

**UNIVERSITY OF CINCINNATI**  
**Official Proceedings of the**  
**Three Hundred and Eighty-Sixth Meeting of the Board of Trustees**  
**(A Regular Meeting)**  
**December 15, 2021**

The Three Hundred and Eighty-Sixth Session of the Board of Trustees of the University of Cincinnati was opened at 9:15 a.m. on Wednesday, December 15, 2021 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*.

Ronald D. Brown, Chairperson of the Board of Trustees, presided.

Mr. Brown asked that roll be called.

**BOARD MEMBERS PRESENT:** Ronald D. Brown; Thomas E. Mischell; Kim Heiman; Phil Collins; J. Phillip Holloman; Monica Turner; Gregory Hartmann; Jill McGruder; Shelly Gillis

**BOARD MEMBERS ABSENT:** None

**ALSO PRESENT:** Neville G. Pinto, President;  
Patrick Kowalski, Acting Senior Vice President for  
Administration and Finance;  
Valerio C. Ferme, Provost & Senior Vice President  
Academic Affairs;  
Lori Ross, General Counsel;  
Ryan Hays, Executive Vice President;  
Andrew Filak Jr., Sr. VP for Health Affairs and  
Dean, College of Medicine  
Jack Cohen, Graduate Student Trustee;  
Andrew AJ Wessel, Undergraduate Student Trustee;  
April Gable, Undergraduate Student Body President  
Tamika Odum, Faculty Senate Vice Chair;

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Rebecca Leugers, Faculty Senate  
Heidi Pettyjohn, University Staff Senate  
Nicole Blount, Executive Director of Board  
Relations;  
and the public

*(Prior to the Board Committee Meetings and the Regular Board Meeting, Chairman Brown began the proceedings at approximately 8:30 a.m.)*

Mr. Brown:

Good morning, everyone. I call the 386<sup>th</sup> meeting of the University of Cincinnati Board of Trustees to order. Welcome to everyone and we have the whole board here this morning. I'd like to extend a special welcome to Shelly Gillis, the newest member of our Board of Trustees.

Shelly was appointed to the board by Governor DeWine on November 12. She currently serves as the Senior Vice President and Chief Administrative Officer of American Financial Group. She's also a two time graduate of the University of Cincinnati, so a proud bearcat as well, and we are delighted to welcome you back.

Ms. Gillis:

Thank you.

Mr. Brown:

I would also like to welcome Vice Chair of the Faculty Senate, Tamika Odum. She is here because Dr. Greg Loving is unable to join us today, so thank you for being here at the table as well. I also would like to welcome back Rebecca Leugers to the table. Rebecca is our newest and returning faculty representative. Welcome.

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Tom Mischell is currently serving as Vice Chair of the Board of Trustees, but his term is going to expire at the end of the year, and we are going to miss his leadership going forward. We are going to appropriately recognize his contributions and honor him later today, but I thought it would be appropriate to acknowledge and thank him at this time as well.

Before we start with the president's report, I would just like to say that it is a great time to be a Bearcat. We've never been in the national spotlight like we have been recently, and it's good to see it. It is good news, and our football team is the only undefeated team in the country this season. We won the American Athletic Conference and became the first team outside the Power Five conferences to secure a spot in the college playoffs. So, the championship playoff is great, and we have made history. We are not only Cincinnati's football team, but Ohio's football team.

We should all congratulate the Athletic Director John Cunningham, our national coach of the year, Luke Fickell, and the entire program. It's been wonderful and we should all be proud, but we should be proud of a lot of other achievements. The university excels at so many things and whether it's academics, research, or athletics, we have a lot of people to thank for that. I know the President is going to report on some of those achievements in his report, but again, I would like to thank everyone for what you're doing for the university. We can all be proud of what we're accomplishing.

Before I introduce President Pinto, I would like to say that it was five years ago this Friday, that this board made a very wise decision. We chose President Pinto as the 30th President of the university, and that was one of the best decisions this board has made. We are fortunate to have a leader like President Pinto, who together with his leadership team has taken UC to new and higher

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levels of excellence during some very difficult times. This has not been easy, so President Pinto, thank you and your entire team for your leadership.

Dr. Pinto:

Well, thank you, Chairman Brown, and good morning everybody. Thank you for that unexpected praise. It's been a privilege to serve this institution in which I also had the honor of teaching for many years. As you know, it's really the team behind me, the faculty, and the staff at the front lines that do all the great work for this university, but I'm privileged to work with them and thank you for the remarks.

I want to welcome trustee Gillis as well. It is always great to have an alumna come back and serve so thank you for your willingness to give back your time and talents. And, Professor Leugers, welcome and thank you also for being here and for your commitment.

