Minutes of the Faculty Senate meeting held December 12th, 2013.

1. Call to order. 3:32 pm (RM)

RM announced that DP had surgery, and in her absence, SH would act as parliamentarian.

2. Approval of the November 14th minutes.

Unanimous approval to let stand as posted.

3. Chairs report.

Report of the Faculty Chair December 2013

The President and the Provost have announced that the search for the Dean of Arts and Sciences will be national. In a previous Senate meeting I had errantly said that this was a Faculty decision, however it is actually a decision of the Provost and President. The Provost has indicated that there needs to be time to address the budget issues in the College before a search is started. It is anticipated that the search will not begin until next academic year with the goal of having a new dean in place between January and August 2015 – depending on the successful candidate’s availability. Both internal and external candidates will be considered.

The interviews for Chief Diversity Officer are being conducted. So far, 3 candidates have been interviewed. One more is left. The Faculty Senate Cabinet was invited to interviews and cabinet members have participated.

Hooding is tomorrow (Dec 13) and Commencement is Saturday (Dec 14). Governor John Kasich will be the commencement speaker. Honorary Degrees will be awarded to Robert Feeley (Chief Operating Officer and Director of The Duchossois Group); Dr. Ardis Hoven (President, AMA); John Ruthven (Artist) and Fr. Michael Graham (President Xavier University). Faculty Marshals will be seated with the students while other Faculty will be on stage.

The next Hooding is April 25th and Commencement is April 26th. Please encourage your faculty to be marshals, it means a lot to the students.

Encourage your faculty to get grades in on time. As before, students without a grade in a prerequisite class will be automatically dropped from the subsequent class.

Adrienne Lane (Chair Elect), Daniel Langmeyer (former Faculty Senate Budget and Priorities Chair) and I met with the controller, Carol Metzger, on November 20th. For a number of reasons, the University is no longer publishing the “Red Book”. FSB&P Committee used this to track University budgets over time. There was concern that without the Red Book the Senate would not be able to have a consistent picture of the budget. Adrienne Lane is now Chair of the FSB&P Committee and she will report on this meeting to Senate under the Committee Reports part of our agenda.
At the last meeting, I brought up the issue of faculty travel. Faculty travel is a complex issue since Faculty members may travel on UC business, as part of a grant or on behalf of a professional or civic organization. They may be reimbursed for travel from a number of sources. The Federal Government recently classified reimbursed travel as a potential financial conflict of interest. There is no clear guidance on how the travel rules are applied to Faculty who are reimbursed from a non-UC source. Senate granted me permission to form a task group on this issue. I remanded it to our Research and Scholarship Committee. That Committee will either be the task group or will form the task group for Senate.

SM (CECH) asked how presidential awards and honorary degree recipients are determined.
RM: there is a committee for honors, and SO has the final decision. They are very serious about nominating deserving persons.

4. Election results (per email sent by RM on 11/22/2013 to the faculty listserve).
The new At-Large Senators are:

Sarah Stitzlein (CECH) Term ends July 31, 2015
Chia-Chi Ho (CEAS) Term ends July 31, 2014

Please note that, due to a very recent class schedule change, Wally Wood withdrew after the completion of the election. In a case like this, if the person who withdraws would have won a seat, the seat goes to the person with next highest number of votes.

5. Budget and priorities committee update.

AL thanked DL for his continuing help and mentorship. Also, Dan Acosta is not returning to the committee in January; thanks for your service. B&P met with Kathy Qualls (Provost-Business & Fncl Affrs) to discuss Performance-Based Budgeting (PBB) tracking sheets for all the colleges. Jim Plummer (Vice President Finance) gave a line-by-line analysis of 2 different FY 15 budget scenarios. Both Jim and Bob (Ambach, Senior VP finance) will attend the B&P April meeting. There will be a series of Town Hall meetings in January to talk about the working budget.

DL continues to contribute, and Carol Metzger (Asst. VP, Controller, Financial Services) contacted him regarding the cessation of Red Book publication and the replacement report generating that can be done. DL had tracked financial reports for more than a decade using the Red Book, but a change in the financial tracking software used by Financial Services no longer allows the kind of output that was previously published in the Red Book. However, there is the capability to generate specific reports, we just have to decide which schedules are important, and request Carol to generate the report.

