

# UNIVERSITY OF CINCINNATI

## Official Proceedings of the

### Three Hundred and Twenty- Sixth Meeting of the Board of Trustees

#### (A Regular Meeting)

**December 10, 2013**

The Three Hundred and Twenty-Sixth Session of the Board of Trustees of the University of Cincinnati was opened at 9:43 a.m. on Tuesday, December 10, 2013, in the Russell C. Myers Alumni Center of the University of Cincinnati. Notice of this meeting was given in accordance with Section 121.22 of the Ohio Revised Code. The proceedings of the Board, when not otherwise provided for by its bylaws, are governed by *Robert's Rules of Order*.

C. Francis Barrett, Chairperson of the Board of Trustees, presided. Mr. Barrett asked that roll be called.

**BOARD MEMBERS PRESENT:**

C. Francis Barrett, Thomas D. Cassady,  
Gary Heiman, Thomas H. Humes, Carl H.  
Lindner III, William C. Portman, III, Robert  
E. Richardson Jr. and Geraldine B. Warner

**BOARD MEMBERS ABSENT:**

Ronald D. Brown

**ALSO PRESENT:**

Santa J. Ono, President;  
Robert F. Ambach, Senior Vice President  
for Administration and Finance;  
William Ball, Vice President for Research;  
Beverly Davenport, Provost & Senior Vice  
President Academic Affairs;  
Kenya Faulkner, Vice President for Legal  
Affairs and General Counsel  
Rod Grabowski, President of UC  
Foundation

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**THREE HUNDRED AND TWENTY-SIXTH MEETING OF THE BOARD OF TRUSTEES**  
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Greg Hand, University of Cincinnati  
Spokesperson;  
Ryan Hays, Executive Vice President;  
Tracy Herrmann, Faculty Representative;  
Peter Landgren, Chair Council of Deans  
David Linger, CEO UC Research Institute  
Bleuzette Marshall, Interim Chief Diversity  
Officer  
Richard Miller, Faculty Chair;  
Greg Mohar, Interim General Counsel;  
James D. Plummer, Vice President for  
Finance;  
Peter Stambrook, Faculty Representative;  
Joseph Blizzard: Student Government  
President;  
Nicole Blount, Executive Assistant to the  
Board of Trustees;  
and the public

*(Prior to the Board Committee Meetings and the Regular Board Meeting,  
Chairman Barrett began the proceedings at approximately 8:40 a.m.)*

Mr. Barrett:

I'd like to call the meeting to order, I'd like to thank everybody for making it here today through treacherous conditions, I appreciate it greatly. All of our board members are present with the exception of Ron Brown, who's out of town. Our graduate student trustee, Josh Smith and our undergraduate student trustee Ben Keefe asked to be excused today because of exams. They are excused.

Today, one of our trustees Gary Heiman is completing ten years of service on the Board of Trustees. Gary you've been an indispensable and valuable member of this board for ten years. I know we are going to honor you after the February 18, 2014 board meeting and I think by law you actually remain until the governor names your successor. Gary it's been a real pleasure for all of us and a real honor for us to serve with you.

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Mr. Heiman:

Thank you very much. It's been a real honor for me to serve on this board. I've learned a lot and hopefully I've contributed something back in return. It will be tough leaving, but ten years is a long time. It will be good to give someone else a chance.

Mr. Barrett:

Thank you very much. I just want you to know since our last meeting a lot has happened at the university. If there is one common thread that I have observed, it is that our university is a lot more important than just on campus. We are an institution in the greater community that many people look up to. I had the privilege of attending the Japanese American Society dinner where they honored Dr. Ono along with the Consulate General of Japan and the Ambassador of Japan to the United States. The importance of the University of Cincinnati was quite significant.

Also, in early November at the Steger Student Life Center we had a memorial program for Neil Armstrong and again this is an internationally renown figure that was recognized. Tom, you were there and you can tell how much it meant to the Armstrong family as well as to the world including representatives of NASA. I know Santa will comment on that later.

Also early in November, Dr. Ono hosted a dinner for Nobel Prize winner Dr. Phillip Sharp. Tom Cassidy and I had the honor of attending that dinner and again thank you Santa for bringing a Nobel Prize winner to Cincinnati.

Mr. Barrett:

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We have a tight agenda due to some schedules. We are going to go out of order and we are going to have our Health Affairs subcommittee.

*(The Health Affairs subcommittee meeting is contained in the respective committee meeting minutes, which are on file in the Office of the Board of Trustees.)*

Mr. Barrett:

Now we have a special announcement, Mr. Jim Woodell, AVP for Innovation and Technology Policy with the Association of Public and Land Grant Universities is now proceeding to the podium and he has a special announcement for us.

Mr. Jim Woodell:

Thank you Chairman Barrett for having me here today. Our association wanted to recognize member universities who are actively engaged in economic development efforts in their regions and their states. So we created the Innovation and Economic Prosperity Universities Designation Program. Universities earn this designation by completing an extension self-study process through which they identify both accomplishments and areas for growth and improvement. We also created an award program to recognize universities that are doing a particularly outstanding job in economic development in three categories: developing talent; developing innovation and entrepreneurship; and developing place through community, cultural and social development. There is also an overall award to recognize a university that is building strong links between all of these kinds of efforts. I am very pleased to be here to let you know that the University of Cincinnati is not only one of sixteen universities that earned this designation this year, but also the University of Cincinnati is the first ever winner in the overall category of the Innovation and Economic Prosperity University Award. So congratulations President Ono and the entire University of Cincinnati community.  
(Applause)

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Mr. Barrett:

Dr. Ono would you like to say a few words of acceptance?

Dr. Ono:

I would just like to say that this recognition is something that wouldn't have happened without the incredible hard work of our Vice President of Research Bill Ball, the entire Executive Committee, Dorothy Air, who is going to be presenting in a little bit, and all of the faculty and staff of the university. They are the ones who really deserve this award and I am happy to accept it on their behalf.

Mr. Barrett:

Thank you Dr. Ono. This is a very important week for the University of Cincinnati. This coming Friday we have the Doctoral Hooding, and on Saturday we have December commencement, where over 2,000 degrees will be conferred and we have a very important basketball game Saturday night in the US Bank arena. So with those comments, I'd like to turn the meeting over to President Santa Ono for his report.  
President Ono?

Dr. Ono:

This weekend we will be holding our December Hooding and Master's recognition ceremony on Friday, and our undergraduate commencement on Saturday. A total of 2,167 students will be receiving their degrees on those days. Governor John Kasich will be our commencement speaker and he will receive the President's Award for Excellence at the Saturday event. Artist John Ruthven, and UC alumni and business leader Bob Fealy, soon to be President and Chairman of the UC Foundation, and Xavier

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University's President Michael J. Graham, will be receiving an honorary degree on the same day as the basketball game. We can comment more on these individuals later during the board meeting.

A recent national survey revealed hard data on why it is that we are so proud of the University of Cincinnati. The survey indicates that UC freshman and seniors out-paced students at our peer institutions in a high impact learning category with respect to such things as internships, study abroad, service learning, and capstone projects. We are very proud of the experiential learning that our students receive.

Provost Davenport, interim Chief Diversity Officer Bleuzette Marshall, and I recently announced some additional investments in our diversity plan. We are allocating approximately \$500,000 of new permanent investments towards scholarships for students of color. The additional funding will help us achieve our goal of attracting, retaining, and graduating academically prepared students who reflect a wide range of diversity. We are also as many of you know near the final stages of our search for a permanent Chief Diversity Officer. We hope to be able to make that announcement before the end of this calendar year.