So, where is the academic success of our institution more apparent than during graduation? That's when the next comes out of this university, and I had the pleasure of being a part of our Fall Commencement inside the Fifth Third Arena this past Friday. In total during both ceremonies, we awarded 2,305 degrees and they included 199 associate degrees, 1,216 bachelor degrees, 798 master degrees, 97 doctoral degrees, and 5 professional degrees. My thanks to all the trustees who attended our Commencement ceremonies to celebrate the accomplishments of our graduates. As we finish our sixth straight semester impacted by Covid-19, I'd like to acknowledge the outstanding efforts of our faculty and staff in regard to incredible lengths to ensure continuity and quality and education for our students. My sincere thanks to all our employees for their dedication and hard work. It has truly made a difference for our students.

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In July we announced that December 20 - 27 can be designated as additional winter season days giving most UC employees a full two weeks off. This was done as a thank you and I'm hopeful that our employees will enjoy some well-deserved downtime during this extended break.

And now I'd like to take a moment to update the board on two important national searches taking place. One of these was initiated from the announcement of the retirement of our Public Safety Director and Police Chief, Jim Whalen. He will be retiring early next year. I would like to ask Director Whalen to stand up at this time to be acknowledged. [APPLAUSE]

Jim began his time as Public Safety Director at UC in 2015, but this was not his first stint at UC. He was an undergraduate student here and earned his bachelor's degree in criminal justice with a focus on Law Enforcement before earning a law degree at NKU Chase College of Law. Following that, he joined the Cincinnati Police Department where he had a 30-year career rising to the rank of Assistant Police Chief. In 10 years as an Assistant Police Chief, Jim commanded the Patrol Bureau, Investigations Bureau, and Support Bureau. Jim also served as the SWAT Commander of the Cincinnati Police Department. He brought all that experience with him when he joined us as Director of Public Safety.

Jim has been a fantastic leader and safety advocate on our campus these past six plus years, always demonstrating a deep commitment to the community, particularly to our students, the ones he was charged to protect. It is going to be a challenge to find someone with his leadership qualities to build on the excellent work that Jim has done. I want to thank you on behalf of the university for your outstanding service.

Last month we convened a Search Committee to find our new Director of Public Safety and Police Chief. This committee is chaired by Dr. Bleuzette Marshall, Vice President for Equity

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Inclusion and Community Impact. It includes students, faculty, staff, and community representatives. Included in their charge is the need to engage our UC community as part of the search process. Dr. Marshall has already received hundreds of survey responses to help inform this important hire.

I have also announced a national search for a new Chief Digital Officer to lead our university-wide Information Technology unit known as IT@UC. Prior to the pandemic, we recognized the need to accelerate our technological capabilities and investments. Since the pandemic, we know the need for change and improvement is even greater and it begins with hiring the right leader. The Chief Digital Officer will lead IT@UC and provide leadership and support digital transformation initiatives across the university. In the past, the leader of IT@UC has reported to the Provost. Moving forward, the Chief Digital Officer will report directly to me and serve on the President's Cabinet. This Search Committee is chaired by Dr. Ryan Hays, Executive Vice President and includes representatives from faculty, staff, and students.

You have a printed version of my report highlighting some of the accomplishments of our faculty, students, and staff since the last board meeting. I'll highlight just a few here in the interest of time. The College of Business garnered a 2021 Architecture Award from the Chicago Athenaeum, an international museum of architecture and design. This is considered the nation's highest public award for new architecture and urban planning. It is quite a recognition.

Our university is part of a multi-institutional grant of nearly two million dollars from the Center for Disease Control and Prevention to improve the design function and safety of personal protective equipment. Congratulations to Dr. Sergey Grinshpun, a professor in the Department of Environmental and Public Health Sciences at UC College of Medicine, for winning this grant.

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Finally, faculty and students from CCS Jazz Orchestra will travel to New York in January to compete in the Jazz at Lincoln Center championship, a two-day invitational competition featuring ensembles for 10 of the most well regarded university jazz programs in the country. Congratulations to them on this selection and good luck at the competition.

Now we come to the favorite part of my report introducing a member of our talented faculty. Today, it is my pleasure to introduce Professor Renee Seward. Renee is an Associate Professor and Program Coordinator of the Communication Design program at the University of Cincinnati College of Design, Architecture, Art, and Planning. She is also a 2002 graduate of the Graphic Design program at the University of Cincinnati and received her master's degree from North Carolina State University in 2008.

One of her colleagues said this about her: "Renee is a passionate and energetic design educator. Renee perfectly straddles the world of career practicum and academic theory for her students. Her dedication to the design craft and her enthusiasm for sharing it with others allows her to create a comfortable and inspiring learning environment for all. Every d-school could use Renee to continue to energize and shepherd the next generation of creatives and advocates alike."

