

UNIVERSITY OF CINCINNATI

Official Proceedings of the

Three Hundred and Sixty-Sixth Meeting of the Board of Trustees

(A Regular Meeting)

December 11, 2018

The Three Hundred and Sixty-Sixth Session of the Board of Trustees of the University of Cincinnati was opened at 9:30 a.m. on Tuesday, December 11, 2018, in the Annie Laws Building 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*.

Thomas D. Cassady, Chairperson of the Board of Trustees, presided.

Mr. Cassady asked that roll be called.

BOARD MEMBERS PRESENT: Thomas D. Cassady, William C. Portman, III, Margaret K. Valentine, Kim Heiman, Tom Mischell, Phil Collins, Geraldine Warner, Rodney Williams

BOARD MEMBERS ABSENT: Ronald D. Brown

ALSO PRESENT: Neville G. Pinto, President;
Robert F. Ambach, Senior Vice President for Administration and Finance;
Peter Landgren, President, UC Foundation
Kristi Nelson, Provost & Senior Vice President Academic Affairs;
Lori Ross, General Counsel;
Ryan Hays, Executive Vice President;
Andrew Filak Jr., Interim Sr. VP for Health Affairs and Dean, College of Medicine
Christin Godale, Graduate Student Body President;
Alberto Jones, Undergraduate Student Trustee;

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Megdelawit Sinna Habteselassie, Undergraduate
 Student Body President;
 Cynthia Ris, Faculty Senate Chair;
 Marla Hall, Faculty Representative;
 Dan Carl, Faculty Representative;
 Nicole Blount, Executive Director of Board
 Relations;
 and the public

(Prior to the Board Committee Meetings and the Regular Board Meeting, Chairman Cassady began the proceedings at approximately 8:31 a.m.)

Mr. Cassady:

Good morning, everyone and welcome to today's board of trustees meeting. Trustee Ron Brown is not able to be with us today and is excused. I will personally be speaking at the farewell luncheon today and I have shared my speech with the members of the board and I would like to include my speech to memorialize it in the minutes. May I ask Wym Portman to take over the meeting for just a minute?

Mr. Portman:

Alright, I move that Chairman Tom Cassady's speech be included in today's minutes. And now I need a second to that.

Upon a motion called by Mr. Portman, a second by Mr. Mischell, roll call vote was taken.

AYE: Thomas Cassady; William C. Portman; Geraldine B. Warner; Kim Heiman;
 Tom Mischell; Margaret K. Valentine; Phil Collins; Rodney Williams

NAY: None

ABSENT: Ronald D. Brown

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mr. Portman:

Motion carries. Thank you all.

Chairman Cassady presented the following speech during his December 11, 2018 Farewell Luncheon:

Did you know that UC was the first in the nation to develop a learning-living community focused on first generation students? Starting in 2008, we now have 130 first generation students living in our Gen -1 House. The graduation rate is 78%, compared to 50% nationally. I'd like to ask Suzette Combs, the director of the House and Kenneth Lyle, the star of that video who is a freshman in the College of Arts and Science, studying Organizational Leadership to stand and be recognized. The work they are doing to change lives and families is inspiring. Please take home a brochure and consider joining Karen and me in making a gift to the Gen-1 House.

Before I leave, I'd like to mention the top 10 issues that we face and express some personal thanks.

#1 Efforts to keep higher education affordable and accessible is fundamental to insuring the success of our democracy. *As the state of Ohio's budget gets more and more burdened with medical and retirement costs the share of assistance to higher education has been dramatically reduced. We have gone from 38% of our revenue from state funds to 17% in the last 20 years. Boards at other schools look to increase student tuition to fill the hole. This has caused huge increases in student loan debt that now exceeds 1.4 trillion dollars.*

Our University and our board should be proud of the discipline we have shown to find other ways. This board has frozen tuition in 8 of the last 13 years and 5 of the last 6. We are painfully aware that skyrocketing tuition adversely affects families of color disproportionately. The net price of a public 4-year education nationally takes up one third of a median black family income, after grant and scholarship aid; and a quarter of the median Latino family. (According to demos.org "A 50-state look at Rising college prices and the new American student" 2018)

To future Boards, every time you are asked to consider raising tuition, and I guarantee that request will come regularly, ask the question: "Are we as efficient as we can be?" If we are not, say no to the request. This is our best way to assure access and affordability. The board has a duty to speak on behalf of students. We must find and execute ways to reduce cost through public/private partnerships, innovative leadership, and collaborative inter-disciplinary cooperation.

#2 Strategic sizing of our University will be a key driver in enabling us to grow our mission and impact. *That means opening our doors wider for more—and more diverse—students to benefit from a UC education. It also means generating a more robust resource base to re-invest in faculty hires, teaching innovations, research breakthroughs and faculty development. There is*

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

great demand for quality education at a reasonable cost. Our 2018 budget has \$151 million dollars attributed to scholarships. There's another \$65 million earned from our nationally renowned co-op programs. That amounts to 38% discount of the gross tuition and fees. That's a substantial step for affordability and accessibility.

#3 We need alignment of our brand and agreement of our purpose with UC Health to promote the tri-partite mission of research, clinical care and academic excellence. We must better align the two organizations. The 700 members of the faculty of our prestigious college of medicine depend on us.

#4 Recruiting, developing and retaining talent is a required competency for great organizations. Our ability to conduct external searches with internal resources encourages our culture of owning, and not renting.

#5 We need to dramatically increase and invest in technology-based courses, research and collaborations by establishing a dedicated unit or center of excellence devoted to informatics or digital futures. The innovation hub and work at 1819 that merges academics, innovation and business will transform our community.

#6 As an urban university, we must be good partners in our community. The strategic direction to assist Cincinnati Public Schools is a moral obligation stemming from our legacy as a City college, our neighborhood and our mandate to educate a diverse and inclusive population. Diversity makes us stronger. Staying in a cocoon surrounded by people that look like us and share the same opinions impedes our intellectual curiosity, curtails our growth and compromises our mission.

