Minutes of the Faculty Senate Meeting held at UCBA on Thursday October 10th, 2013.

Numbering refers to the published agenda items. Minutes are presented in the order of meeting proceedings.

1. Call to order. RM opened the meeting at 3.30 pm.

2. Approval of the September 12th minutes. No comments, minutes unanimously approved as they stand.

4. Report of the Faculty Chair. Reproduced here as provided by RM to GJP.

   Let me begin by thanking the Dean, the Faculty and Staff of UCBA for hosting us today. I especially want to thank Senator Amber Peplow for making most of the arrangements. I am grateful to all Faculty members who participate in Governance, but especially grateful to those on the Branch Campuses. Participating in the governance function requires a commitment, but for our Branch Campus Faculty it is an extra commitment. Most of the governance meetings are on Main Campus, so Branch Campus Faculty have to not only commit the time for the meetings, but the additional time of coming down to Main Campus. They also have to fight the traffic and find parking. I am glad that once a year we can save you the time and the drive by coming to visit you. Please remember that we will visit our other branch campus, Clermont, in March. That meeting is usually not well attended due to the drive, but the Dean, Faculty and Staff of Clermont really make an effort to be gracious hosts so PLEASE mark your calendar for the March Meeting and allow for the extra travel time. (As an added incentive, remember that Clermont is near Jungle Jim’s east side location!)

On September 18th, I was in Dallas when I received a call from President Ono concerning the Ron Jackson/Carol Tonge cartoon. I joined Santa, the Presidents of SGA and GSGA and other University Administrators in signing the President’s statement. The President received some criticism for this statement. Some felt the statement did not go far enough in condemning the racial aspects of the cartoon and some criticized the President for attacking free speech. It is important to note that nothing in this statement questioned anyone’s right to free speech, but rather stated that racial attacks cross a boundary of what we consider to be just and civil discourse.

After publication of the statement, the Cincinnati Enquirer ran a story about it and the story failed mention that I had signed the statement on behalf of the Faculty. Since I thought it important for the public to know that I had signed the statement on behalf of the Faculty, I sent Cliff Peale an email requesting a clarification. Cliff replied that my request was too late to affect the print edition, but that the on-line edition had been modified.

The News-Record also published a story about the cartoon. Unfortunately, one sentence in the story was poorly worded and it implied that the Faculty was complicit in circulating the cartoon. After seeing this, I and some others made inquiries. I was able to confirm that: to the best of our knowledge no

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member of the Faculty had anything to do with this cartoon; the cartoon was not “circulated” but was hung on a few bulletin boards in McMicken Hall and that, to the extent any Faculty members did send copies of the cartoon by email, it was to express their distaste of this crude attack. I likened it to sending a friend a picture of an auto accident or a train wreck; you don’t send it because you think it is a good thing, but rather to express your horror at the situation. I asked the News Record to make a correction and even spoke to them by telephone from Dallas, but the subsequent news story did little to clarify the situation and I concluded that there was no point in pursuing this further.

Santa has indicated that he intends to conduct some forums on the subjects of race and civil discourse. The first will be October 16th at 7 pm with Michael Eric Dyson, Professor of Sociology at Georgetown University and is titled “Breaking the Polite Silence: A Conversation About Race”. Professor Dyson will also meet with the Presidential Cabinet that morning.

President Ono did discuss these forums with Senate Cabinet. While we understand the President’s desire to have a frank discussion of racial issues, we urged the President to also discuss issues of free speech. Some of our students do not seem to understand that rights are not unlimited. There are cases where the courts have limited the right of free speech, especially in cases of harassment or intimidation. The other concern is that some of our students might not really understand that along with rights are responsibilities. Just because you CAN do something, does not make it morally right or a good idea. This cartoon is an excellent case in point. Not only was the racial attack morally wrong, but what good did this cartoon do? If the objective of the person who posted it was to affect change in A&S, they did not and, in fact, probably made the process of change that much more difficult. We also need to address the concerns of those who feel we did not make a strong enough statement. While we might not like what some people say, a University cannot be in the business of censoring speech, no matter how abhorrent the speech is. We also need to remind people that this university has been chastised more than once by the courts on speech issues.