Renee is also an entrepreneur who founded See Word Design. See Word Reading is a research-based reading tool that helps early learning educators provide fun, engaging personalized lessons to improve early literacy skills in Pre-K to first grade students. Featured in Forbes Magazine, her startup story dates back to graduate school and eventually to the Venture Lab at the 1819 Innovative Hub, which helped launch her business.

Please welcome Professor Renee Seward.

## **PRESENTATION**

Dr. Seward:

Thank you very much for this opportunity today. I'm excited to share with you today the projects that I have going on in the Learning by Design Lab that is housed in the Digital Future Center. Our lab is a multi-disciplinary research lab consisting of designers, researchers, communication design, communication sciences and disorder, education, and educational psychology. We've all rallied around the idea of developing tools and conducting rigorous scientific research to help people learn to read. From day one of the lab, our focus was on struggling readers and what it is that they experienced the second that their eyes encounter type.

There is a lot of research in educational psychology that is looking at the idea of the connection between what a font looks like and ultimately how one learns to read. There is research in 2007 that showed a study that when students were exposed to letter forms where the images were paired with it, and over the space of the study slowly faded, that treatment group had better recall of letter to sound relationship than those that had no images at all or those where the images stayed in close proximity. With this research in mind and many other studies, we launched a product called See Word School and See Word Home, which was just mentioned and is out commercially through this ED tech startup company through the venture lab.

With that study in mind, we went further and developed this typeface called See Type. See Type is a variable font that cues you to decoding or knowing what sound belongs to what letter form. For example, if you are reading on screen and couldn't remember what sound the letter P makes, simply roll over the letter and receive a visual cue while in the context of reading. The common sound is when you say the images aloud you can hear the common sound. Just recently,



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our research team won an international design award for the development of this typeface and its potential impact in helping literacy in the future. So, this is a smart typeface. It embeds the 44 sounds of the English language and it has the first of its kind database behind it. So as anyone is reading on screen, it will load the right images for the sounds. It knows the difference between long vowels and short vowels, and it knows the difference between letter pairs to give you images for that versus letters that need the space separated for each other to recall the sound.

We didn't stop just the development of the typeface or the font; we embedded it inside of a web browser extension to support any emerging reader anywhere. Because if you're a struggling reader, you don't want to read but you will read when it's something that you love. So, if you're an adult and you want to read CNN or ESPN, or you're a young adult and you want to read Time for Kids, simply go to a website of interest to you and find an article. Once there, you can click our web browser extension, which will re-render the text of that article in our fonts like See Type. Anytime you're struggling to decode a word, simply rollover the letter or letters and receive a visual and auditory cue while in the context of reading. Don't need the help? Don't roll over it. Need the help? Get your help and it's your business. Nobody else needs to know that you need this support while in the context of reading.

This process of training and reading in this typeface and this browser extension is patent pending right now, and we're eager to see and make it all the way. During the pandemic, we were fortunate enough to get a very small study lifted off the ground where we were able to test two students. In this study, we had a tenth and a twelfth grader who are reading at a sixth and seventh grade level. At the end of 20 sessions with this browser extension, we raised their reading level to a ninth and tenth grade reading level. We are excited to conduct a larger study and understand the

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promise of this tool further. With that study in mind, we were fortunate enough to apply for the Office of Research 2030 Grant and we received funding for \$250,000 to further develop this tool and conduct a larger pilot study which we're hoping to lift off next Fall.

We do have another project going on inside the lab. It is an IES Grant for a little over 1.3 million dollars where we're working to develop children's books towards preschoolers to train them in science concepts. After this grant is through, we're excited through the digital futures abilities to be able to look at how we can embed AR technology inside these books and others of its kind to help with learning.

Other things that we have going on in the lab include working on a second font, in which I like to call them literacy fonts named Squishee Squashee that visualizes the rules of the English language. Again, if you are reading on screen and you couldn't remember what sound the letter makes, simply rollover it and this letter will stretch long because it is long and once you are done, it will put itself away. It's a hidden drawer that is there to support you when and if you need help. If a letter is silent in a word, you can roll over it and it will go back to almost nothing because it's something that isn't spoken. Again, hidden drawers are there to support you when and if you need the help.

We're excited about the potential of what VR and AR could do to these literacy fonts we're working on. Oftentimes when I'm in inner-city schools observing reading lessons, the teachers are asking them to imagine what it feels like to touch, or push, or engage your whole body with the letter. They won't have to. They can jump, they can move around, and they can truly interact. I'm excited about AR to really put the read back in reading glasses. What if you were looking and you couldn't decode a word? You simply make a fixation with AR embedded in the glasses. The

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literacy font will come and help you decode the words in the context of reading. This could be a game changer for adults who are struggling with literacy in terms of reading their household bills, their medications, or any type of environmental print. Whether it be through the reading glasses or just the AR inside the phone nevertheless, I think it can have an impact.

