong> List item and attach supporting document if action requires such background</th>
<th>As indicated in the agenda above</th>
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<tr>
<td><strong>Describe action needed on items above (discussion and input, vote, etc):</strong></td>
<td><strong>By Whom:</strong></td>
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<tr>
<td>The Human Relations Committee will continue to discuss and evaluate this issue.</td>
<td>By Faculty Senate</td>
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<td>By Cabinet</td>
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<td>Others (List-)</td>
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<td><strong>Next Meeting Date:</strong></td>
<td><strong>TBA</strong></td>
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