I urge members of the Senate to attend Professor Dyson’s talk on the 16th and invite your colleagues to attend as well. I will also continue to ask President Ono to expand the forums to cover issues of speech as well as issues of race.

I continue to keep issues of Faculty morale (or lack thereof) before the President and the Provost. Part of the problem is the lengthy negotiation process over the contract. There is a limit to what I or the President can discuss on this issue without crossing a legal line, so there is not much I can do on this issue beyond urging both the President and AAUP to do all they can to conclude the negotiations in a timely manner. President Ono has indicated that he will host dinners at his house for small groups of faculty. The limit on the number of Faculty is the practical limit of the number of people he can host at one time. However, he has indicated that he intends to host these every month so that over time the entire Faculty receives an invitation. He has also suggest monthly informal gatherings; a Faculty Tea. We will discuss this later in the agenda. The Senate Human Relations Committee will conduct a survey of the Faculty to identify morale issues.

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There has been a resignation from the Faculty Grievance Pool. The term expires at the end of this year. Under the Contract, I can appoint someone to finish the term. The person must be from West Campus Professional Schools. If you have any good candidates, please forward them to me.

In the Spring, President Ono and Interim Provost Johnson began a program called Supporting our Transformation, which is an attempt to prioritize and implement the Academic Master Plan. To this end, two task groups were formed in the area of Research. Group A was formed to address the specific issues related to funded research while Group B addressed non-funded research and other forms of scholarly inquiry. Dr. Bill Ball would like to give a presentation to all faculty on the Office of Research’s initial recommendations. He informed me that it would most likely have to be done in 4 separate meetings to be held in November; west campus, east campus, Blue Ash and Clermont. He is asking that Faculty Senate co-sponsor these events.

The Faculty Senate has been invited to be part of the Committee on Pouring Rights – that is, the contract that decides which beverage companies can sell on campus. The University is able to get a substantial payment by guaranteeing a beverage company exclusive rights to Campus. Right now, Pepsi has that right. I have been assigned to the committee by the Provost, but the Provost has indicated that I can appoint someone in my stead. If any member of Senate is interested or if you know a Faculty member who is interested, please let me know.

Tara Warden is UC’s new Provostal Liaison for Advising. She announced that the University is working on a University vision for advising. Advising will remain at the College level and be controlled by the Colleges, but there will be an attempt to centralize the support for advising and to make advising more uniform across the University. She will also work those implementing the Student Information System to assure it aids advising. She reminded us at the Undergraduate Academic Affairs Meeting that the new SIS will require changes in our business policies. Rather than adopt the new system to current policies, we are going to adapt our policies to the new system to take full advantage of the new system. Faculty should be aware that these changes are coming.

Vendor for the new SIS will visit campus in November. Doug Burgess will work with Senate to arrange times when Faculty can meet with the vendors so we can provide input into the selection process.

I was asked to remind the Faculty to be sure that if your course has an attribute (service learning, honors, global experience, internship, UG research or UC Forward) be sure it is ordered with that attribute so the university can track it.

The Prior Learning Assessment Task Force held 3 Faculty Forums in September. Heidi Pettyjohn will report results at the Fall AUF.

The Fall AUF meeting is Tuesday, October 15th. We will have light refreshments starting at 3 pm and the meeting will start at 3:30. Originally, I was going to start at 3, but Provost Davenport cannot attend until after 4. We have a light agenda, so a 3:30 start allows the Provost to attend. The most notable item on the agenda is the need to fill two at-large senate positions. We will take nominations from the floor and

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conduct the election as soon as possible after that. President Ono and Provost Davenport will speak to the faculty as well. Please urge your colleagues to attend. It’s in 400 ABC TUC.