We have a roadmap to help us get from where we are to where we want to go, and I'm excited to begin this journey in the Digital Futures building. We are hoping that with each of these technologies as they prove themselves, we can move them into the EdTech Startup Company, which I co-founded through the Venture Lab. We will be moving toward the commercialization needs that we have there.

Thank you so much for the time. We are on a mission. [APPLAUSE]

Dr. Pinto:

We have a few moments for any questions or comments you may have.

Dr. Seward:

Regarding the prison system, I don't have a number on me, but I am writing a grant for it right now and it's an outstanding number. A lot of times when we look into the prison system, one of the key struggles that I have found is that literacy is one of the bigger issues there.

Thank you.

Dr. Pinto:

Thank you. Chairman Brown, I will now end my formal report by requesting the board adopt a Resolution of Farewell to Tom Mischell.

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Mr. Brown:

Thank you, President Pinto. I must say it's been an honor to have worked with Tom over the years. He's served in many roles, most recently as Vice Chair of the board, he's served as Chair of several committees, and he's been on the UC Health Board and UC Foundation Board. He has also been on the Advisory Board for the Lindner College of Business. He is all over the university and your handprints are going to be here with us forever, so we're very grateful for your service. We're going to give you some mementos this afternoon, but I do have a resolution which I would like to read at this point:

***WHEREAS**, Thomas E. Mischell, has served with distinction since 2016 as a member of the University of Cincinnati Board of Trustees, including two years as a Board Officer; and*

***WHEREAS**, he has fulfilled his term with an unwavering commitment to shining the very best light on the University's past, present and future; and*

***WHEREAS**, he has provided a wealth of expertise and experience in advancing the work of the University's Audit and Risk Management enterprise, including serving as Chair of this standing committee for three years; and*

***WHEREAS**, he has devoted countless hours to elevating the mission, vision and values of the Academic Health Center, including serving on UC Health's Board of Directors for multiple years; and*

***WHEREAS**, his longstanding and steadfast commitment to the University includes distinguished service to the Lindner College of Business, the UC Foundation and UC Athletics; and*

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*WHEREAS, his love for and loyalty to this City and State is personified by his exemplary service on several governing boards across the region; and*

*WHEREAS, Mr. Mischell serves as a living embodiment of the University's twin mottos of "Strength in Unity" and "Seek the Highest"; and*

*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 E. Mischell for his many years of dedication and outstanding service to the University of Cincinnati and the entire Cincinnati region.*

*BE IT FURTHER RESOLVED, that this Resolution be spread upon the minutes of said Board and that a certified copy be presented to Trustee Mischell.*

Mr. Brown:

That is the resolution and we have approved it already. We will have a copy of this resolution and we will have it in the Minutes as well. Thank you, Tom.

Mr. Mischell:

Thank you, Chairman Brown, President Pinto, and my fellow trustees. I can't tell you how much of an honor this has been for me. Thank you.

Mr. Brown:

President Pinto, is there anything else with respect to your report?

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Dr. Pinto:

No, thank you. That completes my report.

Mr. Brown:

Thank you. We will now proceed to the 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, Audit and Risk Management Committee, and Governance and Internal Affairs Committee began at 8:56 am and concluded at 9:15 am.

Mr. Brown:

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

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

The Regular Meeting of the Board of Trustees convened at 9:15 a.m. and, as noted on the first page of these minutes, roll call was taken.

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

Mr. Brown:

Are there any additions, corrections, or deletions to the Minutes? Hearing none, may I have a motion and a second to approve the October 26, 2021 Regular Meeting Minutes?

*(A motion was moved by Ms. McGruder, second by Mr. Collins)*

Mr. Brown:

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 today, December 15, 2021.

**Academic and Student Affairs Committee Recommendation**

**21.12.15.01 Approval of Academic Appointments**

**Synopsis:** It is recommended that the Board of Trustees approve the appointments of faculty and academic administrators. These recommendations have been reviewed and approved by the appropriate authorities.

**Emeritus Status**

George Thomas Black, MS

Associate Professor of Practice Emeritus College of  
 Engineering and Applied Sciences Department of  
 Aerospace Engineering and Engineering Mechanics  
 Effective January 1, 2022