#7 Our athletic programs and student organizations, including fraternities and sororities, provide our students leadership opportunities and help develop necessary life skills through experiences outside of the classroom. They nurture the soul and feed the passions of our students, alumni and friends of the University. Athletics provides a point of connection with the university for a significant number of our meaningful donors who support a wide range of university programs & initiatives beyond athletics. A proper cost-benefit analysis cannot categorize the funds expended to support these activities as mere subsidies. The strength and integrity of these activities has a direct correlation to our brand awareness, our enrollment, fund raising success and the quality of the overall campus experience.

#8 The university was forced to post a 769-million-dollar liability on our balance sheet for the unfunded value of our retirement program with the state of Ohio that we are required to offer but have no control over the investment nor the irresponsible promises of future expectations. Almost all our employees are covered by these plans called STRS and OPERS. It is a problem that people should complain about. People are living longer; investment performance is expected to be below historical levels and the state is unlikely going to be able to bail out these funds. Neither can the university. I do not take any comfort that many states are in worse shape.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

#9 I commend the board of trustees for their commitment to good governance. *Forming and monitoring the strategy, hiring and coaching the president, and performing our fiduciary duties of oversight with constraint is precious for a large organization. The tendency is to step over that line and to engage in operating decisions. When that happens, it is a sign of poor leadership and it weakens the University. I was asked when I first became chair what my personal priority would be. I answered, "To be a good steward with excellent governance." Chairs should not have a personal priority.*

#10 A liberal arts education is undervalued. *The power to persuade, which is omnipotent, is developed and cultivated in the thoughtful processes of reflection and creative writing. The development of critical thinking skills is at the core of a liberal arts education. Our College of Arts and Sciences must be a strong foundation providing these skills to every undergraduate.*

If there is one disappointment I have as I step off the board, it is the "lack of speed" that is endemic in the system. Change is too slow; ideas take too long to execute. The biggest mistakes any organization makes are during the good times by not having a sense of urgency, or worse, being complacent with the immediate prosperity. That is a signal of decline. Leaders agitate change. Universities thrive on new ideas, innovation, debate, conflict resolution and persuasion done inside a healthy, safe, optimistic environment that embraces abundance and rejects scarcity. Shared governance can work well to enhance communication and prevent disenfranchisement but is not an excuse to delay.

The student success and talent development accomplishments over the last decade are remarkable. Many of them are illustrated on the sheets at your table. I want to recognize the leadership in the room of former board chairs: Rob Richardson, Tom Humes, Fran Barrett, Sandy Heimann, Jeff Wyler, and Buck Niehoff. Going from 35,000 students to 46,000; going from a 22 ACT to a 26.4; raising our revenue by 300 million, dramatically improving our physical campus and improving our temporary investment funds from 6 million to 600 million took long term effective leadership of many.

I want to thank all the members of the board (both current and former) for the honor and privilege to serve with you. You are a caring group of stewards that genuinely want our beloved university to succeed. Your personal contributions of your time, talent and treasure are inspiring. It has been stimulating and humbling to work with you. We debated, we disagreed, we got annoyed, we reconciled, we cried, and we laughed. We care about each other and this University. Thank you.

The mission of our University is centered on the students and powered by our faculty. The best days to be on the board are when we get to interact with both. The quality of our students is so impressive I doubt seriously if I could compete today. And of course, they are so impressive because of the talent, dedication and care of our faculty. Thank you.

I have grown quite close to many of the senior members of the administration. There were many days that I tried my best to ask the hardest, most provocative questions I could conceive. I

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

tried my best to be prepared so I could test the rationale of your recommendations. All of you, and the list is a long one, were always prepared. You are an impressive group of smart, talented disciplined leaders. Thank you!

Nicole Blount has been very helpful in organizing the various schedules and priorities of busy people. It was like herding cats every week, but she was never flustered, and was always so positive. Thank you.

Let me express my gratitude to two members of the administration, Dr. Ryan Hays and President Neville Pinto. Ryan, your thoughtful caring and instinctive drive to make UC thrive is transcendent. Behind the scenes you make our institution great. I've never met anyone quite like you. I am impressed every time I'm with you. Your insights for people, wrapped in a knowledge of higher education and a desire for the University to succeed is awesome. I never took that for granted and continue to appreciate, no marvel at, your unique gifts.

Neville, your leadership effectiveness is directly tied to your long-term commitment to this University and willingness to own (not rent) your responsibilities. The work ethic and diligence you model to the team is going to provide a cultural shift that will be your legacy. You are an authentic, strategic, courageous leader that can get things done. You have become a friend. I am impressed by your humility, discipline, organization and vision. Stay the course. Be stubborn. Ask for help. You have more support than you think and can accomplish a lot by trusting the significant network you have cultivated.

I'd be remiss if I didn't thank my colleagues at USI who stepped up while I was distracted. The insurance firm we run grew from 50 million to 200 million in the last 9 years, mainly because of you.

Most importantly, I want to thank my wife Karen, for sacrificing the many evenings and weekends that were required. She never complained and was always a positive discussion partner.

In conclusion, as Shakespeare's King Lear became sad at his loss of purpose at the end of life, I grieve my loss of the daily stimulation with many of you. I am reminded of the poem I heard as a Freshmen on this campus 47 years ago on the first day I pledged Beta Theta Pi, an organization that has provided great depth and richness to my life.

The Bridge Builder

An old man going a lone highway

Came in the evening, cold and gray,

To a chasm vast, both deep and wide.

The old man crossed in the twilight dim;

The swollen stream was as naught to him;

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

*But he stopped when safe on the farther side
And built a bridge to span the tide.
“Old man,” said a fellow pilgrim near,
“You are wasting your strength in labor here;
Your journey will end with the closing day,
You never again will pass this way.
You’ve crossed the chasm deep and wide
Why build you this bridge at eventide?”
The laborer lifted his old gray head,
“Good friend, in the path I have come,” he
said, “There followeth after me today
A youth, named Kenneth, whose feet must pass this way.
This chasm which has been naught to me
To that young man may a pitfall be.
He, too, must cross in the twilight dim.
Good friend, I am building this bridge for him.”
- Miss Will Allen Dromgoole*

Mr. Cassady:

Thank you. Now it is time for the President’s Report.