At a recent meeting of the Athletic Advisory Committee we were told that the stadium fund raising is on track. While not all the commitments are signed, it appears all the boxes are sold. This is a 10 year commitment. The next challenge is the Club Seats. These are priced on the order of a few thousand dollars/year, but a substantial part of that is a donation which is tax deductible. The Athletic Department is continuing to solicit major donations and naming rights. I will keep you informed on all of this. I will also continue to press the idea that if Nippert Stadium starts to generate revenue, at least part of that revenue must be used to bring down the subsidy.

RM thanks faculty from branch campuses for their involvement in governance, since they must travel and park to attend meetings held at Uptown campus. There will be a faculty senate meeting in March at Clermont campus, and RM reminds us that there is a large Jungle Jim’s near there, as an added incentive.

3. Greeting from the Dean of UCBA

Dr. Cady Short-Thompson was introduced by RM, and had just arrived from a day-long meeting ("listening tour") with BD. CST has been Dean of UCBA for 4 years, and praised her talented faculty and students. She specifically praised her faculty for their involvement in governance and that she was proud of UCBA as a team and of UC as a whole.

BD also praised CST and her faculty, staff and students. BD said that one of the smartest questions she had been asked on these listening tours was from a UCBA accounting faculty member, regarding “return on investment” for students. BD went on to question how one evaluates a college education, and that we have to be mindful to contribute students to the workplace who are needed and valued. UCBA is a valuable part of this, as a college that is passionate about open-access education, for parents, veterans and mature learners. BD then reiterated that Uptown campus is not “Main” campus, and that UC is a committed team.

14 Provost input session BD continued to hold the floor, and transitioned into a Q and A session.

The listening tours are a way for BD to become familiar with the specific needs of colleges and their faculty. This helps to make BD more effective when advocating for a particular program to funding bodies, and within UC.

TH: Can you tell us about the “big projects” that are being undertaken by UC?

BD: The executive committee retreat (September 19th, 2013) was facilitated by an outside consultant who helped to focus the 20-or-so strategic plans into 7-8 “bold initiatives”. So, a shortlist of coherent plans was made, and now they are acting on that plan while momentum is strong. Sub-committees were formed for each of the Bold Initiatives, including “Reimagining the Student Experience” and “Faculty

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Development” (which encompasses cluster hire tactics, faculty retention and morale). The committees are aiming to roll out the bold initiatives in January of 2014.

**GL: Bob Ambach stated that one goal was to reduce UC’s reliance on adjunct faculty, however we have the highest student enrolment and lowest faculty numbers in decades. How will we deal with this situation?**

**BD:** All the college deans agree that new tenure-track/tenured faculty need to be hired. We cannot increase our research portfolio without hiring new faculty.

**GL:** Agreed, but what about adjuncts?

**BD:** I do not have the numbers at hand. Of course, I cannot be held responsible for previous year’s policy, however, there have been 3 new Dean hirings (Graduate school, Pharmacy, Allied Health) and 4 Deans are currently under review. All agreed that we need to grow research profile and retain excellence in student success. I believe that a professor should be someone that generates new knowledge through their expertise and research, and then teaches that to students.

**GIPG:**

At COM, basic science faculty in clinical departments are not recommended for Tenure; some have been told outright that tenure is not an option. This is seriously affecting loyalty, morale, motivation and retention.

**It’s not all UC. Basic science faculty in COM are expected to teach, but there is no mechanism to allow us to contribute to offerings beyond COM (for which we are not compensated). Intercollegiate teaching is near-impossible for non-tenured faculty (because programs have budgets based on their own faculty, and have no money to pay outside faculty, even if they have needed expertise). In addition, those of us who must make out salary from extramural funding are not permitted to teach for no pay coverage. A case in point is the Neuroscience undergraduate program based on west campus. COM has a Nationally recognized strength in Neuroscience research, and a Neuroscience graduate program. However we are not able to contribute to the undergraduate course. This makes no sense at all. I produced a report on this issue as a whole a few years ago when I served on the Research and Scholarship committee.**

**BD:** I agree. Please send me the information you have just imparted in an email.

**GIPJ:** One other brief point: while I wholeheartedly agree that interdisciplinary cluster hiring of tenure-track/tenured faculty is a necessary approach, it is very demoralizing and sometimes insulting to existing faculty who have equal skills, experience passion and loyalty required for the job, to see equally qualified new faculty being hired at higher salary levels with incentives (start-up packages, relocation allowances) and tenure options.
BD: Indeed, we must be sensitive to the talent we already have, and provide retention incentives. Also, involve existing faculty in the cluster hires such that we build on existing talent and create a team environment.

