Minutes from the Faculty Senate meeting held January 16\textsuperscript{th}, 2014.

Faculty Senate Chair, Adrianne Lane, presiding.

1. Call to order.
AL called the meeting to order at 3.30 pm.

2. Approval of December 12\textsuperscript{th} minutes
RL moved, SB seconded. No objections, minutes stand as posted.

3. Chair report.
Below is a synopsis as sent by AL.
Welcome to first Faculty Senate meeting of the New Year...Happy New Year!
Change from Rich....Interim Vice Provost.... we will miss him
Cabinet has determined the Celebration of his Outstanding Leadership will be recognized at the AUF in April
Given I have been in this role a little over 1 week....Rich's role was announced Jan. 8...my report will be brief

The President did invite me to the all-day Creating the 3rd Century Retreat this past Monday. The goal of this 'initiative' per se is to sharpen our vision of UC's institutional priorities for the next 15 years. The group has been meeting since early fall...and Richard Miller has shared some of the momentum with us. Truly creating the 3rd Century builds upon the Academic Master Plan as well as the Diversity Plan with the goal to more clearly define and align our institutional priorities. There will be input sessions. Watch for upcoming dates...I will keep you informed. If you want more information...there are links on the President's website. The President will be unveiling the Plan at the State of the University Address.

Rich has co-chaired a subcommittee with Provost Davenport on Investments in Faculty...The recommendations are shaping up nicely.
Let me share upcoming events:

Our regular Faculty Senate meeting in February on 2/13 will be the Joint meeting with the Student Government and the Graduate Student Organization in this room.

In March on March 13 Faculty Senate will meet at Clermont; I will let you know the location at our February meeting

On April 10 President Ono will deliver his State of the University Address ...this is a Thursday ..it will be held in the Great Hall at 2:30

Faculty Senate will convene after his Address. Cabinet has recommended that the April FS most brief, i.e. approval of minutes, and that the All University Faculty Meeting be held at that time.

The All-University Faculty Awards Ceremony will be held on Thursday, 4/17, in the Great Hall.

As you know Campus Safety is a frequent topic on our campus. Thus, UC has engaged Margolis Healy & Associates (MH), a professional services firm specializing in campus safety, security and regulatory compliance for higher education and K-12, to help assess the public safety functions at the university. At team from MH will be on campus the week of January 20 to conduct a series of sessions
with key stakeholders to gather input about UC’s public safety functions. You are invited to attend one of the open sessions for faculty scheduled for either Wednesday, January 22 from 12 – 1:30 p.m. in 3351 Medical Sciences Building on East Campus or Thursday, January 23 from 3 – 4:30 p.m. in 400A TUC on West Campus to share your perspectives if your teaching schedules and duties allow. Please make every effort to attend.

I am looking forward to serving you as Chair...I am sure I will have more to report in the future.

4. President’s report.

Thanks to AL and RM for their service to the faculty, and a special thanks to AL for stepping up to the plate when RM was elevated to interim Vice Provost.

The search for a new Chief Diversity Officer has concluded with the choice of Bleuzette Marshall, formerly the interim CDO. We had 4 great candidates, but BM was the best and most logical choice from right here within UC; we welcome her.

We welcome Myron Hughes (a UC alumnus) as the new Associate VP for Fundraising. We are working to increase diversity in the student body and faculty. Our focus is on recruitment and retention of underrepresented minorities, and MH will be working to raise money for scholarships and endowments to this end.

Now we are seeking a new head of the Alumni Association, which has raised between $20M and $30M annually in donations. Dee Robinson is the interim head, and the search committee is chaired by Peter Landgren (Dean of CCM).

Public safety is a major priority at the moment, and always. I have formed a President’s Task Force on Public Safety which meets monthly and includes Robin Engel (Criminal Justice) and representatives from the UC Police and Cincinnati Police Department, student body, faculty, staff and parents. We have increased the UCPD staffing and funding by 33%, and hired CPD to patrol CUF, Corryville and short Vine. A private public safety company has been hired (see Chair Report) and we will add additional foot patrol. We are examining the patterns of crime and typical victim profiles. Muggings have increased of late, typically 4-5 on one victim, and the victim is often a young male, possibly travelling between events (perhaps inebriated?). Arrests have been made in many cases, and these people vary; some adult, some juveniles; some from outside the area coming in to take advantage of this “target-rich” area. This analysis helps with deployment. For instance, CPD was patrolling until 3 am, but the criminals figured this out and the next victim was attacked at a few minutes after 3. I have written to the judges to ensure serious sentencing and send the message “if you victimize the UC community, you will be subject to serious consequences”. Mayor Cranley has public safety as one of his platforms, and we will be reminding him of this and asking for increased CPD numbers. UC and Uptown is of huge economic importance. Cranley has promised activity on this topic.