President Pinto:

Thank you, and good morning, everybody. Today we are taking a moment to honor our board chair, Tom Cassady as he ends his nine-year term as a member of our board and also his two-year term as chair. As we have indicated, we do have an event later today to show him our appreciation. Nevertheless, we will take just a few moments of this meeting to share some

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

farewells.

Tom, it was an honor to work with you at the beginning of your term, nine years ago. You may not know this, but I was often in the audience in your first year as a member of the board. And from the very beginning, based on your incisive, and I might add, constant questions, as a freshman trustee, it was clear that you were committed to your responsibilities and to this university.

You are a man who puts the needs of the university and those things that you are passionate about, like first generation college students, ahead of yourself. Today is an example of that. We are supposed to be honoring you after the meeting for your nine years of service to this institution, but you are putting the focus of that farewell squarely on your alma mater, our Gen-1 students, and the need to raise funds for scholarships to help them.

As a trustee and most recently as chairman, you have quietly worked out of the spotlight on many things, among them a topic that you have made a personal mission, affordability, one of the greatest concerns for our students and their parents. Other highlights of your tenure have been the renovations of Nippert Stadium and the Fifth Third Arena and the partnership between UC and UC Health.

Personally, you have been a mentor and a role model. Thank you for being both. Also thank you for so generously giving of your time to help me in my role as President. On behalf of Bearcats everywhere, I want to say thank you for being such a great and humble Bearcat who has made such a tremendous and positive impact on this university and its students.

And now your colleagues on the board have a citation they would like to share and read by Vice Chairman Portman.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mr. Portman:

Whereas, Mr. Thomas D. Cassady has served nine years as a member of the University of Cincinnati Board of Trustees, the last two as Chairman of the Board, and;

Whereas, he is a loyal and passionate alumnus of this institution, who has generously given both his time and his love in serving his alma mater and the students who have followed him, and;

Whereas, he is the son of a first generation college student, who instilled in him a keen awareness of the power of education to transform lives and a deep sense of duty to share the blessings of his own life to help those who have not been as fortunate, and;

Whereas, Tom Cassady has acted with integrity, humility, and selflessness to put the University and its best interest above his own. Whereas, he has labored to create a thriving, equitable, and inclusive University of Cincinnati, so that it and the City of Cincinnati, which he also loves wholeheartedly, can mutually flourish, and;

Whereas, his enthusiasm for all things Bearcat has been evident in his avid support of UC athletics, both as a fan and a leader. And whereas, he has undertaken a special focus on college affordability and financial assistance for first generation college students. And whereas, as a member of the Board of Trustees, and as Chair, he has paved the way for the University of Cincinnati to define its strategic direction, via next lives here, and to carry on its exalted mission as a 200 year old public university well into its next century, and;

Whereas, Mr. Cassady is the embodiment of our Bearcat bond ideals to continuously better myself, the Bearcat community and the world. Now therefore, let it be resolved that the Board of Trustees of the University of Cincinnati, a state University organized under Chapter 3361 of the Ohio revised code, expresses its deepest appreciation and admiration to Thomas D. Cassady, for his many years of dedication and service to the University of Cincinnati and the entire Cincinnati community;

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Be it further resolved that this resolution be spread upon the minutes of said board, and that a certified copy be presented to Thomas D. Cassady.

Mr. Portman:

Comments regarding Mr. Cassady by trustees will be made later today at our luncheon following this meeting. Thank you, President Pinto.

President Pinto:

Thank you Mr. Portman. Tom, if I might ask you to come up here to the podium. On behalf of the entire University of Cincinnati community for your exemplary service as Trustee and Chairman, I would like to present you with a gift. Please open it.

Mr. Cassady:

A crystal gavel. Wow, so now I could really bang a gavel. [LAUGHTER] Thank you so much. That was very kind of you, Neville, and thank you, members of the board.

Thank you, Wym, for that proclamation. I am humbled by it, but there's still more work to be done, so let's continue with our work. Go ahead, please.

President Pinto:

I'll continue my customary report. Here we are at the end of another calendar year, and it has been a tremendous one. With our sixth consecutive year of recordbreaking enrollment, the Ohio Innocence Project freeing three wrongly convicted people, a UC alumnus in biology winning the Lasker Award in Medical Research, and Journalism alumni and students being a part of a Pulitzer prize winning team. To add to that, that we have learned for the first time UC has been

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN **TWO THOUSAND AND EIGHTEEN**

ranked by Reuters among the world's top 100 most innovative universities. UC is one of only 46 US universities to make the list. This is the result of the tremendous work by our faculty, students and staff. With innovation and impact at the center of our next strategic direction, it is great news to learn that we are being recognized in this way.

This year we also launched our 1819 Innovation Hub and it has just been announced that yet another company has signed on as a partner. The Cincinnati Insurance Company, a subsidiary of Cincinnati Financial Corporation, is locating at the 1819 Innovation Hub. We are also in the final days of our full academic semester, so this weekend, and the students know this well, exams are going on as we speak. This weekend, we will celebrate their accomplishments at Commencement in two ceremonies, one on Friday and one on Saturday. A total of 2,262 graduates have applied for graduation and I hope every one of them makes it. They come from 45 states plus the District of Columbia and 29 different nations.

I want to take a moment to recognize our Commencement Team for living out Next Lives Here principles in how they approach our ceremonies. Commencement has grown from once a year to six or more ceremonies a year. This weekend it returns to the Fifth Third Arena for the first time, since the spectacular renovation of that location. The Commencement Team is a group that is committed to always thinking how to make our ceremonies better and memorable for our students and their loved ones. Will Vice President for Student Affairs, Debra Merchant, Assistant Vice President, Nicole Mayo, and Program Director, Melva Karnes please stand. This is the team that ensures that our students have a tremendous and memorable experience at Commencement. Let's recognize them with a round of applause. [APPLAUSE]

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

I also want to take a moment to recognize Vice President for Safety and Reform, Robin Engel, for her hard work and leadership over the past three years in elevating our public safety into the class of elite. Dr. Engel is a respected criminologist and faculty member of the university. To help the institution pursue reform in this public safety department, she did so without hesitation. Beginning in January, she is returning to her faculty position in UC's highly regarded School of Criminal Justice. Dr. Engel, will you please stand up? I know you're here, all the way in the back.
[APPLAUSE]

And one final item I would like to report on, as you may have read yesterday, together with Provost Nelson, and Vice President Marshall. I sent a message to faculty, staff, and students letting them know that we're establishing a special university-wide commission to examine the life and legacy of Charles McMicken and the use of his name at the University of Cincinnati. The commission will devote the upcoming semester to studying this issue and engaging with the community culminating in the submission of a formal report to me for consideration.