GJPJ: Thank you, I’ll send you an email.

MH: Recently, CAS merged into A & S (more like a hostile takeover). If you were tenure track or tenured, you could choose to focus (secondarily after teaching) on research or service. As a tenured-associate professor, I am not able to advance to full-professor status because I chose service. It is implied that one can only be promoted to full professor if you do research, and I have been actively discouraged from applying for promotion. I have also been told that I would not be approved for sabbatical (despite that being in UC AAUP contract) as a non-research faculty member. I am very disillusioned that tenured teaching faculty is treated as second-class citizens.

BD: We need new discoveries in teaching and learning, and effective assessment of new teaching methodologies. Service, in this sense, equals engagement. We have to change our thinking about what our obligations are. We need to contribute to our field, and the community at large, but we must also critically assess and report and disseminate information. I recommend meeting with your Department chair and construct a plan. The Department needs to clearly define its expectations and goals; faculty needs to ask “how can I contribute to attaining those goals?”

RM: Thank you Dr. Davenport.

5. Announcement-correction of errors in bylaws.

A typographical error in the bylaws was found by AL. Upon checking with DP, the change can be made without approval, but the announcement must be made. Duly announced.

6. Announcement of senator-at-large election/ nomination/ election method.

Nominations will be taken from the floor at the AUF (October 15th, 2013). Faculty will be asked to vote for 2 candidates. The candidate with the most votes will be appointed to a 2 year term; the second highest count will be appointed to the one year post. In the event of a tie break, RM has deciding vote.

7. Confirmation of chair; Research and Scholarship Committee.

Dr. Jeff Guo is proposed as chair of the faculty senate committee on research and scholarship. A unanimous vote in favor of this election is recorded. Dr. Guo confirmed as chair.

8. Nomination-Open position on the conflict of interest committee.

RM explained the function of the COI committee; consideration, review and approval of conflict management plans for faculty with outside activities or collaborations. Although there are dedicated places on this committee for COM and COE faculty (because they have the most potential for conflicts), this particular position is open to any full-time UC faculty member. MH then read out the nominees.

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Julie M. Sroga, MD  
Assistant Professor  
Department of Obstetrics and Gynecology (COM)

Jim Tappel  
Assistant Professor  
ProPEL

Joseph F. Clark, Ph.D.  
Professor  
Department of Neurology and Rehabilitation Science (COM)

Moved by ST; Seconded, JG. All in favor: Unanimous.

9. Faculty tea sponsored by Senate and President Ono.  
SO will hold a monthly “Tea with the faculty” at TUC. He would like them to be well-attended, and asks that the faculty senate sponsor and attend this first one.  
RL… and bring someone.  
GJPJ: Please to clarify what is meant by “sponsor”?  
RM: Perhaps, co-host is better. SO also would like to initiate nominations for rewarding those that contribute to UC research but are not UC employees. Folks such as the companies that provide materials for bridge structural stress testing.  
SM: Are these teas going to be monthly?  
RM: Yes.  
MS: Perhaps you could remind everyone at the AUF?  

Moved, JG; seconded, MH. All in favor: Unanimous.

10. Discussion of College issues.  
DH: I raised the discussion among my Clermont colleagues of the calendar sharing proposed at the Boot Camp. I was barbequed. Will faculty have the option to opt-out?  

RM: It would certainly be better if we could opt-in, rather than opting out, but that’s not going to happen.  