One of the things that we are very excited about is that we are at the cutting edge of the MOOC movement. As many of you may know we offered a massive open on-line course, which began this fall, and the results show just how far reaching the MOOC effort can have on higher education. More than 2,500 students from 90 countries actually completed that course, which is actually sort of an original kind of an approach, because it focuses on innovation, inter-disciplinary and design thinking. We offered that because the faculty came up with this course, and as you know we are one of the three top design schools in the world, with many of our programs being the best in this country. It is very likely because of the success of our initial MOOC that this will become a recurring course that we offer to the globe.

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Chairman Barrett is correct in that we have really tried to enhance the intellectual community this semester. We are very excited to have Dr. Phil Sharp, a Nobel prize winner from MIT in medicine give two lectures in the UC and Children's communities. Phil Sharp not only won a Nobel prize in medicine for his pioneering discoveries on RNA splicing, but also for his leadership role at the federal level. He is President Elect of the American Association for the Advancement of Science. By the way, the University of Cincinnati now has 29 fellows of the American Association for the Advancement of Science. So it was great to have Phil Sharp here with us over this semester.

Just yesterday we had a very distinguished economist speak at the University of Cincinnati, his name is Dr. Benjamin Friedman, he used to be the Chair of Economics at Harvard University, and he has written many best-selling books. He is not only a leading scholar in economic theory but also has written a number of books that are written for the general public that really stress the importance of financial literacy in our republic. As he likes to say, he feels that every educated individual needs to be educated in economics. He encouraged us to expand our offerings in economics at this university. This was collaboration between our Economics Center, the Federal Reserve Bank, and University of Cincinnati. He gave a fantastic lecture here at UC, at Kingsgate, and downtown in Cincinnati afterwards.

Fran mentioned our opening of the temporary Neil Armstrong Memorial Exhibit that is on Main Street, and will eventually move to the Engineering Buildings. If you haven't seen it I encourage you to see it, it is pretty remarkable, and it honors someone who was a professor at the University of Cincinnati College of Engineering and Applied Science for a decade. In addition to that actual exhibit we have allocated funds for endowed professorships and also scholarships. Most importantly, we signed a NASA Space Act Agreement, which only exists between NASA and about a dozen universities around the country.

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It is a very special acknowledgement and really an avenue for our faculty and students to extend their research and scholarship in space and aerospace engineering. So it was a fantastic event, and it was made possible by the hard work of our Vice President for Research Bill Ball, and the Dean of Engineering Teik Lim, who worked very hard with officials at NASA, in general but also the Ames Research Laboratory to reach this historic agreement. We already have students and faculty that are actually going to head to the Ames Research Laboratory where they will be able to use the world's largest wind tunnel, and the world's largest simulator. I think Kyle Flenar will be going there in the beginning of the year, and he is going to have a great time. Tom Davis, who is head of one of the divisions there made it to NASA, thanks to the co-op program. He said that he went to the Ames Research Laboratory on a co-op and he loved it so much, he got a job there and he is still there. He wants to give back to the institutions. The opportunities for our faculty and students will just grow because of that Space Act Agreement between the University of Cincinnati and NASA.

The last thing I want to say before we talk about some of the activities in research that we believe are part of the basis for these two awards here. I want to talk about sports. I do like sports as well as research and scholarship. As you know we are going to the Belk Bowl, we had a very exciting football game against Louisville, and it could have been won by either institutions, but never-the-less, we went into overtime. I just want to tell you a little bit about the school spirit here at the University of Cincinnati. Last year we went to the Belk Bowl, and we played against Duke and we won, and we offered this special bus trip for students, and we figure maybe we would provide 450 slots for students to go for free to the Belk Bowl, and that includes the bus ticket, the ticket for the game, and the hotel, for free. After many days we still did not sell out for those 450 tickets. As Joe Blizzard knows this year we made that same opportunity available to our students and within four hours the entire allotment sold out. And so this year we have had to expand that program. We will have 15 buses of 50 students on their way to cheer for our Bearcats at the Belk Bowl. And maybe Joe will comment on that, the level of



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pride and school spirit that is within our student body. Joe, do you want to say anything about that?

Mr. Blizzard:

Yes, I would like to address that. Through everything that we have seen this year with the hiring of Coach Tuberville, and the excitement that has been built up in the football program and the basketball program over the last 5, 6, 7, 8 years. We have seen a large increase in the number of students that are really passionate about supporting the university through athletics. I think that goes to build a great sense of community here on campus, and something that connects students into the future to the University. To see that number of students willing to go, and to pay \$30 for this trip out to Charlotte and have many, many more students wishing they would have registered sooner and going down and paying their own way to get to the Belk Bowl is really indicative of the school spirit on campus right now.

Chairman Barrett:

Some of the students have actually approached me who were closed out and wanted to know what we can do about opening it up to more.

Dr. Ono:

We will soon be making an announcement, we can't open this up indefinitely, because we might send all 43,000 students and the University will go bankrupt, but we will be opening it up to additional students soon.

So now it is my pleasure to introduce our first presentation focusing on innovation and research. We have two speakers who are going to talk about this topic. Once again I want to thank Vice President for Research Bill Ball. We will first hear from an incredible

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new addition to this university. As you know we performed a national search to identify the inaugural CEO and President of the University of Cincinnati Research Institute, which really is something we are incredibly proud of and David Linger has hit the ground running and is doing a great job. We have even been highlighted in a periodical that's come out of the White House because of the great job that David Linger is doing with the UCRI. So, David please come up and give us an update on how the University of Cincinnati Research Institute is doing. Welcome David.

Mr. Linger:

Thank you President Ono for those very kind words, I appreciate that. I thank you for the opportunity to meet with you all today. I have now been with UCRI since July and still having fun, still enjoying it. I am really enjoying meeting the UC faculty and staff, working with senior leadership, and this has been a warm welcome that continues and continues, so thank you very much. So what I thought I would do is start off with a brief refresher on UCRI. So this Board approved UCRI's business plan in May of 2012, and that summer we assembled a Board of Directors for UCRI. We have four individuals representing UC: Rob Richardson; Wym Portman; President Ono as our Chair; and Dean Johnson as our Vice Chair. Then we have five individuals representing industry: GE; P & G; Fifth Third Bank; Cintrifuse; and Queen City Angels. This is a very good mix of individuals. This Board is very dynamic, very supportive of the work we are doing, and I really appreciate all the mentoring that I have received from this board.

So, when we talk about UCRI, we try to continue with a constant message of these three pillars that rests on UCRI. So, its connect, commercialize, and coaching students. When we talk about connect, it's not only connecting with industry, but it's also connecting across the colleges of the university. It's so important to bring together the right expertise from across those colleges and to put minds together to help solve these problems. And what is so very important is to provide the complete solution for

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industry, not just solving a problem but finding the complete solution. When it comes to commercializing, the way that UCRI commercializes, it's a little bit different. This is all about understanding how industry can take technology and their IP to the table and then having the university bring its IP to the table, work together, develop the next level of technology jointly and then go out and commercialize that technology through not only the industry partner directly, but also through licensing to other markets.