And, now it is time for our presentation. This is a group of people who contribute to a convivial and spirited environment for our campus. Please welcome Chris Nichter, Director of the Bearcat Band who has some of the band with him today.

Presentation Greetings/Overview

Mr. Nichter:

We have a little show and tell at the beginning. [video plays] Thank you very much for the opportunity to speak this morning. I'm Christopher Nichter, Director of Bands at the University of Cincinnati. The video you just watched is the very end of the Bearcat Marching Bands' Homecoming 2018 performance, kicking off the UC Bicentennial. This is only a very small part

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

of what we do in the Bearcat Bands. One of the things that attracted me to UC one-and-a-half years ago was the unique position of the Bearcat Bands program to enhance the campus's ability to educate the whole person. For those that love spirit, we have bands for that; for those that love great art, we have bands for that too. Even if a student has zero experience playing an instrument, as of last spring, we offer a beginning band for college students. Yes, imagine 18 – 23 year olds playing Mary had a Little Lamb after only a few lessons. It's fantastic. [LAUGHTER]

Beginning band opportunity plus our annual summer alumni and community band are available to our staff as well. My goal as director, along with my three wonderful associate and assistant directors and our expert part-time staff of specialists, is to be one of the most musical campuses in America.

In order to accomplish this, we must offer all students access to the highest quality music-making opportunities at whatever level of ability they have. It is critical that we do so for those that are majoring in things other than music so our next generation of music lovers, audience members, and philanthropists is created. There is no part of the human soul that music cannot touch, and I hope to never turn away a student that comes to us. Experiences in band go far beyond the already substantial demands of the rehearsals and performances. Students significantly develop their humanity and abilities to multitask, self-discipline, and work together.

We are positioned to leverage this incredible power for the betterment of our campus, city, and society. This is an exciting and transformative opportunity for which I am grateful to have the support of an increasing coalition of passionate UC administrators and alumni. I introduce to you two students that represent the past, present, and future of our program--Ms. Rebecca Cole, a fourth year piccolo member of the marching and basketball bands, and Mr. Tanner Stacey, a first year tuba, bassoon member of the marching, basketball, and concert bands.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

[Students shared their experience with the Band Program. Following the presentation, presenters were available to address comments/questions.]

President Pinto:

Rebecca and Tanner, thank you so much for your remarks. We are so glad and so proud that you are our students here. Are there any questions?

Mr. Collins:

How many total people are touched by the bands program in terms of students?

Mr. Nichter:

Student participation in total? Well, the marching band has about 250, and then when you factor in the other ensembles where we have students that are not necessarily in the marching band but they do other things, like a concert band or something, we have about 300 participants right now. In my opinion that is woefully short for a campus of 45,000. We are working very hard to try to increase that reach, not only here on our campus here in Clifton, but also Blue Ash and Clermont to make sure that more students know what's available to them.

Mr. Cassady:

I just want to say that I think that in the decades of watching the band at football games and basketball games, there's no group that's having more fun than the fans.

Mr. Nichter:

Yes they are.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mr. Cassady:

That's wonderful.

Mr. Nichter:

Thank you all very much for the opportunity. [APPLAUSE]

President Pinto:

Thank you. Chairman Cassady. That completes my report.

Mr. Cassady:

Thank you very much, President Pinto. We will now proceed with our committee meetings.

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 Academic and Student Affairs Committee, Finance and Administration Committee, and Governance and Internal Affairs Committee meetings began at 9:00 am, and concluded at 9:30 am.

Mr. Cassady:

There being no further business, we will now call our regular meeting to order.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

THE REGULAR MEETING OF THE BOARD OF TRUSTEES

The Regular Meeting of the Board of Trustees convened at 9:30 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. Cassady:

Are there any additions, corrections or deletions to the minutes? Hearing none, may I have a motion and a second to approve the October 16, 2018 regular meeting minutes?

A motion was called from Mrs. Warner, and a second by Mrs. Valentine.

Mr. Cassady:

All those in favor say “aye.” All opposed say “nay”. Thank you. The Minutes are approved.

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, Finance and Administration Committee, and Governance and Internal Affairs Committee at their respective meetings held on December 11, 2018 prior to the Regular Meeting of the Board of Trustees.

Academic and Student Affairs Committee Recommendation

18.12.11.01

Academic Appointments

Synopsis:

Appointment of Faculty and Academic Administrators.

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Department Chair Appointment

Helen Chen, PhD	Division Head Experience-Based Learning and Career Education Effective December 11, 2018 through December 31, 2025
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Department Chair Reappointment

H. Michael Sanders	Department Head Department of Electronic Media Communication Blue Ash College Effective August 15, 2019 through August 14, 2024
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New Faculty Appointments

Helen Chen, PhD	Professor with Tenure Experience-Based Learning and Career Education Effective December 11, 2018
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Emeritus Status

Andrew Burger, MD	Professor-Clinical Emeritus Department of Internal Medicine College of Medicine Effective November 16, 2018
Cheryl Ghosh	Senior Librarian Emerita UC Libraries Effective December 31, 2018
Anne-Marie Jezequel	Associate Professor Educator Emerita Department of Romance Languages and Literatures College of Arts and Sciences Effective January 1, 2019
Audrey Miller	Instructor Emerita Department of Rehabilitation, Exercise & Nutrition Sciences College of Allied Health Sciences Effective August 15, 2018
Peter Nagy, PhD	Professor Emeritus Department of Aerospace Engineering and Engineering Mechanics College of Engineering and Applied Sciences Effective May 1, 2019
Sandra Riegler, MD	Adjunct Assistant Professor Emerita Department of Internal Medicine College of Medicine Effective January 1, 2019

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN **TWO THOUSAND AND EIGHTEEN**

Joshua Sands, MD	Associate Professor-Clinical Emeritus Department of Ophthalmology College of Medicine Effective December 1, 2018
Leslie Schick	Senior Associate Dean Emerita UC Libraries Effective December 31, 2018
Sue Schmidlin	Adjunct Assistant Professor Emerita Department of Communication Sciences and Disorders College of Allied Health Sciences Effective August 1, 2018
Gary Shull, PhD	Professor Emeritus Department of Molecular Genetics, Biochemistry and Microbiology College of Medicine Effective January 1, 2019
Alan Zalta, MD	Professor-Clinical Emeritus Department of Ophthalmology College of Medicine Effective September 1, 2019

18.12.11.02 **Approval of New Degree: PhD in Information Technology, College of Education, Criminal Justice and Human Services**

Synopsis: It is recommended that the Board of Trustees approve the new PhD in Information Technology in the College of Education, Criminal Justice and Human Services. The proposal has been reviewed and approved by the appropriate authorities.