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Kimberly Burleigh, MFA	Professor Emerita College of Design, Architecture, Art and Planning School of Art Effective January 1, 2022
Joseph Burnett, CPA	Professor Emeritus Lindner College of Business Department of Accounting Effective January 1, 2022
Jacqueline Collins, MD	Associate Professor of Clinical Emerita College of Medicine Department of Psychiatry and Behavioral Neuroscience Effective November 1, 2021
Nancy Creaghead, PhD	Professor Emerita College of Allied Health Sciences Department of Communication Sciences and Disorders Effective January 1, 2022
Elizabeth Hertenstein, MS, MT	Associate Professor – Educator Emerita College of Allied Health Sciences Department of Clinical and Health Information Sciences Effective January 1, 2022
Margaret Hostetter, MD	Professor Emerita College of Medicine Department of Pediatrics Effective January 1, 2022
Yong Kim, PhD	Professor Emeritus Lindner College of Business Department of Finance Effective January 1, 2022
Carolyn Price, PhD	Professor Emerita College of Medicine Department of Cancer Biology Effective March 2, 2022
Judith Ragsdale, MDiv, PhD	Field Service Associate Professor Emerita College of Medicine Department of Pediatrics Effective November 30, 2021
Gila Safran Naveh, PhD	Professor Emerita College of Arts and Sciences Department of Judaic Studies Effective January 1, 2022



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Juan Villafane, MD  
 Professor of Clinical Emeritus  
 College of Medicine Department of  
 Pediatrics  
 Effective December 1, 2021

Shuang Zhang, PhD  
 Professor Emeritus  
 College of Arts and Sciences Department of  
 Mathematical Sciences  
 Effective January 1, 2022

**New Faculty Appointment**

Anne Fleischer, PhD  
 Associate Professor with Tenure  
 College of Allied Health Sciences  
 Department of Rehabilitation, Exercise and  
 Nutrition Sciences  
 Effective January 3, 2022

**Chair Appointment**

George Leikauf, PhD  
 Chair and the Jacob G. Schmidlapp Chair of  
 Environmental Health  
 College of Medicine  
 Department of Environmental and Public Health  
 Services  
 Effective February 1, 2022 – August 31, 2026

**Endowed Chair Appointment**

Jane Morris, MD  
 Clarence R. McLain Jr., MD, Endowed Chair of Medical  
 Student Education  
 College of Medicine  
 Department of Obstetrics and Gynecology  
 Effective November 1, 2021

**21.12.15.02 Approval of New Undergraduate Degree – Associate of Science in  
 Pre-Nutrition and Dietetics – UC Blue Ash**

**Synopsis:** It is recommended that the Board of Trustees approve the Associate of Science in Pre-Nutrition and Dietetics at UC Blue Ash. The proposal has been reviewed and approved by the appropriate authorities.

**Finance and Administration Committee Recommendation**

**21.12.15.03 Approval of Contract to Purchase Electricity from MidAmerican  
 Energy Services**

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- Synopsis:** It is recommended that the Board of Trustees approve a new electric supply contract for the Regional Campuses and Satellite Buildings.
- 21.12.15.04**      **Approval of Contract to Purchase Electricity from Dynegy Energy Services East, LLC.**
- Synopsis:** It is recommended that the Board of Trustees approve a new electric supply contract for the Uptown Campus.
- 21.12.15.05**      **Approval of Athletics Indoor Practice Facility and Team Performance Center**
- Synopsis:** It is recommended that the Board of Trustees approve a funding request of \$7,000,000 for the completion of all design and pre-construction services required for development at the Sheakley Athletic Center site for Athletics.
- 21.12.15.06**      **Approval of Land Exchange with Children’s Hospital Medical Center**
- Synopsis:** It is recommended that the Board of Trustees approve an exchange of substantially similar portions of adjoining parcels of land between Cincinnati Children’s Hospital Medical Center (CCHMC) and the University of Cincinnati (UC).
- 21.12.15.07**      **Approval of Naming Request --Gravity Diagnostics Club Level in West Pavilion, Nippert Stadium**
- Synopsis:** It is recommended that the Board of Trustees approve the name *Gravity Diagnostics Club Level*.
- 21.12.15.08**      **Approval of Naming Request --The Elizabeth Holmes Shelton Family Room in the Arlitt Center, Edwards Center**
- Synopsis:** It is recommended that the Board of Trustees approve the name *The Elizabeth Holmes Shelton Family Room*.
- 21.12.15.09**      **Approval of Naming Request --Charles W. Sawyer Rare Books Collection in the College of Law**

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**Synopsis:** It is recommended that the Board of Trustees approve the name *Charles W. Sawyer Rare Books Collection*.

**21.12.15.10 Approval of Naming Request --Peck Shaffer & Williams Atrium in the College of Law**

**Synopsis:** It is recommended that the Board of Trustees approve the name *Peck Shaffer & Williams Atrium*.

**21.12.15.11 Approval of Naming Request --Timothy K. Armstrong IP & Computer Law Journal Offices in the College of Law**

**Synopsis:** It is recommended that the Board of Trustees approve the name *Timothy K. Armstrong IP & Computer Law Journal Offices*.