I think that is something that is done more and more today across business, where businesses are collaborating with other businesses, with other universities, other labs, and trying to do that now here with the university and UCRI is a huge improvement. When it comes to coaching it is all about exposing these students more and more to the various industry experts, and the researchers and mentors and scientists that are with industry that they will be able to work with closely and to have the right mentors, being exposed to industry research labs and facilities as well as the facilities here at UC. So UCRI, we like to call it the storefront to industry. Being able to promote collaboration with industry and to have more of a position of a small start-up company. Being very nimble, very agile, so for business we will have that look and feel of a small company and will work with the university on the back end. Also UCRI is very flexible. It's able to be a forward facing brand for industry, but also be flexible to have what we call UCRI centers, where it can work with the colleges creating these centers that will allow that college to have its own brand if you will, and working with UCRI and with industry.

So currently we have five centers that have been created across four colleges and also add as well that currently DAAP is working on the branding and identity for UCRI. We are targeting to have that work completed by January and the challenge there is to have not only a brand and an identity for UCRI, but also for these centers in a way that provides connectivity between the two entities. So this is your chart for this morning, and I'm not going to read through all of these, but this is a list of our accomplishments since July. I am very happy, and we have been very busy, and a majority of these are getting the operation up and running, and keeping us safe. The key other thing I want to

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mention is we did have a great PR event with GE Aviation, back in late October. The other bullet point I will point out here is that currently we have had about 59 contracts negotiated since July and that cuts across five colleges. This is a mix of those contracts. So it's been a lot of work and so, back in fiscal year 2013, UCRI transferred about a half million dollars back to the university. So more to come, this is where UCRI is at this point in time. So we are open for business. Any questions.

Mr. Humes:

Thank you for all your work, it's a wonderful beginning.

Dr. Ono:

Tell us about how the different faculty are interacting with you. Do you foresee that there is a lot of room for expansion?

Mr. Linger:

Absolutely, I mean we are trying to meet with each college more and more and to learn the various faculty, their involvement, their work, seeing where if we can help make that connect between the faculty's work and industry. Using our network to make that connection, to help promote their effort. Absolutely, we are just scratching the tip of the iceberg here at this point. Any other questions.

Mr. Barrett:

I would like to thank my fellow trustees Rob Richardson and Wym Portman for serving on UCRI. It means a lot to us, thank you.

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Mr. Linger:

Thank you very much. I appreciate it. (*Applause*)

Dr. Ono:

I would like to ask Dorothy Air, Associate Vice President for Entrepreneurial Affairs and Technology Commercialization. She is going to tell us about the work of the UC Accelerator. Another new way that UC is working to transform research into commercial activity.

Dr. Air:

Thank you for the opportunity to tell you about one of our new initiatives. Just for a very brief context let me say that there truly is a growing expectation out there that universities have a broader mission than education, research and service. The dialogue that is going on right now at all levels, national, state and regional levels is shifting to looking at universities truly as critical components of the region's economic vitality. So UC is very proactive right now in responding to those expectations. With the Accelerator being positioned to raise the bar for our commercialization activities. Now in looking at this, it nicely illustrates a point that raising the bar on commercialization of our technologies isn't necessarily easy. There are multiple ways to get there and navigational resources are sometimes indicated. But when you look at that getting to the top really can make a difference.

Here is how the Accelerator is responding to these challenges. Launched in January of 2013, so it's just about a year old, the Accelerator is now the hub for commercialization of UC's technologies that are coming out of our UC research enterprise. So what does that mean? It means that for the first time we have a centralized infrastructure that is accessible to all of our colleges, we have formalized processes in place for evaluating and advancing our most promising technologies. And we now have a set of very key resources in place. We have a highly skilled and successful team of

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entrepreneurs and residents to assist in evaluating projects, recommending IP strategies, coaching faculty, and setting commercialization milestones. And very importantly we have critical gap funding needed for de-risking early technologies to move them closer to commercialization and to generate external interest in them. We have increased external resource connections through the networks that we have established through the Accelerator. Such as through the partners that we have in the Accelerator, our entrepreneurs and residents, and our commercialization advisory board.

The Accelerator has already changed the way my office is doing business. We have already changed the model so that it not only includes all those blue boxes that you are seeing on that slide, which are the traditional functions of an intellectual property, but we have added the capacity on the black side, those boxes for commercialization. However, while that's nice to have moved in that direction, the real goal is this, and this is the direction we will be continuing to move, this diagram shows our ultimate goal of a fully integrated model. There are no longer blue and black boxes lined up next to each other, but it's all merged into one opportunity development model with integrated processes, resources and commercialization pathways.

The Accelerator has both a near term and a long term goal. The near term of course is to fully maximize the commercialization of UC's intellectual property opportunities. The long term goal involves some big thinking. I can think of no reason why UC cannot become a benchmark institution that others want to emulate when it comes to entrepreneurial and commercialization achievements. We have planned this as a two phase launch or rollout. The first stage is our pilot launch and it's a two year phase during which we are refining our model, we are trying to demonstrate some early successes and we are developing our sustainability plan. We are in the middle of that right now, having just completed our first year. Stage two will be the full launch of this as a permanent entity that will have expanded resources that are truly sufficient to support the full range of UC's opportunities.

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So, what have we done during the past year? Well, we have put together an excellent Governance Board, that's a combination of high level university individuals as well as some important community representatives. We have a really fantastic Commercialization Advisory Board that I'm especially proud of. It involves serial entrepreneurs; we have seed funds, venture capital, angel investors. We have Cincy Tax Entrepreneurs Signature Program, and we have other important resources such as the Hamilton County Business Center, TechSolve, and we have industry representation on it. We have established processes to guide how we are going to function, and we have established a highly qualified team of entrepreneurs and residents. And then this third part is particularly important, we have a set of pilot scale resources. Now the numbers up there are for a two year period not one. We have \$500,000 that we have been able to bring in from the outside through our partnership with Cincy Tech and the Third Frontier. We also had to provide matched dollars for that, and we have done that through a return on an investment of a Third Frontier validation fund that was awarded to the university a while back. And it is a partnership, and I manage that fund, and we had a nice return so we have been able to put that into our commercialization activities.

We also have some physical space that is being given to us through our partnership with SV-ARX, and that is the Short Vine Development Group. We have completed two rounds of awards. I won't go through this whole slide other than to show you that we actually are getting participation across the university, medicine and engineering being the two highest participants in terms of numbers. We made four awards, and those awards by the way are up to \$40,000 for de-risking purposes and business plan development. And in round two, one point to make is I've designated some re-submits. This is not an easy process, and we initially dismissed some of the first round applications as not being as competitive and when we went back and did a deeper dive, we found that indeed if we developed those further that those could be competitive opportunities, and they did get some funding. You can also see it is a competitive process. We are not just going to just commercialize anything that comes in the door. If

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you go from the top number to the bottom you see that there is a great deal of competition.

It's really pretty early to tell what our long term success is going to be. Commercialization of early stage technology has a long horizon, but we are seeing a great deal of activity so far. We already have two start-up companies that have come out of this process, and remember our first awards were only made seven to eight months ago. The last ones were just recently made in getting started. So two start-ups and we have one more that will be probably established in the next couple of months. We are submitting applications for commercialization to the Third Frontier; we have SVIR applications going in, and an NIH proposal that received the top first percentile ranking. And so we have a lot of momentum for a short period of time. We are ready to start round three, and hopefully we are going to show continued activity and expanded outcomes through a very intentional approach to commercialization. Thank you. If you have any questions I would be happy to answer them.