18.12.11.03 **Approval of New Degree: Master of Public Administration, McMicken College of Arts & Sciences**

Synopsis: It is recommended that the Board of Trustees approve the new Master of Public Administration in the College of Arts and Sciences. The proposal has been reviewed and approved by the appropriate authorities.

Finance and Administration Committee Recommendations

18.12.11.04 **Approval of Bank of America Purchasing Card Agreement**

Synopsis: This recommendation seeks approval of the Board of Trustees for a new contract to provide the university with a commercial charge card program and related services.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN **TWO THOUSAND AND EIGHTEEN**

- 18.12.11.05** **Approval of Formation of Retirement Committee & Charter**
- Synopsis:** The University sponsors a variety of retirement plans including the Alternative Retirement Plan, two 403(b) plans, a 457(b) plan and two 41S(m) plans. It is recommended that the Board of Trustees form a Retirement Committee to oversee these Plans consistent with the attached committee charter.
-
- 18.12.11.06** **Approval of FOP ULEO Contract**
- Synopsis:** It is recommended that the Board of Trustees approve the tentative agreement between the University of Cincinnati University Law Enforcement Officers and the Fraternal Order of Police, Ohio Labor Council, Inc.
-
- 18.12.11.07** **Approval of University Rule 23361:20-41-01 Investments: Policy for Administration of Invested Funds**
- Synopsis:** It is recommended that the Board of Trustees amend Rule 3361:20-41-01 to update Section (A) (4): Spending Policy.
-
- 18.12.11.08** **Approval of Board Rule 3361:10-1-09 Board of Trustees bylaws: adoption, amendment and rescission of the board bylaws and rules of the university (non-substantive change)**
- Synopsis:** It is recommended that the Board of Trustees approve the proposed Amendment to Board Law 3361:10-1-09 to clarify when the president of the university may amend rules of the university.
-
- 18.12.11.09** **Approval of Board Rules 3361:10-1-06 Board of Trustees Bylaws: Execution of Instruments and 3361:10-19-01 Patents and Copyrights: Policy on Inventions and Discoveries**
- Synopsis:** It is recommended that the Board of Trustees amend University Rules 3361:10-1-06 Board of Trustees bylaws: execution of Instruments and 3361:10-19-01 Patents and copyrights: Policy on inventions and discoveries to reflect a change in organizational structure related to technology and patent licensing and commercialization; to update the university's distribution of funds from the commercialization program to account for; and to recognize the importance of student innovation.
-
- 18.12.11.10** **Approval of Anne Grieme Dorsey Learning Space Naming**
- Synopsis:** It is recommended that the Board of Trustees approve the name Anne Grieme Dorsey Learning Space.

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

18.12.11.11 Approval of Sale of Real Property to Cincinnati Children's Hospital Medical Center

Synopsis: It is recommended that the Board of Trustees approve the sale of certain real property to Cincinnati Children's Hospital Medical Center as part of the Multi-Party NIOSH Site Assembly.

Governance and Internal Affairs Committee Recommendations

18.12.11.13 Election of Officers

Synopsis: Election of Board Officers

Consideration of Action Items

Mr. Cassady:

The full board has been present at the Committee Meetings held today and has received the recommendations of the Academic and Student Affairs, Finance and Administration, and Governance and Internal Affairs Committees. Are there any questions on any of the action items that are coming to us from the committees?

Hearing none, may I have a motion to approve all of the recommended items put forth by the Academic and Student Affairs, Finance and Administration, and Governance and Internal Affairs Committees?

Upon a motion called by Mrs. Valentine, a second by Mr. Collins, roll call vote was taken.

AYE: Thomas Cassady; William C. Portman; Geraldine B. Warner; Kim Heiman;
 Tom Mischell; Margaret K. Valentine; Phil Collins; Rodney Williams

NAY: None

ABSENT: Ronald D. Brown

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mr. Cassady:

Very good, the motion passed and all items are approved.

Unfinished Business and New Business

Mr. Cassady:

Is there any unfinished business to come before the board? Seeing none, we'll go to our reports of the board representatives. I'd like to call first for the report from the graduate student trustee, Christin Godale.

Graduate Student Trustee Report

Ms. Godale:

Good Morning Chairman Cassady, President Pinto, Trustees and guests. The graduate community is wrapping up a productive and eventful fall semester. I would like to begin my report today by first congratulating our future graduates. On December 14, the Graduate School will be awarding masters and doctoral degrees. We are extremely proud of our colleagues, and we wish them all the best in their future endeavors.

Since our last meeting, the Graduate Student Governance Association (GSGA) joined with the Undergraduate Office for Research and RECON student organization to create the Grad-Undergrad Research Connections Program. The purpose of this program is to connect graduate students with undergraduate students that are interested in research, and create mentorship opportunities to encourage a collaborative atmosphere at UC.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Additionally, the GSGA has launched the Graduate Student Leadership Program to recruit students passionate about outreach and collaboration at UC. In an effort towards community building, the GSGA is organizing its Grad Café events at different colleges this semester with the goal to connect graduate students from across the university.

Finally, the Graduate School and the UC Office of Research has continued to generously support the GSGA Research Fellowships. These awards are given to deserving graduate students to support their research. We are thankful for the financial support from the Graduate School, Office of Research, and UC.