**Governance and Internal Affairs Committee Recommendation**

**21.12.15.12 Approval of Amendment to Board Rules 3361:10-43-11 Records: Rights of Privacy, General Policy and Procedure Statement and 3361:10-43-13 Records: Corrections.**

**Synopsis:** The recommendation seeks authorization to amend Board Rules 3361:10-43-11 and 3361:10-43-13 for the purpose of reflecting current practices, policies, and law.

**21.12.15.13 Approval of Election of Board Officers**

**Synopsis:** The recommendation seeks approval of the following Slate of Officers. The term of office is one year, or until the next election, commencing January 1, 2022:

Chairperson – Kim Heiman  
 Vice Chairperson – Phil Collins  
 Secretary – J. Phillip Holloman

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**Consideration of Action Items**

Mr. Brown:

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.

May I have a motion to approve all the recommended items put forth by the Academic and Student Affairs Committee, Finance and Administration Committee, and Governance and Internal Affairs Committee?

*(Upon a motion moved by Mr. Holloman, and a second by Ms. Gillis, roll call vote was taken.)*

**AYE:** Ronald D. Brown; Thomas E. Mischell; Kim Heiman; Phil Collins;  
 J. Phillip Holloman; Monica Turner; Gregory Hartmann; Jill  
 McGruder; Shelly Gillis

**NAY:** None

**ABSENT:** None

Mr. Brown:

The motion passed and all items are approved. Thank you.

**Unfinished Business and New Business**

Mr. Brown:

Is there any unfinished business to come before the board? If not, I would like to move on to reports from the board of representatives. We will start with our graduate student trustee, Jack

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Cohen. Jack, can we have your report?

**Graduate Student Report**

Mr. Cohen:

Good morning, everyone, and welcome, farewell, and congratulations to everybody that received special recognition today. I want to start off by thanking the 1819 Innovation Hub for hosting a large group of graduate students as part of the last regular general assembly of the year. In addition to a general assembly in November, there was also a special session held on Wednesday, December 8 to elect a new Vice President due to a resignation mid-cycle. I would like to extend a warm welcome to newly elected Vice President Dalton Cooper who will be in this position until the first week of March 2022 when the regular elections are to take place for the next government cycle.

While we have plenty to celebrate during this Holiday season, I would like us to make a conscious decision to keep in mind the many students, faculty, and staff that might be struggling privately or publicly with mental illness. A recent study by the National Alliance on Mental Illness (NAMI) showed that “64% of people with mental illness report holidays make their conditions worse.” That is a considerable number. For individuals and families coping with mental health challenges, the holiday season can be a lonely or stressful time, filled with anxiety and/or depression. I want to emphasize the “stressful” part of that last statement as that is the hardest to detect sometimes. Even people who have holiday plans with friends and family can be having a tough time due to the extra stress of planning and extra expenses they feel obligated to make to be

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part of the gatherings. This holiday season please also take the time to reach out just to say ‘hi’ to someone you have not talked to in a while; they might need it more than you know.

In this same spirit, and to help our UC family, the graduate students funded 150 thirty-dollar gift cards and partnered with the Bearcats Pantry to distribute them to students who needed a bit of a boost during Thanksgiving and plan to repeat again closer to Christmas. We send a huge thanks to everyone involved and there were a lot of happy faces.

On the topic of graduate student professional development, I want to highlight a great program that is starting soon out of the Graduate Student Government that aims to mostly, if not completely, fund the fees for a student to become a member of a professional organization with ties to their major. The details of the program are still being worked out, but I am thrilled at the level of maturity of the initiative. Personally, I was able to land my first Supply Chain job by the network I built through a similar program during my undergraduate years. I’m glad to see it here.

I want to extend congratulations to all the graduate students who participated in the December 10 ceremony. I am sure I am not the first person to point it out, but it seems very fitting that it took place on the 120<sup>th</sup> anniversary of the first Nobel Prize ceremony.

This concludes my report and happy holidays to everyone.

Mr. Brown:

Thank you, Jack. The next report is going to be from Andrew Wessel.

### **Undergraduate Student Report**

Mr. Wessel:

Thank you, Chairman Brown. Good morning to our board members, faculty and staff representatives, student representatives, President's Cabinet, and all others in attendance. I hope that everyone is doing well and remaining healthy. We are now entering a time of year where most of our students get to return home and spend some time with their families for the holidays. While it hurts to see the life of our campus, the students leave for about a month, I truly believe that there is not a better time. Looking back over the past year and a half, our general lives were not only altered, but our mental health was as well. Students went from interacting with each other every day to not interacting with each other at all, which made the return to campus and a semi-normal lifestyle harder than it seemed despite the excitement. After having conversations with students, faculty and staff, it is noticed that students are struggling now more than ever, perhaps even more than during Covid, as they have to get back into the groove of social interaction, a daily-set schedule, and back into the lifestyle of maybe living far away from their families whom they grew even closer to during the pandemic. This short few weeks at home or even just escaping the day to day routine of classes will hopefully allow for the students to lose the stress they may be carrying and surround themselves with people they love and know in a more normal capacity so that they can refresh and be even more ready to go for the Spring Semester.