Q. We have heard that there is some underreporting of crime in the international community.

SO: We are aware of this and have been working with Ayca Mazman (President, GSGA).
AL: We report all the crime in the University area according to the Clery act (http://en.wikipedia.org/wiki/Clery_Act). This is very honest, and some other Universities only report crime on the actual campus and the surrounding sidewalk which gives an artificially low crime rate.

Q. Have we consulted with other urban campuses (e.g. U. Chicago)?

SO: We have committed $1.5M more funds to public safety, and I have been to the U. Chicago to see what they do; they have a huge police department. We have hired 30 drivers for the nightride, extended the bearcat shuttle routes and hours and we have a great criminal justice program.

Q. Does the data show that increased police presence has an effect?

SO: We are also considering other approaches such as educating the student body and greater social interaction with the Cincinnati community. We are reaching out to educate the UC community as to behavior to minimize the risk of being a victim. We have added lights (and an off campus) and cameras, created a Blue Phone App and a website (http://besafe.uc.edu/). We are working with the Registrar’s office to extend the shuttle services beyond evening class times.

Q. What is the status of Nightwatch?

SO: This got overwhelmed, which is why we hired more drivers for dispatch. There are also walking escorts available.

We are moving forward with Third Century planning and making progress. We will be investing in people, not buildings. Cluster hires of faculty and recruitment of students, research pathways A, B and C. Plans to move excellence forward and a financial plan to implement the necessary changes.

Q. Can faculty have input into the cluster hire process? It makes existing faculty very uncomfortable.

SO: I encourage engagement, and there will be many opportunities to contribute.

Regarding our partnership with China. CEAS has 2000 students already enrolled and paying fees. They will at some point come to UC. There have been many trips to China to discuss cross-funding of faculty for research.

UC is the lead consortium partner for Eli Lily, and we are in active discussions with Astra Zeneca. This is part of our effort to increase Pharma and tech company business and research interactions. Governor Kasich has asked me to chair a round-table for Tech. Collaboration to bring more money to UC and Ohio in general. State funding (3rd frontier) is also increased.

I was recently at UCBA and loved it. Met with students at >60 faculty as part of my systematic tour of UC meeting with faculty students and staff.

The president’s office has stepped up faculty advocacy; random “Dinner with the President” invitations and Faculty Teas encourage feedback and personal interaction.

Budget: we are optimistic. In 24 of the last 25 years there have been budget cuts. I have charged the executive committee to make this the first year that there are no cuts. Trimming will be largely administrative. I have been successfully lobbying local, state and federal government. There will also be enhanced flow of funds through UC Health and fundraising to support research. 2013 was the 2nd best year in fundraising history; this year we are well ahead of that schedule.

5. Committee reports.
The minutes for the individual Faculty Senate Standing Committees are posted on the faculty senate website. [http://www.uc.edu/facultysenate/standing_committees.html](http://www.uc.edu/facultysenate/standing_committees.html)

6. Nominating committee

Information from the bylaws states that we should appoint a faculty senate member to chair the nominating committee. Marla Hall has expressed an interest.

*Gail Pyne-Geithman: I would like to nominate Marla Hall to the chair of the nominating committee.*

*Steve Teal: I second that nomination.* Motion unanimously passed.

Senators in the first year of their term constitute the nominations committee. 4 of these form the nominating coordination committee which must convene before February 1\(^{st}\) 2014. Interested parties should contact AL or MH directly. Nominees for election to the faculty senate must be named by March 13\(^{th}\), and the slate will be confirmed March 30\(^{th}\). April 3\(^{rd}\)-petition; April 10\(^{th}\)-Ballot; April 17\(^{th}\)-24\(^{th}\)-election (by 4pm).


Diversity and inclusion continue to be a topic of discussion in GSGA.

GSGA is calling for action regarding having more UC administrative roles invested in GS. GSGA has developed a comprehensive plan, highlighting the many excellent ideas for which there is a lack of institutional support/funding, and our constructive ideas for making these positive changes happen.