Dr. Ono:

Can you talk about the three companies, the start-up companies, the two that are already out there and the third one. Just general areas of research activity.

Dr. Air:

Yes, the one that we have is a medical device that we have started. And it is to monitor endocranial changes from head trauma and it can be done at point of care. So that's the one company, we have another one that we are launching, that is a sweat sensor, that's a real platform technology that has multiple applications.



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Dr. Ono:

It is to sense biomarkers through sweat, is that what it is?

Dr. Air:

Yes, so there are some exciting opportunities. We will be continuing to mine for more of those. Any other questions?

Mr. Humes:

You have been at the university for a long time, and thank you for your work in this area. I think the board is tremendously supportive of UCRI and your initiative. As a follow-up to Santa's question before when we talk about the potential for these efforts and these two organizations to thrive and to grow and enhance opportunities for our faculty and for the university. How far along would you say we are on a percentage basis. Are we 10% into our potential? Are we 80%, where are we in our potential for achievement of opportunity and success for the faculty and the university.

Dr. Air:

We have talked about that, and I don't know that I can bring it down to a percentage, and sometimes the numbers don't always tell the story. So, if somebody told me I needed to produce ten start-up companies, 15 start-up companies, I can tell you we can probably do that, that's easy to do. And so when you look at what universities are reporting, whatever those numbers show, the real question is are they shell companies or are they going to be real companies that actually can succeed. And that's what we are looking at. Everything that we are trying to start-up here, we want to be able to be sufficiently developed that it can actually attract the external investments and resources

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that are going to be needed to continue to grow and create jobs ultimately. So, I think that we are only scratching the surface in terms of identifying all of the viable technologies that we have and I think the second piece of that is we really make sure that we build them up to be successful and to be more than shells. Any other questions?  
*(University of Cincinnati Accelerator Presentation is on file in the board of Trustee's Office)*

Dr. Ono:

Thank you for your presentation and for everything that you have done.  
*(Applause)* That concludes my report Chairman Barrett.

### **THE BOARD COMMITTEE MEETINGS**

*(Proceedings of the Board committee meetings are contained in the respective committee meeting minutes, which are on file in the Office of the Board of Trustees.)*

The committee meetings began at 9:20 a.m.; the meetings concluded at 9:42 a.m.

### **THE REGULAR MEETING OF THE BOARD OF TRUSTEES**

The Regular Meeting of the Board of Trustees was convened at 9:43 a.m. and, as noted on the first page of these minutes, roll call was taken.

### **Approval of the Minutes from the Regular Meeting of the Board of Trustees**

Mr. Barrett called for additions, corrections, or deletions to the minutes of the Regular Meeting of the Board of Trustees of October 22, 2013. Upon proper motion by Mr. Richardson and seconded by Mr. Portman, the minutes were approved as distributed.

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**Approval of the Items Recommended by the Board Committees**

Listed below are the items recommended to the Board of Trustees for approval by the Academic and Student Affairs Committee, and the Finance and Administration Committee at their respective meetings held on December 10, 2013, prior to the Regular Meeting of the Board of Trustees.

**Academic and Student Affairs Committee Recommendations**

**13.12.10.01**

**Academic Appointments**

**Dean**

Robert Zierolf	Dean, Professor of CCM with Tenure The University of Cincinnati's Graduate School Effective December 11, 2013 to August 2014
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**Emeritus Status**

Daniel Acosta	Dean Emeritus James L. Winkle College of Pharmacy Effective January 1, 2014
Thomas D. Eisele	Professor Emeritus College of Law Effective January 1, 2014
Stephena Harmony	Associate Senior Librarian Emerita University of Cincinnati Blue Ash College Effective January 1, 2014
Jon Hughes	Professor Emeritus Department of Journalism McMicken College of Arts and Sciences Effective September 1, 2013
Victoria A. Montavon	Dean and University Librarian Emerita University of Cincinnati Libraries Effective January 1, 2014
Amelia T. Nasrallah	Research Assistant Professor Emerita Department of Psychiatry and Behavioral Neuroscience College of Medicine Effective November 1, 2013

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Henry A. Nasrallah	Professor Emeritus Department of Psychiatry and Behavioral Neuroscience College of Medicine Effective October 22, 2013
Teresa Sabourin	Professor Emerita Department of Communication McMicken College of Arts and Sciences Effective June 1, 2014
Kenneth A. Skau	Professor Emeritus James L. Winkle College of Pharmacy Effective January 1, 2014
Randall Wickett	Professor Emeritus James L. Winkle College of Pharmacy Effective January 1, 2014
Dan A. Wiginton	Professor Emeritus Department of Pediatrics College of Medicine Effective November 1, 2013

**Department Chair Appointment**

Michael T. Archdeacon	Chairman and Peter A. Stern Chair in Orthopaedics Department of Orthopaedic Surgery College of Medicine Effective November 1, 2013 through August 31, 2020
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**Department Chair Reappointment**

Mario Zuccarello	Chairman and Frank H. Mayfield Endowed Chair for Neurological Surgery Department of Neurosurgery College of Medicine Effective September 1, 2014 through August 31, 2017
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**RECOMMENDATIONS FOR TENURE**

**Tenure Only at Associate Professor Level**

<u>College of Medicine</u>	
Avani C. Modi	Pediatrics
Ahna Pai	Pediatrics

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**13.12.10.02 NAME CHANGE: DEPARTMENT OF IT TO SCHOOL OF IT**

**Synopsis:** Unit name change in the College of Education, Criminal Justice, and Human Services

It is recommended that the Board of Trustees approve renaming CECH's Department of Information Technology to the School of Information Technology. The name of the unit has created confusion for many students and community stakeholders who think that the Department of Information Technology refers to an administrative unit rather than an academic unit. Changing the name will provide a stronger focus on the academic mission of both the unit and college.

**13.12.10.03 GRADUATE DEGREE NAME CHANGE: COLLEGE OF MEDICINE IMMUNOBIOLOGY TO IMMUNOLOGY**

**Synopsis:** It is recommended that the Board of Trustees approve changing the title of the Graduate Program in Immunobiology to Immunology.

The term Immunobiology is relatively unknown to the student population the program is trying to attract. Immunology has become the more widely used term by students across the globe. This title change will help enhance the program's online presence and increase its ability to recruit the highest caliber of students.

**Finance and Administration Committee Recommendations**

**13.12.10.04 NAMING REQUEST; THE DRS. DIYA F. MUTASIM, HUGH M. GLOSTER, JR., HARRY L. CLAASSEN ENDOWED CHAIR OF DERMATOLOGY**

**Synopsis:** It is recommended that the Board of Trustees approve the name *The Drs. Diya F. Mutasim, Hugh M. Gloster, Jr., Harry L. Claassen Endowed Chair of Dermatology*

Diya Mutasim, MD has been the dermatology chair since 1998. An expert in immunodermatology and dermatopathology, he has authored over 100 publications and given more than 170 scientific presentations.

Hugh Gloster, MD, who joined UC in 1994, specializes in Mohs micrographic dermatologic surgery and has research interest in ethnic skin cancer. He has authored 34 publications and given more than 100 presentations. "I'm dedicated to medical education," says Gloster, "and financially supporting an endowed chair for the department was a direct way for me to ensure that excellent education is available to future dermatologists. This is my way of helping to stabilize our department and secure its long-term future."