Over the last month, the graduate student body has been actively involved in mental health awareness. On November 8, the GSGA attended the Joint Faculty Senate meeting with the Undergraduate Student Government. The topic of the meeting was mental health and wellness. As a graduate student, I was excited to see this topic being discussed among faculty and students, considering that UC scores above national averages for depression, anxiety, and suicidal ideation. Additionally, as part of Mental Health & Wellness initiative, on November 14, the GSGA organized a Conflict Resolution Workshop in collaboration with the Ombuds Office and the Graduate School. This workshop focused on providing graduate students with strategies to address conflict situations and challenges they experience in the workplace.

Lastly, the GSGA hosted its traditional Thanksgiving Dinner on November 20 this year. The event was attended by 370 people, including students, faculty, administrators, and staff. We would like to thank President Pinto for his keynote address, as well as VP of Student Affairs, Debra Merchant. The GSGA would also like to give a special thanks to Chairman Cassady and Trustee Valentine for attending our event.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Finally, the GSGA Charity Spring Ball will take place on Saturday, April 6, 2019. At the beginning of the academic year, the GSGA General Assembly chose three charities that UC's graduate student body will be supporting this year: ProKids, Neighborhood Allies and Community Members Interested. At this event, Graduate Student Excellence awards will be presented to deserving winners. We would like to extend a warm invitation to UC trustees, and ask them to save the date.

Thank you, Chairman Cassady. That concludes my report.

Mr. Cassady:

Thank you very much. Are there any questions?

Mrs. Warner:

Yes. I would like to commend you for going after mental health and wellness. I had no idea where the university stood as far as national percentages are concerned and I hope that we can continue to address this.

Ms. Godale:

Yes, this initiative is led by Jelena Vicic, who is in the audience right now. She is the President of the GSGA. I'd like to applaud her for helping us bring attention to this issue. It's very important to us as graduate students. [APPLAUSE]

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mrs. Valentine:

A few years ago the President of the Student Body brought up that the students were very interested in improving the mental health access for students and that happened. Has it continued? Are we in a good place or does there need to be more?

Ms. Godale:

I think this year we have made an effort to bring the university's students in a good place. I know that the faculty and the students are really attempting to bring attention to this issue. I think because of the workshops and dedication from our graduate student leaders on campus, I think that we are in a good place at the moment.

Dr. Nelson:

Peg, if I could just add, we did invest in the CAPS area this year with three new positions, so we're really trying to build that area and build the support needed for our students.

Mr. Cassady:

Thank you. I'd like to now call on the undergraduate student trustee, Alberto Jones.

Undergraduate Student Report

Mr. Jones:

Good morning Chairman Cassady, members of the Board, Dr. Pinto, and guests. We have finally arrived at finals week, which means we are on the verge of winter break! Students are already taking off to study abroad, travel home, graduate and indulge in the restfulness of the break.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN **TWO THOUSAND AND EIGHTEEN**

Since our last meeting, Residence Education and Development have announced they will debut a new living-learning community in Siddall Hall in the name of Dr. Eric Abercrombie in the Fall of 2019. In the new residence-based learning community, students will live in an environment that fosters personal and social identity development and leadership engagement. Students who choose to live in the LLC, agree to commit to values of equity, diversity, and inclusion. Dr. Abercrombie has worked at UC for more than 40 years and he has made an impact on many students, staff, and faculty – a true staple in the fight for diversity inclusion at our university. As he retires this upcoming May, I believe that this LLC will carry on his legacy, one that impacts the lives and evokes change for the betterment of our campus.

You may have heard in late October that UC's Sigma Chi Fraternity, the Zeta Psi Chapter, has raised more than \$25,000 for cancer research. Their efforts help to benefit the Huntsmen Cancer Institute. It is efforts like this that make myself and many others proud to be a Bearcat. Not only can we as students have an impact on campus, but in the world around us.

There are several students apart of the Food Justice Coalition, The Irate 8, and Student Government that are advocating for UC to end its food contract with Aramark. According to students, this has been an ongoing issue nationwide and the main reason for the activism is to encourage UC to divest from companies like Aramark that invest in private prisons. Students are also advocating for a name change for McMicken College of Arts and Sciences. As administration is aware, this has been an on-going effort on a student, staff, and faculty level for many years. The college is named after Charles McMicken, a slave-owner who donated 1 million in 1858 for this university and advocated to exclude anyone who was not white. Today, people of color now make up around 17 percent of UC's population. While this renaming process may take a while, may it be noted that in theory as we celebrate the Bicentennial, people of color, are not able to celebrate the same 200 years with this, not direct exclusion, but it was said by Charles McMicken. While we students do acknowledge the upcoming work of the special commission that President Pinto mentioned earlier, my hope and the hope of many other students is that change is on the horizon for the name of the College of Arts and Sciences, and that this sets precedent for future endeavors made by our university.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

As my time as a student trustee comes to an end, we as Student Government are putting together the Trustee Selection Committee, with a new and revised process. As we begin our search, we plan to hold info sessions and find better ways to market the application for the role.

Lastly, as Chairman Cassady is set to end his time here as a trustee, I personally want to thank him for his commitment and love for our university. He has inspired me in many ways and I also want to thank you for your mentorship. In such a small time, you have taught me a lot that I will be sure to carry beyond my time at UC.

Thank you Chairman Cassady, that concludes my report.

Mr. Cassady:

Thank you very much, Alberto. Any questions or comments from our board members? Hearing none, now I'd like to call for the faculty senate report from Cynthia Ris.

Faculty Senate Report

Dr. Ris:

Thank you, Chairman Cassady, President Pinto, board members, and guests. I appreciate the chance to report. Work continues on university initiatives in which faculty senate representatives are engaged. With Associate Provost Keisha Love, six subcommittees have been formed to evaluate and make recommendations regarding select results of the coach survey that measured faculty attitudes.

Three subcommittees are looking at areas rated positively that should be grown-- departmental collegiality, promotion and tenure policies, and faculty leadership through shared governance units; and three areas for improvement on mentoring, interdisciplinary work, and departmental leadership. Completion by mid-April is expected. On the Faculty Enrichment

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Center, programming recommendations are continuing for a Fall, 2019 opening, and job postings have been posted for program manager, and a full-time director. I hear that there's applications coming in already.

