

Faculty Senate Meeting Minutes

October 16, 2014

- I. Meeting of the Faculty Senate was called to order at UC Blue Ash at 3:34p, by the Chair of the Faculty Tracy Herrmann.
- II. Dean Cady Short-Thompson thanked everyone for coming. She is glad to be a part of a bigger University and wished the Faculty Senate a great meeting.
- III. September meeting minutes were unanimously approved by the Faculty Senators as written.
- IV. Report of the Chair of the Faculty Tracy Herrmann: Tracy opened the floor for discussion regarding the report she provided in advance of the meeting via email.
 - A. Tiffany Roman agreed to serve as secretary for the meeting.
 - B. Discussion ensued regarding the COACHE Faculty Satisfaction Survey, which is intended to create an environment to attract highly qualified faculty. The survey is used by a number of universities with similar characteristics. The emphasis of the survey is on providing a mechanism to be more proactive in structures in order to retain faculty.
 - C. There will be a Faculty Tea in November, date TBD, to promote the value of teaching, service, and research with President Ono and Provost Davenport. All are welcome.
 - D. Senators will be asked to identify faculty leaders within their colleges to attend dinner with the President.
 - E. Life of Mind Series will be starting up again. The committee is co-chaired by Tracy Herrmann and Xuemao Wang and the steering committee will select candidates to speak.
 - F. A UC Press is still in the discussion phases. Faculty Senators discussed experiences with university presses versus traditional publishers including potential for increased royalties. The point was made that UC Press should publish both online and in hardback.
 - G. Tracy acknowledged and thanked all those who serve as a Chair or Committee Member on a Faculty Senate Committee.
 - H. Mark your calendars for the All University Faculty Meeting on Thursday, Oct. 23, 2014 3-5p. The Faculty Awards ceremony will be on April 23, 2015 and the spring All University Faculty Meeting will be held Thursday, April 23, 2015.
- V. Report of the President S. Ono:
 - A. President Ono shared information about a luncheon to raise money for the need based students scholarships fund held at the Kingsgate Marriott called “Bowties for Scholarships”. One of the biggest barriers for some students is money. The “Bowties for Scholarships” campaign had already raised a significant amount of money for scholarships. More information can be found at <http://www.uc.edu/bowtie.html>.
 - B. Vice Provost of the Academic Health Center and Dean of the Medical School, Tom Boat, will be stepping down November 1, 2014. There will be a survey sent out to

provide input and qualities for the permanent Dean. Questions will also be asked to see if the position should continue as both the Vice Provost of the Academic Health Center and the Dean of the College of Medicine. Two models are being investigated. These include the model that is currently in place with one person in charge of both entities and a second model where there is dissolution of one position into a Dean of the School of Medicine and a Vice Provost of the Academic Health Center. Several health and academic centers-Emory, OSU, UT, have similar models. Both jobs have a specialized skill set and separating these would decrease the chances of conflict of interest and potentially help grow the academic health center. Many recommendations from UC, Shriners, and Children's are being considered regarding the interim appointment. Next week an announcement will be made regarding the appointment for the Interim position. Consultants will be brought in to offer models for optimization of both entities. The single Dean of the College of Medicine will oversee the interdisciplinary intercollegiate activities, while the Vice Provost of the Academic Health Center will have tremendous influence into the clinical education. The interim will serve both roles and there will be no changes in the organizational structure.

- C. Creating Our Third Century cluster hires for phase I will begin in the areas of digital media, water, analytics, and cancer and will be announced by the Provost.
- D. International strategy: The plan is to put together faculty interested in the traveling the world. There are seven regions that have been identified Asia, China, Europe, India, Middle East, Africa, and the Sub-Saharan Africa. The plan is to expand study abroad programs with faculty development grants to encourage faculty-led programs that will include a study-abroad component as a part of the curriculum. Additional faculty mentoring grants will be provided to prepare faculty to lead study abroad programs. The big focus will be on study abroad programs, however some thought has been given conversations regarding online and in country study abroad programs. In this area of the Academic Master Plan, UC is ahead of schedule approaching 1500 programs this year with the goal to approach 17-1800 by 2019. Diversity of international students is continuing to increase as we now have 3,000 students from 118 different countries and hope to have 5,000 by 2019.
- E. Support for online teaching and Bb were requested. There was a specific request for 24/7 Bb support to help international students in other time zones. The University will continue having discussions, investing money, and working on distance learning issues.

VI. No old business

VII. New Business

- A. Melinda Rhodes DiSalvo from CTE&L is the Co-Chairing of the eLearning committee. She spoke to the Faculty Senate about the Teach Act and Fair USE Policy. Questions and comments should go through Rob Rokey. A task force was

assembled to assure fair use of teaching materials in online teaching and to protect instructional materials used by instructors. Current policy language and checklist is in its infancy and is likely to undergo many revisions. Further investigation is still needed. All comments for feedback are welcome, through the IT representatives of your college or directly to the IT Committee via the IT Committee Chair Robert Rokey at Robert.rokey@uc.edu. There will be a formal vetting process. IT representatives have been requested but are still needed from some colleges. There was discussion regarding copyright policies and how power point presentations used today will not be downloaded and used in the future. The use of Kaltura can be used to log and document the presentations and a statement that informs all users of intellectual property. The current language of the policy is listed on Sharepoint and was provided to all Faculty Senators in the meeting packet.

- B. AFTL Report by R. Leugers: Due to a miscommunication, Rebecca was not present at meeting. Nominations for the Academy of Fellows of Teaching and Learning are due Friday, November 7. Information is available at <http://www.uc.edu/cefl/about/aftl.html>.
- C. Nominating Committee Report by Arlene Johnson: Faculty nominations are due October 16. Nominations for Faculty Chair will also be accepted at the All University Faculty Meeting. There are currently 2 nominations, Andy Curran – Clermont College and Tracy Herrmann-Blue Ash College.

VIII. Dialogue with Provost Davenport:

- A. Topic Faculty Diversity and Retention:
 - 1. The average age of the faculty is 50 and 25% of the faculty are retirement eligible, meaning that this could lead to a considerable deficit in faculty and research money. We are currently unaware of how much research funding is associated with this faculty population. There is a need to explore new opportunities for mentoring of newer faculty in the areas of scholarship and teaching. Cluster hires will have one senior faculty mentoring five Assistant Professors.
 - 2. Unrepresented minorities account for about 20% of our faculty.
 - 3. Some colleges have not hired tenure track faculty in years.
 - 4. There will be an aggressive hiring period which may include up to 200 new tenure track faculty. In the first phase about 20 people will be hired during the cluster hires. Due to record enrollments of students, it is imperative that we hire new tenure track faculty.
 - 5. There are currently more male than female faculty members at UC as a whole, but some of the numbers differ by colleges. There was a 35% increase in faculty members who self-identify as two or more races.

6. We need better retention systems. Raw data says that 63 faculty members left in 2009, but there were no reasons given. Ideas about how to obtain reasons, including exit interviews, were discussed. We need to keep better data from search committees including why some of the first choices for searches are not choosing UC. It would help if the search committees and college leadership start collecting this data.
- IX. Undergrad report in meeting documents. C. Beer unable to be there due to class.
- X. Graduate student report in meeting documents. A. Mazman unable to attend meeting.
- XI. AAUP President G. Loving unable to attend meeting, report in meeting documents.
- XII. Meeting adjourned at 5:10pm.

Respectfully Submitted by, Tiffany Roman