In transition, I have recently had conversations with students who have approached me with an issue that I believe you are all well aware of, which is the desire to rename McMicken. It is important for you, the board members, to know that thanks to the help of Ryan Hays, these students have become more aware of the work that has been done so far and the decisions that

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have already been made in the McMicken Report that was released. These students who expressed their dissatisfaction with the decision have been made aware of the board members knowledge of the issue and how there are so many factors that went into the decision itself. I will keep you all posted on this from what may continue to come in my direction about it in the near future. Thank you all for your time, tireless work, and commitment to this University. It continues to get better on a daily basis because of you.

Lastly, it would not be a report of mine without mentioning football, so I can assure all of you that the Cotton Bowl is a top of the notch experience for all involved as I learned during my two days in Dallas last week. Enjoy the rest of the month as the excitement for the Cotton Bowl continues to build.

Thank you and that concludes my report.

Mr. Brown:

Thank you, Andrew. At this time, we will now move to the Faculty Senate report from Tamika Odum.

**Faculty Senate Report**

Dr. Odum on behalf of Dr. Loving:

Thank you, Chairman Brown, President Pinto, Trustees and guests. At the fall All-Faculty Meeting on November 1, the faculty approved new bylaws and a procedures manual. Those are currently under review by the General Counsel prior to coming to the Board for final



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approval. We also conducted a special election to fill a vacancy for Faculty Representative to the Board. We are happy to welcome back to the table Rebecca Leugers from Allied Health.

The November Faculty Senate meeting was our joint meeting with Staff Senate, Undergraduate Student Government and Graduate Student Government. All groups shared a status update on their respective diversity efforts. A&S Professor Donna Chrobot-Mason also shared a demo of a new approach to diversity training that she has been developing with Bleuzette Marshall's office.

At December's meeting, Pat Kowalski shared the basics of the long-awaited new budget model, which hopes to foster increased collaboration between units throughout the university, in recognition that we are all essential to the university's mission. As discussion and implementation of the model progresses, faculty will continue to stress that the university's success must be built on a firm foundation of funding the basics of compensation and support for teaching and research across the board.

A critical part of that support comes from our many staff members. I was privileged last week to attend the Staff Excellence Awards ceremony, where the staff's dedication to our educational mission was on full display. As a long time faculty member here, I offer both professional and personal thanks to the staff members who make my job not only easier, but simply possible, and in so many ways.

We certainly could not pull off this year's Life of the Mind and Authors, Editors and Composers event without our staff colleagues. The event is scheduled for February 22, and I am happy to announce that this year's speaker will be Jennifer Wright-Berryman from the College of

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Allied Health Sciences. Among the many things she does, she happens to be the Chair of the Faculty Senate Research and Scholarship Committee. Look for more information as we move into the new year.

Finally, I would be remiss if I did not acknowledge the high level of faculty concern regarding the delayed vaccine mandate implementation. However, I know we will prioritize our community safety over others concerns as we clearly communicate revised policies, timelines, and implement practices to empower everyone to protect their health, as well as others as we move into the spring semester.

I wish all of you well over the holiday season, and that concludes my report.

Mr. Brown:

Thank you, Tamika, for your report. Next, I call for the Staff Senate Report by Heidi Pettyjohn.

**Staff Senate Report**

Ms. Pettyjohn:

Good morning Chairman Brown, members of the Board, President Pinto. When I sat down to finish this report, we had just concluded the third annual Staff Excellence Awards and I'd like to dedicate some of my time today to recognize these outstanding staff. Staff are nominated for these awards by their colleagues and leadership, and this year we received over 140 nominations, from which our selection committee had the very difficult task of narrowing down 10 recipients.

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On December 7, President Pinto, Dr. Ferme, Dr. Marshall, Dr. Loving and Pat Kowalski were among the leaders that came together to celebrate our colleagues and would like to acknowledge those staff members:

- Colin Craig, Math Lab Tutor from UC Blue Ash college
- Sid Thatham, Utility Energy Metering Engineer from Utilities Services
- Laura Toerner, Web Communications Manager, College of Nursing
- Don Peteroy, Learning Commons Manager, UC Clermont College
- Claudia Rebola, Associate Dean for Research, College of Design, Architecture, Art and Planning
- Josette Riep, Director of IT, IT@UC
- Brienne Sheehan, Program Director for Research, College of Medicine
- Yolanda Wess, Research Director Internal Medicine, College of Medicine
- Sammie McMahon, Sr. Academic Services Administrator, Academic Affairs
- Whitney White, Director of Marketing and Parents and Family Programs, Student Affairs

It is not only these staff who represent the best of UC, but in many ways, the whole process of the staff awards reflects the experience of working at UC. One example of this is that just under half of the nominations received came from faculty, which illustrates the strong connection that staff have with the teaching, learning and research we do at UC. We did an analysis of the words used to describe the award winners, and the most used word was students, which of course reflects that students are at the heart of all we do. Other frequently used words were Learn, Positive, Research, Create, Train, Leader, Develop, Collaborate and Team, which I think many staff at UC will tell you describe their experience with their colleagues.