SM: So despite faculty resistance wherever we ask, they are going to go ahead and do it anyway?  

GJPJ: Can we object in a formal motion?  

DP & RM: Must first move to suspend the rule that new items may not be added to the agenda at the meeting.  

GJPJ: I move to suspend the rule. Seconded by MH. Unanimously approved.  

DH: I move that we communicate to UCIT that we strongly recommend that faculty members are given the option to opt-in if they want to, not be forced to opt-out.
Seconded by SM. Open to discussion:

WM: Were we not emailed about this?

RM: It may have not yet been implemented. Not sure if they are ready to bring it online, so this motion would be appropriate at this time. UCIT needs to know how the faculty feels.

Unanimously approved.

YP: What are the dates for reading days in the fall semester?
RM: These are not yet set, because we are waiting for homecoming, and football game dates.

MH: Lobby for our use of 400ABC. AD have their own rooms.

RM: Another faculty member had the same problem (Football blocking all West campus rooms). We are going to lobby SO to abolish this practice.

RM: I received an email from Dr. Vamadeva. There is supposed to be an adjunct room; however it is unusably small, and only contains a desk and computer.

DG: The computer is not hooked up, it’s a completely unusable room.

RM: Faculty club feedback was passed on to them, but there seems to be little movement. We will continue to push; we really need a space for faculty.

RL: CAHS concerned with Blackboard functionality.

RMc: eLearning committee: UCIT has been given the task to assess Blackboard utility. NV meets with the president of Blackboard regularly. We are pushing to make the interface more user friendly, and to maintain updates.

AL: IT committee needs to perhaps educate the faculty on the value and pedagogy of BB, and why we have not moved to another system.

RMc: NV has spoken with the IT committee, and had a student examine alternative open-source software. There are no suitable alternatives.

RM: The problem is not so much the functionality, but the user interface. It is very difficult to perform simple tasks. Commands are hidden.

There is an IT committee. 4 people who are elected by the senate and one representative from each college.

AJ: Need to check the IT bylaws; are these elected faculty members or appointed by the college deans?
AL: Must be faculty.
RM: It should be the chair of the college’s IT committee, or a faculty member with IT involvement. There are no rules about how that person is chosen.
**DG:** In A & S, Honors Seminar monies are being used to offset general A & S budget deficit. Much of that money is supposed to come back to the Department that runs the seminar (some $6600 per student). There is over $10,000 missing.

RM: Everyone is probably aware of the difficulties at A & S at the moment. BD is aware, and working very hard to address them. She will meet with all the Department chairs of A & S, and this issue will be dealt with.

11 & 12: Reports of the Student Government Association and Graduate Student Government Association.
Neither Ayca Mazman nor Joseph Blizzard was in attendance, and these items were tabled until next time.

There has been progress; close to being done with the non-economic items in the agreement. Close to reaching agreement on grievance procedures, the committee has been reduced from 7 to 5 members. Now we are coming to the hardcore economic agreements. We find it amusing that UC now wants the process to move faster when there are issues that require faculty input (healthcare, tenure track) which takes time. There were 24 faculty Development Funds, which were stripped from the agreement, but we are fighting to reinstate them. 6 months wasted until August.

**AJ:** What do we do about benefit enrolments?

GL: We will have normal enrolment options.
RM: Must still logon and enroll though.

GL: On October 1st, the University of Oregon (which joined the AAUP in 2012) got their new contract on October 1st which included at 12% pay rise over 2 years. They were considered the basement of the AAUP colleges.
Agree with GJP that faculty morale is adversely affected by cluster hiring without regard to existing faculty.
Before the AUF, there will be a photo-display of why we need an AAUP contract. The next board meeting is at 8.30 a.m. Tuesday 22nd October at the Alumni Center. Wear AAUP or regalia.

**JG:** College of Pharmacy has had a significant increase in AAUP faculty. Salary should be standardized across the board, not cherry picking who gets raises.

RM: 5.15 pm, meeting closed. Adjourned.