In cooperation with Provost Nelson, Faculty Senate Planning Committee begin collaborations with the University Calendar Committee, the Registrar's Office, and UC Online to evaluate changes proposed by UC Online to the university calendar. Considerations include the effect on students, and faculty and staff operations with recommendations expected in the spring term.

Faculty Senate Academic Affairs Committee is updating recommendations on content for faculty syllabi, and with units across campus, working to improve communication and faculty representation on committees such as Bearcat Promise, General Education and a newly formed council for CTNL and learning commons. As Christin noted, we met with students on the need for awareness of mental health and wellness for students, faculty, and staff. That meeting included a panel of nine unit leaders, faculty, and staff from around the university to discuss a variety of initiatives that we plan to work on and follow up with students in spring.

At the October meeting of the Ohio Faculty Council, which represents faculty senates from Ohio's 14 state institutions, Dr. Jay Lee from CEAS was recognized by ODHE Chancellor John Kerry as runner up for the council's technology commercialization award that recognizes exceptional research discoveries by faculty and their translation into marketable products and services.

Finally, discussions were undertaken or ongoing with President and the Provost on plans for arts and sciences and with the strategic budget committee on plans for a new university budget model.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Thank you, this concludes our report.

Mr. Cassady:

Thank you very much, Cynthia. Next, let me call on the student government report from Sinna Habteselassie.

Student Government Report

Ms. Habteselassie:

Good morning Chairman Cassady and members of the board and those in the gallery. Thank you Chairman Cassady for your years of service and commitment to the undergraduate student body and the greater UC community. I wish you the best luck in your next chapter after your term ends.

On December 1, representatives of the undergraduate student government traveled to Dayton, Ohio to attend the Ohio Student Government Association's Annual Summit. We joined a body of 12 other public institutions and their student leadership from all over the state. Together we shared initiatives, engaged in thoughtful dialogue, and passed bills to enhance the experience of the over 500,000 students we collectively represent.

Moving on, undergraduate student government recently passed a resolution asking for the Board of Trustees to extract the name of Charles McMicken from the McMicken College of Arts and Sciences. The Student Senate body representing our 36,000 undergraduates came to this resolution after examining the holistic legacy of Charles McMicken, which is irrefutably stained with a history in slave ownership, sexual assault, racism, and white supremacy.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN **TWO THOUSAND AND EIGHTEEN**

Although McMicken never married, he sexually abused women he enslaved and at least two of whom bore his children, John and Adeline McMicken, who are believed to have different mothers and are documented in historical records, including the 1850 US Census. Furthermore, as a proud member and donor of the American Colonization Society, Charles McMicken sought to combat the emancipation of black slaves by encouraging them to resettle in Liberia. He even went so far in his will as to offer each of his slaves \$100 to immigrate to Africa. After his death in 1858, McMicken's will left nearly 1 million to the city of Cincinnati to establish the University of Cincinnati. He states in his will as having long cherished the desire to found an institution where white boys and girls may be taught and even expresses this sentiment twice in his will.

Today our university has memorialized the legacy of Charles McMicken through countless university entities such as the the McMicken College of Arts and Sciences, McMicken Hall, McMicken Circle, McMicken Tower Society, the McMicken Health Research Center, McMicken Commons, and more. Needless to say, our university community, including myself, has been negligent to the true character of McMicken and how it conflicts with our university's mission and commitment to providing a diverse, inclusive environment.

Since McMicken's College of Arts and Sciences inception, it has been renamed five times from it's original title as the Academic Department. Meanwhile many members of the college's community have already moved away from his legacy and dropped the name altogether. I applaud and acknowledge President Pinto forming a special university wide commission to examine the life and legacy of Charles McMicken and the use of his name at our university. However, it is with the support of the College of Arts and Sciences tribunal, the College of Arts and Sciences Heads Council, the College of Arts and Sciences, College Mission Committee, the College of Arts and Sciences Faculty Senate and the Undergraduate Student Senate, and the university's research

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

panel on university setting slavery commission that I ask the board of trustees vote to remove the McMicken name from the College of Arts and Sciences. Though the recently formed commission will examine the impact of his name on entities such as McMicken Hall and McMicken Commons, the resolution in aforementioned groups request his name be extracted from the college itself.

It is with these recommendations that I ask for a vote on the removal of the McMicken name from the College of Arts and Sciences be held no later than the February 19, 2019 Board of Trustees meeting. This call to action stems from the denouncement of sexual assault, racism, and other immoral doctrines on this campus. Blacks will only live here if we intentionally move forward towards an era of inclusive excellence. Given these facts that so much of our university is already embedded with the McMicken name, there seems to be no reason why graduating students from this institution should receive degrees with his name on them.

Thank you, and this concludes my report.

Mr. Cassady:

Thank you. I would like to call on the president of our UC Foundation, Peter Landgren.

UC Foundation Board Report

Mr. Landgren:

Thank you, Chairman Cassady, and I think I will always call you Chairman Cassady, but I do want to join the chorus of other voices who have thanked you for your nine years of leadership on the board, and seven years that I have worked with you in various capacities. You have consistently been a student first champion, a champion for accessibility, and affordability for students to gain a higher education at the University of Cincinnati. Personally, it's been a pleasure

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

to work with you and Karen to understand your interest in and support of first-generation college students. You're a mentor and a friend, so thank you very much for everything that you have done and that you continue to do for our community.

For my report, I would really like to emphasize the integration that our UC Foundation continues to do having brought a couple of years ago our alumni relations organization into our fundraising efforts in what was a formal integration. In the last 14-15 months that we've been working together, we've really helped to actuate that from the formal joining of them. We've done so even to change our structure. Our alumni relations area is now known as an alumni and donor experience. We really are engaging with alumni in a number of areas. We are also not only engaging with those who have graduated, but with current students, industry, corporations, and partnering with David Adams to make sure that our donor experience is as complete as possible.