UC's dermatology education program is highly competitive, accepting just three dermatology residents, one dermatologic surgery fellow and one dermatopathology fellow annually. With the combined funding from Diya Mutasim, MD, chairman of dermatology, and Hugh Gloster, MD, an associate professor, the chair will honor Harry Claassen, MD, the dermatology department's fourth chairman who died in 1947 at the age of 55.

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Drs. Mutasim and Gloster's gift has supplemented the already established Harry L. Claassen Memorial Fund, raising the total fund to the level to endow a chair.

We recommend the Board of Trustees approve the name *Drs. Diya F. Mutasim, Hugh M. Gloster, Jr., Harry L. Claassen Endowed Chair of Dermatology*

**13.12.10.05 NAMING REQUEST: DRS. VIJAY AND KHUSMAN SANGHVI  
 ENDOWED CHAIR IN CARDIAC IMAGING**

**Synopsis:** It is recommended that the Board of Trustees approve the name *Drs. Vijay and Khusman Sanghvi Endowed Chair in Cardiac Imaging*

Since 1966, Dr. Sanghvi has been an active member and leader in the medical community of Cincinnati. He was the Medical Director for Division of Cardiology at the Jewish Hospital Cincinnati from 1971-1990, where he was responsible for introducing what now represent the core techniques of Cardiology's arsenal, as they successively crossed the realm of research to clinical practice. The field of Cardiology has experienced several great leaps forward over the trajectory of his career, spanning close to four decades. "It has been a thrill to witness the evolution and dramatic growth of what we refer to today as modern cardiology-- from the graded treadmill test, echocardiography, to coronary angiography, coronary angioplasty, coronary stent-placement, coronary bypass surgery, cardiac catheterization, electrophysiology, ablation for cardiac rhythm disturbances/arrhythmias, ventricular assist device, and last but not least, to cardiac transplantation-- resulting in significant improvements for cardiovascular disease-related outcomes. However, I believe the advancement we've seen in the last 40 years will be dwarfed by what is to come. The next 10 years in Cardiology are going to be extremely exciting. Cardiac Imaging, in particular, represents tremendous potential for growth and consequent impact on outcomes, including minimizing invasive approaches".

With a gift of \$2 million, Dr. Sanghvi is very pleased to fund this Endowed Chair, so that it can support a UC faculty member to be a leader in the field of Cardiology, and simultaneously enhance his or her own education, while shepherding the education and research of future physicians. It is his hope that the Chair also represents an opportunity for the strategic positioning of the UC School of Medicine/Medical Center, as well as the UC community more broadly, all in the ultimate service of the patient community. It is important to Dr. Sanghvi that the investment in technology could strengthen access for everyone. UC's academic stature in the medical field, together with its link to a public hospital, makes this possible."

We recommend the Board of Trustees approve the name *Drs. Vijay and Khusman Sanghvi Endowed Chair in Cardiac Imaging*

**13.12.10.06 GOODMAN GARAGE SALES AGREEMENT**

**Synopsis:** Approval is requested for the sale of Goodman Garage to UC Health

At present, the University of Cincinnati and UC Health have an operating agreement that covers the use of Goodman Garage located southwest of Highland Avenue and Goodman Avenue near the University of Cincinnati Medical Center (UCMC) Hospital. Owned by the University, Goodman Garage serves the parking needs of UCMC, Hoxworth Blood Center, UC faculty/staff and other nearby health facilities. The University's management team believes that selling the

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garage to UC Health would better align our strategic interests and bring optimal benefit to both organizations.

Accordingly, the University's management team contracted with two independent experts to assess the market value of Goodman Garage. Per these independent appraisals, the current market value for this asset ranges from \$14,575,000 to \$15,500,000. Additionally, management reviewed available comparable sales in the surrounding area, confirming the market value range set forth in the independent appraisals.

The Senior Vice President for Administration and Finance and the Office of General Counsel request authorization from the Board of Trustees to negotiate a sales contract within the aforementioned market value range that would also include a claw back. Additionally, authorization is requested for approval of a short-term operating agreement between the two parties until final approval is received from the State of Ohio on the sale of the garage.

**Consideration of Action Items**

The full Board has been present at the Committee Meetings held today and has received the recommendations of the Academic and Student Affairs Committee, and the Finance and Administration Committee. The items reviewed and recommended by the Committees are named in the Action Items list at your place. May I please have a motion to approve all of the recommended items of those two committees?

Upon motion of Mr. Richardson, seconded by Mr. Humes, the Board approved the items recommended by the Committees by the roll call vote.

**Recommendations Nos. 13.12.10.01 through 13.12.10.06**

**AYE:** C. Francis Barrett, Thomas D. Cassady, Gary Heiman, Thomas H. Humes, Carl H. Lindner, William C. Portman, Robert E. Richardson, Jr. and Geraldine B. Warner.

**NAY:** None

**ABSENT:** Ronald D. Brown

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**Additional Action Items**

**Recommendation Nos. 13.12.10.07 through 13.12.10.11**

Mr. Barrett:

Next item on our agenda is the consideration of Executive Position as mentioned earlier Kenya Faulkner has been accepted by the Supreme Court of Ohio and therefore is duly admitted and authorized to practice law in the State of Ohio. We have a recommendation to approve the appointment of Kenya Faulkner to the position of Vice President for Legal Affairs and General Counsel. I would like to ask Dr. Ono to please comment on this recommendation.

**13.12.10.07      RECOMMENDATION TO APPROVE THE APPOINTMENT OF KENYA FAULKNER AS VICE PRESIDENT FOR LEGAL AFFAIRS AND GENERAL COUNSEL**

**Synopsis:**      It is recommended that the Board of Trustees approve the appointment Kenya Faulkner to the position of Vice President for Legal Affairs and General Counsel

It is recommended that the Board of Trustees approve the appointment of Kenya Faulkner in the position of Vice President for Legal Affairs and General Counsel effective November 5, 2013.

The vice president for legal affairs and general counsel shall, under the general supervision of the president and subject to the statutory authority of the attorney general, be responsible for all matters pertaining to the university's legal affairs. In this capacity, the vice president for legal affairs and general counsel shall provide advice to the board of trustees, to the president, and to other officers and employees on all legal matters affecting the university; manage litigation involving the university; and develop recommendations respecting the university's compliance with applicable state and federal laws.

The president may assign additional responsibilities to the vice president for legal affairs and general counsel as deemed necessary.

Dr. Ono:

We have been thrilled with the performance of Kenya Faulkner over the past several months, as special assistant and we have been waiting for this day to welcome her to the position of Vice President for Legal Affairs and General Counsel. We had a wonderful reception for you, and there was a tremendous amount of emotion on behalf of



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Kenya and also all of those around you, and we couldn't be more thrilled with you being our General Counsel.

Mr. Barrett:

I would like to note it was a wonderful reception, and I would like to thank my fellow trustees Rob Richardson and Ginger Warner for participating in that as well. You know you have our support and we are on your team. We are looking forward to it. Anything you would like to add Kenya?

Ms. Faulkner:

This day has finally come and I'm really excited about it. I have some hefty goals, and I want to make sure that the university gets the best legal advice. I want to make sure it is timely, and it's consistent. I think the President and the Board know how much compliance and mitigating risks mean to me as an attorney. So I will do my best for you.