Finally, this year, we invited the various Deans, Vice Presidents/Provosts from these areas to present the awards to the staff in these areas, and in the words of one of the VPs, they were there

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with “bells on”. And that shows the critical role that leadership plays in creating a culture of growth, support, and investment in the success of their staff.

Staff Senate will spend the second half of our term finalizing recommendations to our leaders to build upon all we do well and continue to elevate the staff experience. First, though, I know our staff are looking forward to our extended winter season break, and I thank you President Pinto and our other leaders for this gift of time you are providing us this year – it is much needed, and much appreciated.

I wish a warm holiday season and a happy new year to you all. Thank you.

Mr. Brown:

Thank you, Heidi. And now, I'd like to call on April Gable for the student government report.

### **Student Government Report**

Ms. Gable:

Good Morning Chairman Brown, Board Members, President Pinto, Cabinet, and guests. I hope you all are doing well and staying warm during our first snowfall of the season. As our Fall Semester has officially come to a close, it is safe to say students, staff, faculty, and really the entirety of the UC Community is ready to rest and recharge. To start my report, I want to extend our thanks for ensuring our return to the campus we love.

Moving forward, I am happy to share some updates from across the campus. As a part of the Gable + Allgood Platform, Vice President Allgood and I set our sights on pursuing tight

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attention on three forefront initiatives. Working with Vice President Marshall, alongside various offices, Less Talk More Action Week will educate and immerse UC community members on intersectionality, diversity, mental health, and inclusion. Our Civil Discourse Training will reach full fruition come Spring Semester across the UC Community as we plan to hold several sessions for all to join.

With these efforts in mind we are excited to continue active inclusion of all walks of life through partnering with the Bearcat Pantry (BCP) and Dr. Pinto to install our first Bearcat Power of Next Fridge. Lastly, while working hand in hand with the University Funding Board and Student Activities Board we will create monthly townhalls to not only increase knowledge across the student body, but also bring elevated resources to students.

Across the student body, students have been actively working to show off their talents and Bearcat pride. While walking through MainStreet you will see a wide array of student groups sharing their interests with many. Student groups including ROAR Tour Guides, Darwin T. Scholars, and Harbari Gani Ambassadors have created positive environments and embraced our first-year on-campus students. The Residence Hall Association and Residential Education Development have developed creative initiatives to make living on campus for students more of a home away from home which has proven successful as more students live on campus this year than ever before.

To conclude my report, I want to bring the work of Arts & Sciences student senators Dillon Trafzer and Leena Baig to the Board's attention. These student leaders, amongst many others, have continued the conversation of renaming and/or removing Charles McMicken's name from McMicken Hall on campus. Last month, the student senate successfully passed a resolution bill

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regarding this endeavor and are currently meeting with university officials like Provost Ferme and Vice President Marshall to share their efforts. They also organized a student community based focus group to listen and elevate the truths of others. As this group progresses, I invite the members of the board to continue to support our university strive for inclusive excellence. Thank you for your leadership and continuing this conversation.

As the holiday season is near, I wish you all a healthy, safe, warm, memorable time, and see you in Dallas.

Thank you, Chairman Brown. This concludes my report.

Mr. Brown:

I would like to thank all the faculty, the staff, and the students for your reports. It is always good to conclude the meeting with your reports. It's good for us to hear from you and I know we hear from you in between the meetings as well, which is also very much appreciated, so thank you very much.

**Adjournment**

Mr. Brown:

At this point, that concludes all the business for the meeting and our next regular scheduled board meeting is February 22, 2022. To Kim, I very much look forward to your chairing that meeting, and I will be here to support you.

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There being no further business to come before the board, may I have a motion in a second to adjourn the board meeting?

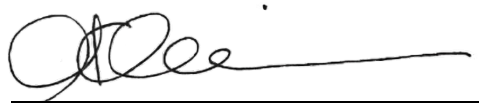
*(A motion was moved by Mr. Mischell, second by Mrs. Heiman)*

Mr. Brown:

Motion carries. Meeting adjourned. Thank you and please enjoy your time off, your holidays, and being with family and friends as much as you can. And Go Bearcats.



RONALD D. BROWN  
CHAIRPERSON



KIM HEIMAN  
SECRETARY