If I can look at a one-day snapshot of that, a couple of weeks ago on Tuesday which was the Tuesday after Thanksgiving, we know that in this country as Giving Tuesday. It is a time in the holiday season where we remember what Thanksgiving is all about and the holidays are all about, and we give to organizations that we truly believe in. the University of Cincinnati and the UC Foundation has been involved in Giving Tuesday over the last five years. I'm really pleased to report that we've been very successful this year in our efforts on Giving Tuesday. We have had over 2,000 outright gifts. We were hoping to get at least 1,819 gifts. That was our goal for the year and we overtopped that with 2,161 gifts, totaling over \$175,000 in one day. This was an increase from last year of 26% of the number of gifts and frankly a 54% increase in revenue. Not only am I pleased with that, but we had 100 volunteers, students, staff, alumni, who really worked very, very diligently through this effort. It's interesting to watch the trends of Giving Tuesday because we accept a lot of generosity, but we also learn a lot from it. This is an example of how

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

we are analyzing gifts that are coming in, giving patterns, and who cares about what at our university. When we look at the top donations that came in, the Women's Excellence Fund, a fund that our own trustee, Ginger Warner had helped start with a number of other trustees with our Athletics Department, garnered the most number of donations. I'm pleased to report that in the top 15 areas of donation, that five of them were student scholarships. That continues to be a trend, and something that we are working very hard in the Foundation.

When we look at the revenue that came in, our Bicentennial Fund was the top netter, because not only were we asking say first time donors to give \$18.19, we were also asking others to give \$1,819. That was very successful. In our demographics break down, we were very pleased to see frankly about 15% of the monies that came in came from current students in their 20's. As we analyze the data, we are learning a good deal seeing that 371 of those some 2,000 donors were first time donors. We're looking at persistence of those donors, and if I could, I like to really thank our alumni staff, Jennifer Heisey, in particular, and James Bernard who really led this effort. I'd like to read something that James wrote, which was a key takeaway, and this is something again that's a learning for us that we're really going to use in the future. James writes, *"For the past two years, we have focused our message around support of the social good that our organization contributes to the world. This year in particular, we encouraged prospective participants to support the cause that matters most to them. This is a significant departure from typical annual fund messaging, and offers a unique opportunity to engage constituents who are not otherwise participating. The primary goals for the campaign were number one--the acquisition of first time donors; number two-- the re-acquisition of long-lapsed donors; and number three--learning more about the philanthropic interests of our donors."*

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

What we're doing is taking this information and, frankly, everything that comes in to the Foundation, and being smarter the next day, and the next day, and the next day to propel our work. These first time donors, 20-25 years from now could be our next seven and eight figure givers.

And that's why this part of our mission is as important as the type of donations that we secure. That ends my report. Thank you.

Mr. Cassady:

Thank you very much, Peter. Are there any questions? I do have a comment. I was surprised that this hasn't come up, but the arena on Saturday was a spectacular place to be, and as I sat there next I was in the proximity of Governor Elect DeWine, who was gushing about our new arena. He put his arm around me and said, "Did you know this was all done with private funds?" I said, "Well, yes. We're still looking for donations." I've got to tell you that, when I watched the game three times over the weekend that I had taped, I re-watched it because it was just kind of fun to watch.

The arena looks just beautiful on television. So thank you for all the work we are doing and we hope to have that totally paid up in the next couple of years. Thank you for all your help for that.

Our next regular board meeting will be held on Tuesday, February 19. I will now call for an Executive Session, the members of the board will return to conduct further business after the Executive Session concludes, so we will be back and we will have business.

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Executive Session

Mr. Cassady:

May I have a motion to enter Executive Session for the purpose of preparing for, conducting or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment; and conferring with counsel concerning disputes involving the university that are subject of impending or imminent court action?

Upon a motion called by Mrs. Valentine, a second by Mr. Collins, roll call vote was taken.

AYE: Thomas Cassady; William C. Portman; Geraldine B. Warner; Kim Heiman;
Tom Mischell; Margaret K. Valentine; Phil Collins; Rodney Williams

NAY: None

ABSENT: Ronald D. Brown

Adjournment of Executive Session

Mr. Cassady:

There being no further business for Executive Session, may I have a motion to adjourn and reconvene the board meeting?

A motion was called by Mrs. Valentine, and second by Mr. Portman.

Mr. Cassady:

Motion carries. Executive Session is now adjourned.

UNIVERSITY OF CINCINNATI
 THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
 DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Reconvening of Regular Meeting

Mr. Cassady:

I will now turn the meeting over to Phil Collins in the Finance and Administration Committee for approval of their final committee agenda item.

(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.)

Finance and Administration Committee Recommendations

18.12.11.12

Approval of the Fact Finder Report for the University and the International Union of Operating Engineers (IUOE)

Synopsis:

It is recommended that the Board of Trustees approve the fact finder report for the University of Cincinnati and the International Union of Operating Engineers.

Consideration of Action Items

Mr. Cassady:

The full board has been present at the Committee Meetings held today and has received the additional recommendation of the Finance and Administration Committee. Are there any questions?

Hearing none, may I have a motion to approve the recommended item put forth by the Finance and Administration Committee?

Upon a motion called by Mrs. Heiman, a second by Mr. Mischell, roll call vote was taken.

AYE: Thomas Cassady; William C. Portman; Geraldine B. Warner; Kim Heiman;
 Tom Mischell; Margaret K. Valentine; Phil Collins; Rodney Williams

NAY: None

ABSENT: Ronald D. Brown

UNIVERSITY OF CINCINNATI
THREE HUNDRED AND SIXTY-SIXTH MEETING OF THE BOARD OF TRUSTEES
DECEMBER ELEVEN TWO THOUSAND AND EIGHTEEN

Mr. Cassady:

Very good, the motion passed and the item is approved.

Adjournment of the Meeting

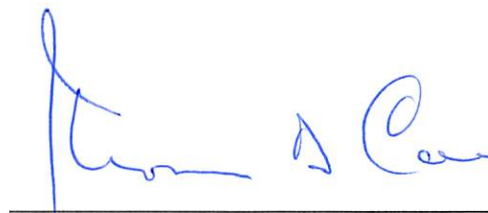
Mr. Cassady:

Having no further business, may I have a motion then a second to adjourn?

A motion was called by Mrs. Valentine, and a second by Mr. Mischell.

Mr. Cassady:

We are adjourned.



THOMAS D. CASSADY
CHAIRPERSON



GERALDINE B. WARNER
SECRETARY