Mr. Barrett:

Thank you so much. The next item we have is consideration of the degree candidates. The highest honor that the University of Cincinnati can confer is an honorary degree and we have four recommendations of candidates. I know these have been fully vetted, the honors committee has carefully gone over these, and they have been studied in detail. I am going to ask Dr. Ono to comment on each one.

**13.12.10.08**

**HONORARY DEGREE**

It is recommended that the Board of Trustees approve the nomination of Robert L. Fealy for the Honorary Degree. This nomination has been reviewed and recommended by the University of Cincinnati Honors Committee.

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**13.12.10.09** **HONORARY DEGREE**

It is recommended that the Board of Trustees approve the nomination of Michael J. Graham, S.J. for the Honorary Degree. This nomination has been reviewed and recommended by the University of Cincinnati Honors Committee.

**13.12.10.10** **HONORARY DEGREE**

It is recommended that the Board of Trustees approve the nomination of Ardis D. Hoven, MD for the Honorary Degree. This nomination has been reviewed and recommended by the University of Cincinnati Honors Committee.

**13.12.10.11** **HONORARY DEGREE**

It is recommended that the Board of Trustees approve the nomination of John A. Ruthven for the Honorary Degree. This nomination has been reviewed and recommended by the University of Cincinnati Honors Committee.

Dr. Ono:

Sure, Bob Fealy as you know is an alumnus of the University and has been incredibly engaged in supporting many of the activities, academic and otherwise of the institution. He is President and Chief Operating Officer and Director of the Duchossois Group. He really headed up the Chicago area fundraising efforts for the Proudly Cincinnati Campaign that vastly exceeded any expectations. He is Chairman Elect for the University of Cincinnati Foundation. It is a great pleasure to recognize all he has done for the university with this honorary degree.

Michael Graham has served as President of Xavier University since 2001. He worked closely with Presidents of NKU and UC and with me currently in many different initiatives including the Strive Initiative. We met recently at the National Underground Freedom Center to have a conversation about servant leadership. He has really been a proponent of interactions between Xavier and UC in the area of Catholic Studies, Religious Studies, and Judaic Studies. It is really an honor for us to recognize all he has done for this community with an honorary degree. As you know it will be conferred on the day of the Cross Town Classic. He has worked tirelessly for the entire community and established the Community Building Institute here in Cincinnati. So it is great to

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honor him and all he has done for the City and also for the interaction between Xavier and UC.

Ardis Hoven is President of the American Medical Association and is an internal and infectious disease specialist based in Lexington Kentucky. I think our Provost knows her personally. She has been named the top 25 women in healthcare. It is going to be a thrill to welcome her to the University of Cincinnati.

John Ruthven is a revered and internationally renowned wildlife artist, lecturer and naturalist. I have actually been able to see some of his art, it is beautiful. He recently completed a mural downtown at 8<sup>th</sup> and Vine honoring passenger pigeons and marking the 100<sup>th</sup> anniversary of the death of last passenger pigeon, Martha at the Cincinnati Zoo. So those are the honorary degree recipients.

Mr. Barrett:

Unless anyone else would like to make any comments, I will call for a motion to approve the recommendations from Dr. Ono as to our Vice President for Legal Affairs and General Counsel and for all four honorary degree candidates.

Upon motion of Mr. Humes, seconded by Mr. Richardson, the Board approved the items recommended by Dr. Ono by the roll call vote.

**AYE:** C. Francis Barrett, Thomas D. Cassady, Gary Heiman, Thomas H. Humes, Carl H. Lindner, William C. Portman, Robert E. Richardson, Jr. and Geraldine B. Warner.

**NAY:** None

**ABSENT:** Ronald D. Brown

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Mr. Barrett:

The recommendations are unanimously adopted and Kenya congratulations.

*(Applause)*

**Unfinished Business and New Business**

Mr. Barrett:

There is no unfinished business to come before the Board.

We will now move on to new business with the Reports of the Board Representatives and Student Trustees. Lawrence Jones III is not able to be here because of the weather conditions, so we will deferred that Alumni Association Report. The second report would be the Faculty Senate Report with Dr. Richard Miller.

**University Faculty Chair Report**

Dr. Miller:

Thank you Mr. Chairman. Before I make my formal remarks, I do want to take just a moment to say that while I admire everyone getting the honorary degree on Saturday, I think the fact that we are giving an honorary degree to the President of Xavier gives us an opportunity before a basketball game to recognize through our commencement and this degree the academic excellence of both of these universities. And it reminds us that while basketball and football are great fun, the academic excellence is really foremost. I am very happy to see that we are honoring our competitor in a friendly way that morning.

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For the past several weeks those of us in leadership positions here at UC have been dealing with the events surrounding the resignation of Dean Ron Jackson and the issues of race, diversity and inclusion that have been raised in light of these events. And all of us have to ask ourselves some serious questions about these issues. Now I'm an engineer and when things don't quite work out right engineers analyst the situation, look at what went wrong and try to learn from it. So, it's good for me to ask myself, what did I learn?

I think all of us see the need for diversity and inclusion and we see that our university has taken many positive steps in this direction. We recognize the need to heavily recruit faculty, students and staff from diverse groups. In many cases, as I believe Trustee Richardson pointed out at the last meeting, students from under-represented groups frequently come from high schools where advanced courses aren't offered.

So, we have created bridge programs to help them such as the engineering one that just celebrated its 25<sup>th</sup> anniversary. We have instituted programs like Gen-1 House to address the needs of those students. And we have programs for veterans and students with disabilities. On the faculty side, we are always looking for ways to recruit, support, and retain a diverse group of faculty members. While some will argue maybe we haven't done enough in these areas, we have made efforts, although we can always improve. But I think what I learned is that the real problem is that none of these program are going to work if members of these groups don't feel welcome or included. So, why don't we just be more inclusive? Well, I think most of the time we just don't think about it, we go off on our daily routines, doing the same things with the same people and we rarely think about inclusion until something happens to remind us. Inclusion takes effort on all sides.

But I think the bigger problem is that maybe we are afraid to talk about some of these issues. We are afraid we might say something that would inadvertently be taken as offensive, or we are afraid to say that we find something offensive because then we will

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be called over-sensitive. So, in the end we just don't say anything at all. And if we are ever going to come together we need to start talking to each other.

So over the next several months the Faculty Senate is going to start a dialogue with various groups on campus. Our goal is to come up with concrete steps on how we can be more inclusive, but we don't want this to be the 100,000 foot view of diversity and inclusion. It has to be done on a personal level. So forgive me for quoting Star Trek again as I frequently do, but when the great negotiator in the galaxy was asked how he got people to work together he said the answer is that no matter how far apart the sides are there is always something they have in common. So you find that, and that's the starting point.

So we need to look for that commonality, but it can't be at the level of what whites have in common with blacks and Latinos, or what men and women have in common or gays and straights have in common, but rather what do two members of the faculty from diverse backgrounds have in common? What does a faculty member have in common with a student of a different race? I grew up with a lot of Archie Bunkers, you know those people that had a name for every race and ethnicity, but what was funny is while they didn't like certain groups in general, they seemed to get along with people of different races and different groups that they worked with, or lived in the neighborhood, and that was because of what they had in common. So, in the Senate what we are going to do is start working towards diversity by building bridges of commonality. And I think a great starting point is the one thing we all have in common, which is that we are all UC, and we want UC to be a better place, but a better place for everyone. That concludes my remarks. Thank you Mr. Chairman. *(Applause)*

Mr. Barrett:

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I would note that your formal statements as well as your remarks are always timely and appropriate, and it is always well received. We really appreciate it, thank you so much.