GSGA is working to bridge the gap between the East and West campus GS populations. UC GSGA only covers GS that pay their own tuition fee, i.e. Law and Health Sciences GS do not qualify for UC GSGA benefits (such as travel awards, scholarships etc). There is also a physical divide when UC GSGA events are held on West Campus. The East Campus GS are well organized, and this is lacking in the UC GSGA. There is the UC GSGA office, but then each Department has a GSA. There is also a college GS representative (elected), but they are often not well connected with the UC GSGA OR with their Departmental GS base. This issue needs to be addressed and those representatives should be chosen by the GS body of the appropriate college.

9. Report of the AAUP (Greg Loving AAUP President).

There have been a series of 14 membership meetings and the feedback from these is that there is a high level of frustration. It is very disappointing that it has been nearly 11 months before any faculty advocacy from SO. At UCBA recently, SO intimated that there had been significant progress, and to ask one’s Union President about it. GL has no idea what this could have meant.

In 2018, we will be subject to a “Cadillac Tax”; discussions are underway to see how we will deal with that, and if/how it can be avoided.

Talks surrounding the merging of the HMO and PPO: we are willing to compromise on that. The reality is, if faculty see their healthcare costs rise 200-300%, people will leave. If we compromise to the point where we lose the current level of healthcare coverage at or near the current cost to faculty, we will never regain that. With the new proposed healthcare plan, a faculty member with a chronic medical condition would end up paying more for healthcare than their take home pay.

It is not possible for SO to please everyone; he is at a career-defining moment. Either he is a “board” president, subject to the demands of the BoT, or he stands up for faculty. I am not a fear
monger, but supporting the students means supporting the faculty; we have long tolerated non-competitive pay rates because our healthcare benefits are so good.

Q. What would be a trigger for preventing agreement on healthcare?

GL: Our costs have remained stable over the last several years; we would have to discuss to agree on triggers. In fact, AAUP has been criticized over being too patient.

Q. What is being decided regarding the 10-year tenure clock for the College of Medicine faculty?

After study of peer institutions and various meetings to discuss this issue, we are not convinced that a 10-year period will solve any problems if the funding is not there at 10 years…. Perhaps a 7 year with 3 year extension would be better to allow recruitment at 7 years and 3 year extensions for deserving faculty.

A committee has also been formed to examine Faculty Development financial support. Personally, I do not think the FDC monies should be part of the contract agreement; however, if it is not specified in there, there will be no FDC allocation at all. Beverly Davenport appears to be committed to this.


Thanks for letting us have Rich Miller when Kristi Nelson moved to become Dean of A & S. It is important to have faculty in the provost’s office as they have experience and goals in alignment with the faculty. Bob Zierolf will be retiring in August 2014, there will be a search committee for a replacement Dean of the Graduate School and Vice Provost.

BD proceeded to show a PowerPoint presentation outlining the organizational structure and roles of the members of her staff in the Provosts office. This information can be found at:

http://www.uc.edu/provost.html

Q. There seems to be a large number of administrators compared with faculty. Are all of them really necessary?

BD: Actually, compared with similar institutions, we have a pretty lean Provost’s office at UC. Remember we have to administer 43,000 students and 20,000 faculty and staff. This takes a lot of administrative effort; valid question though. This is an issue of national interest and we are looking carefully at administrative costs at UC.

Q. There is a search for a new Dean of A & S, but the Dean of AHS is also leaving. Is there a search for our replacement Dean? Some faculty feels we are second class citizens; we need a leader too!

BD: There are a number of Dean’s searches going on at the moment; Pharmacy, A & S, AHS and Engineering for example. It’s a lot of work, but we are working on it.

AL: Thank you Provost Davenport. JB has now returned from class, and I would like to give him a chance to present his report.

As well as the GSGA, we too are concerned about provision of safe housing. We have been working with local corporations, landlords and municipal services and held a Safe Housing fair in TUC which was well attended.

Elections for my replacement will be help 2/17-2/28, so this is the second-to-last time I will address you.

Student Health Insurance is required for all students (or proof of alternate). It costs $930 per semester which we feel is too high, so we are in discussions to see if these costs can be lowered.

Looking forward to the Tricouncil Meeting, the date has not yet been set.

AL: Thank you Joe. Move to adjourn meeting?

*Meeting adjourned by unanimous consent at 5.12 pm.*