Next we will go to the student government report, the President of the student body is Joe Blizzard. Joe is very high profile on campus. Joe, I was thinking about how I remarked earlier that the university is a lot bigger than campus, it's a huge role in the community. I know from your presence at the Neil Armstrong Memorial program, and especially at the Veteran's Day ceremony at the commons when we had veterans from all over the greater Cincinnati area, and Dr. Ono gave them recognition medals for their service to their country by the University of Cincinnati, and how much that meant to them, you may want to comment on that, because I know you were at the program.

**Student Government Report**

Mr. Blizzard:

Thank you Chairman Barrett. I would like to comment on that. I think that as you said, we are the University of Cincinnati but we do play a larger role in the community and I think that it is important for us to recognize the many community partners that we have across the greater Cincinnati area. Whether that be the Veterans' Day ceremony, the families of past faculty members, such as the Armstrong Family, I think it is important that we continue to play roles in all of those areas of the greater Cincinnati community in order to create the ties and the bonds that we have to continue to further the mission of the University of Cincinnati. So, a couple of the points that I have to hit on today deal with relations with the community and other members outside of just UC. The first thing I would like to talk about is House Bill 111.

You may be aware that the Statehouse is considering a bill right now, House Bill 111 that if passed through the Statehouse and signed into law would grant each Board of

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Trustees of public institutions of higher education within the State of Ohio the opportunity to provide student trustees to be full members on the board, including voting rights and executive session. On November 18<sup>th</sup> of this year that bill passed unanimously through the House Higher Education subcommittee and will hopefully be considered at some point at the beginning of the next calendar year. At our November 20<sup>th</sup> meeting of our Undergraduate Student Senate, they passed Student Senate Resolution Bill S.14-R-005. This bill was in support of House Bill 111 and in support of the opportunity for student trustees to potentially have the right to vote on Boards of Trustees across the state. That same bill was also passed by the Graduate Students Governance Association at their December meeting. So both of the two student governance bodies at the University are in support of House Bill 111.

Another thing that I think has to do with not only the UC community, but the greater Cincinnati community and Dr. Miller very eloquently hit on this in his remarks is the topic of diversity and inclusion around campus. That is something we have seen be a large topic over the last couple of months and student government is committed to working towards becoming a more diverse and inclusive university. As such at our November 20<sup>th</sup> meeting we also passed a Resolution Bill that brought forth two recommendations. One, we want to see more students involved in the student subcommittee of the Diversity Council. Right now I am the only student that serves on the subcommittee and as such I've worked to bring in student leaders from all across campus. We were supposed to have our first meeting on Friday, and unfortunately due to the closure of the university we cancelled that and are looking to re-schedule it. But that is an opportunity to bring input from all areas of campus, and really engage students in this process of furthering diversity and inclusion on campus. The other recommendation that Bill presented to see if we could work to get more students involved with the Diversity Council as a whole. Right now there are three students that serve on that Diversity Council and we would like to see more representation of students on that, so that we could continue to further those efforts of diversity and inclusion.



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On a note of safety, as many of you know that Be Smart Be Safe campaign was launched in August by Dr. Ono through the President's Office. This is a campaign that exists to raise awareness about public safety on campus and within the surrounding communities. Specially awareness among students. Shortly after the launch of the campaign a student marketing committee was formed. And since its inception the committee has worked to promote safety within the campus community. The largest of these efforts was a design contest that encouraged students to design a logo that represents a specific safety tip. Through this design contest we had more than 30 submissions and we had thousands of students vote for the winners of this contest. The winners were recognized at the Louisville football game last Thursday and have had an opportunity to receive unique prizes such as dinner with President Ono, tickets to a basketball game in the President's suite, and other things of that nature. So, we really are looking to continue the work of that campaign to not only promote safety tips, but really personally engage students around the university community. We think that is the key aspect there, really engaging students personally. We are working right now with a design firm in Covington, Kentucky to design five short videos that highlight different safety tips that we can push out to students. These are going to be videos that are receptive to students so that they can continue to be aware and to build on their safety habits as they go throughout their daily lives.

The last thing I would like to touch on today is the increase transportation that we have seen around the university over the last few months. Thanks to the efforts of Dr. Ono's office, Public Safety, our interim Director of Public Safety, and our interim Police Chief, Chief Corcoran. We have seen an increase in transportation opportunities that are available to students. We have had four of the shuttle services, that have extended hours now, and we have also purchased three new NightRide vans and are in the process of hiring 30 new student workers to double the capacity of that service. The service that has been severely limited in the past due to the high volume of requests from students. I think that these are two very great efforts that the university has invested in, and it's

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something that is going to continue to further the safety and well-being of our students on a daily basis. That concludes my report.

Mr. Barrett:

Joe, thank you very much. Anybody have any questions.

Dr. Ono:

First of all I want to thank both Richard Miller and Joe Blizzard, the Faculty Senate and the Student Body for all that they are doing to work together with us to address the issue of diversity and inclusion on this campus. It really will require all of us working together to continue to move the needle with that regard. And it will be a sustained effort. The investments that we have made recently are just the beginning of what we will do. We are talking seriously about programmatic investments and steps that we are going to take to make sure that everyone feels welcome. So I want to thank both of you for your commitment, and the individuals that you represents in working through those steps.

The second thing I want to say is in response to Joe's comments about public safety. We are also not done. Although we are pleased that organizations and students and some faculty have recognized what we have done to make, not only the campus which is essentially pretty safe, but also the surrounding areas safer. We as you know are working directly with the Chief of Police, and also the District Captains, and the steps we have taken are just the beginning, there will be more things that we do moving into the next year and beyond. I and the university will not rest until the area becomes even safer. So, I want to thank you for recognizing what we have done, but there is more to come.

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Mr. Barrett:

Thank you Joe for bringing all of those important items to our attention, in such a comprehensive and concise way. You are very high profile in the community and it means a lot to us, and in a very dignified manner you conduct yourself, at all the football games you are highly visible. You are a worthy representative of our student body, all the basketball games, as I mentioned the Neil Armstrong Memorial Service, the Veteran's Day Ceremony, and it is most appreciated. Thank you.

If there is no further new business to come before us, I will now call for executive session. The members of the Board will return to conduct further business after the executive session is concluded. Our next regular Board meeting will be held in this room on Tuesday morning, February 18, 2014.

**Executive Session**

Mr. Barrett:

May I have a motion to enter Executive Session for the purpose of considering real estate and the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee; to consider matters required to be kept confidential by federal law or regulations or state statutes; and conferring with legal counsel concerning disputes involving the University?

Upon motion of Mr. Humes and seconded by Mr. Richardson, the Board voted to enter Executive Session by the following roll call vote:

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**THREE HUNDRED AND TWENTY-SIXTH MEETING OF THE BOARD OF TRUSTEES**  
**DECEMBER TENTH** **TWO THOUSAND AND THIRTEEN**

**AYE:** C. Francis Barrett; Thomas H. Humes; Robert E. Richardson, Jr.;  
Gary Heiman; Thomas Cassady; William C. Portman, III;  
Geraldine B. Warner; and Carl H. Lindner III.

**NAY:** None

**ABSENT:** Mr. Ronald D. Brown

The executive session commenced at 10:12 a.m.

**Adjournment of Executive Session**

Mr. Barrett:

Being no further business for the executive session, may I have a motion to adjourn the executive session? Upon motion of Mr. Richardson and seconded by Mrs. Warner, the Board voted to adjourn the Executive Session by the following roll call vote:

**AYE:** C. Francis Barrett; Gary Heiman; Thomas H. Humes; Robert E. Richardson, Jr.; Thomas Cassady; William C. Portman; Carl H. Lindner III; Geraldine B. Warner.

**NAY:** None

**ABSENT:** Ronald D. Brown

The executive session ended at 11:46 a.m.

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Mr. Barrett:

The meeting is now reconvened and will come to order. Now I will turn the meeting over to the Chairman of the Compensation Subcommittee Gary Heiman to resume the report of the Compensation Subcommittee.

*(The Compensation Subcommittee meeting minutes are on file in the Board of Trustees Office)*

Mr. Barrett:

Before we have a vote, I'm going to ask for a motion and a second and then we will have discussion. So could I please have a motion to accept the recommendation made by the Compensation Subcommittee that Larry Johnson receive a bonus in the amount of \$17,250; that Robert Ambach receive a salary increase of \$9,300 and that he also receive a bonus of \$15,500 and that President Ono at his request not have a salary increase and not have a bonus.

Upon a motion by Mr. Cassady, seconded by both Mr. Richardson and Mr. Portman, Mr. Barrett called for discussion on the motion.

Mr. Richardson:

I would like to comment on what Mr. Heiman said that we are fully behind this President and believe you have taken this university to new heights and we will back you and we want to make sure that you know that publically.

Mr. Humes:

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I would echo that. We think we have if not the best, absolutely one of the best Presidents any university could have in the country. We are incredibly proud of the job he is doing and the leadership he is providing for this university. His attitude and approach to this is much more than one about a job, or about financial situations, it's about the improving the betterment and the greater good of our university. He is completely dedicated to it, and we are totally supportive of him in his efforts to do that. We very reluctantly, but respectfully accept his request for no additional remuneration because he feels so strongly about that, that we agreed to do that. We all felt that definitely would have been earned. But Santa, we thank you for your leadership and look forward to it for many years to come.

Mr. Cassady:

I agree with everything that has been said. I think President Ono has been ubiquitous on this campus and in the community, and has traveled very successfully. In both the areas of fundraising, and in promoting academics, he has done extraordinarily well. I have expressed publically and privately my concern that he can't continue at this pace. I have publically and privately suggested that he needs to take care of himself long-term so that he can continue to represent this university.

Mr. Barrett:

Have you been successful in those discussions?

Mr. Cassady:

No, I have not. He doesn't slow down. I need more Board members to assist me.

Mrs. Warner:

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Yes, one of the things that most impressed me about this university when I first joined the Board was the depth of talent that we have in every department. You know that you were the unanimous choice of the search committee, but there you were as our Provost. You have become a President beyond our wildest dreams. We are so grateful to you. And also someone else that we spoke about today, Larry Johnson, there was the Dean who stepped in an interim Provost and did such an excellent job. It's truly an amazing university and to have people who are able to step into some very major shoes and do an amazing job. So I thank you and I look forward to the future with you. Nine more years I think that's what you said.

Mr. Lindner:

I really enjoyed working with Santa. He is a dynamic leader with most importantly high integrity; we are blessed to have you.

Mr. Portman:

I think UC from all angles has become a real beacon on a hill, and I think all of us appreciate all the enthusiasm and support Santa has brought to the university and we just hope that the rest of the citizens of Cincinnati will follow suite in the coming years with new leadership and we will move ahead together.

Mr. Cassady:

I would like to also thank Bob Ambach for the great work that he is doing, and we appreciate everything you are doing to go the extra mile to do everything you can for the university.

Mr. Barrett:

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When I look down and see our senior leadership, you are the ones that support the President the most, Bob with the business and finance side, Beverly with the academic side, Kenya with the legal side, so you are on the President's team and you support our President and everyone is most appreciative of the service you provide to the university.

Dr. Richard Miller:

On behalf of the faculty we are very pleased with Santa's leadership. It is clear that we have some issues out there that we need to solve, but there are always issues and always things we need to work on. We look forward to hopefully what will be another good year. I will say that when we were interviewing a Chief Diversity Officer candidate yesterday and one of the comments I made is that for the first time in a long time, everything seems to be moving in the right direction. That's a good thing.

Mr. Barrett:

Thanks, Richard, and you are part of that too.

Mr. Blizzard:

On behalf of the students we have seen a tremendous amount of change within the student body in the last couple of years in terms of the number of students that we have brought in and in terms of the talent and the diversity, and the number of students that are considering UC as a first choice institution. That all goes back to the leadership of the University, to President Ono, to everybody else around the table and the people that aren't in the room right now. It is a true testament to the hard work and the dedication that they have put into UC and I think we are moving in the right direction and we are going to continue to get better. We are going to see better and greater things come from the University and I can tell you that student morale on campus is the highest it's been in recent years because of everything that is happening. So thank you to Dr. Ono and to



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everybody else that has contributed time and leadership efforts to the betterment of the University of Cincinnati.

Mr. Barrett:

There is one thing that I hear over and over again from the students, from the faculty, the administration, and from our fans, from business and political leaders, is they tell us to keep you Dr. Ono and take care of you. We wanted to take care of you financially, but you turned us down, but we know that the intangibles mean more to you than anything else, and the loyalty that you have for us is unsurpassed and we hope we can have the same loyalty to you and fulfill the same high standards that you have. So it's a great day, and I just want to thank you for all you do.

Dr. Ono:

You are welcome. I just want to say, it always has been and always will be an honor and privilege to serve the University of Cincinnati. It's a great institution. I'd say that beyond the administration that has been discussed today that the faculty, staff, and students of the university are really doing the real work of this institution. We are here to support them. Just a fantastic place, in a fantastic city, and I couldn't be more thrilled. I am just as thrilled today as I was a year and a half ago when I was asked to serve at this institution. That's all I want to say, thank you.

Mr. Heiman:

I think we mentioned everybody around the table except for Nicole. Nicole we thank you for supporting all of us. I just want you to know, I speak for everybody here when I say we really appreciate it.

Mr. Barrett:

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That is very true; we couldn't do it without you. Thank you Nicole. At this time we have a motion on the floor made by Mr. Cassady to accept the recommendation made by Mr. Heiman, and we had co-seconers from Mr. Richardson and Mr. Portman. We have had a full discussion. We are now ready to call the roll.

**AYE:** C. Francis Barrett; Gary Heiman; Thomas H. Humes; Robert E. Richardson, Jr.; Thomas Cassady; William C. Portman; Carl H. Lindner III; Geraldine B. Warner.

**NAY:** None

**ABSENT:** Mr. Ronald D. Brown

Mr. Barrett:

The motion is adopted unanimously and the recommendations of the Compensation subcommittee are adopted.

**Adjournment**

There being no further business before the Board, and upon proper motion of Mr. Richardson, seconded by Mr. Portman, Mr. Barrett adjourned the meeting at 12:10 a.m.

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C. FRANCIS BARRETT  
CHAIRPERSON

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ROBERT E. RICHARDSON, JR.  
SECRETARY