AJ: There needs to be a full record of the University budget on file in the public domain (defers to KG, Archivist who agreed). Other than Faculty Senate, there were other active users of the Red Book.

RM: All the same information as was in the Red Book is still there and available, but it now reflects the current budgeting system used by UC. Red Book no longer reflected the budgetary system used by UC. DL wanted to be able to compare previous years’ data that he gleaned from Red Book, and how to generate compatible reports in the new system. However, the full disclosure information is still reported and archived and available.

KG: The budgets are all in the Records Management System, either electronically or on paper, or both.

RM: Just a newer system, not different information. Redbook had a lot of minute detail, now it is even easier to see where (for example) Athletic Department subsidies are coming from.

AJ: My question was for clarification.

RM: Thanks for that.

AL: Whit Babcock (Director, Athletics) has been invited to attend a B&P meeting to discuss conferencing implications, AD budget and Nippert refurbishment.

6. Discussion of college issues.

RM: We are very appreciative of Terry Kershaw (Chair, Department of Africana Studies) and Kent Simonson (Academic Director, Emerging Ethnic Engineers) who have come to facilitate discussion on diversity and A&S Dean issues of the recent past. The faculty Senate approached the United Association of African American Faculty, Staff and Administrators. We realize that diversity goes beyond race, and in time we will invite representatives of other groups to address the senate.

TK: Thanks for having us; this is an important issue to us all. Are there any questions? Suggestions?

There followed a long and animated discussion, the major questions and responses are captured here.

RM: I saw the comic (referring to the caricatures of the Dean and Vice Dean of A&S, who happen to be Af. Am. that was posted for a short time in McMicken Hall), but I did not read any racial implications into it. Was it an overt attempt to be racist?

TK: The caricatures emphasized certain physical characteristics. Also the wording ["We're in charge, if you're not like us, you will be punished"]'). One of the subjects of the caricature has said she is scared of how people perceive her, afraid at night. Noone came to her after the incident and asked how she was doing. Today's Af. Am. Have experienced this kind of reinforcement: "if you let XYZ be in charge, they will bring in people who are the same as them" which perpetuates the fear of hiring minorities.

JH: Students are not always aware of the impact of their actions.
TK: We are products of our society, so we have to look at this in context.

CG: Are there other events, outside of the cartoon, that have spurred this renewed interest in diversity? Any other incidents to precipitate increased awareness of diversity?

TK: Af. Am. Students marched on West Campus on the green by McMicken hall.

At this point there was a general murmuring that we had no idea such a protest had taken place.

JG: On East Campus, we had no idea this had occurred; please elaborate?

TK: Students marched outside TUC. BD has met with them, and they are pushing for awareness. They have met with the SGA, GSGA, Black Student Association and published articles in the Student Record and Cincinnati Enquirer.

CW-S: Can you go from the beginning and tell us what precipitated the cartoon in the first place?

TK: We do not know who that person was, and who was working with them. The caricature was to suggest that race was a first priority and if you didn’t fit into that category.....

RM: Letters from A&S faculty to Dean Jackson back in March were leaked to the Enquirer (May 13th 2013 edition), and the cartoon was posted in McMicken hall. SO called me to discuss if we should just ignore this one cartoon, or take action. SO responded, sending a University-wide email condemning the action. Dean Ron Jackson and the UC Police Chief (who also happens to be Af. Am.) both resigned. This chain of events was not widely known.

TH: We would like suggestions as to how we approach students asking about this subject.

KS: [Followed a long description of the U. Wisconsin model of Curriculum Infusion. The document that describes this model can be obtained by emailing Terry (kershaty@ucmail.uc.edu) or Kent (kenneth.simonson@uc.edu) The process of curriculum infusion and what that entails can be found at the University of Wisconsin’s website: http://www4.uwm.edu/acad_off/climate/2011_campaign_conversation/march11-infusing-diversity-presentation.ppt]

KS: This process encompasses infusion of more than just race, diversity of all forms. This is a tremendous opportunity for UC; all institutions across the USA are looking seriously at issues of Diversity. Through adopting the curriculum infusion model, we can have a great influence on institutional effectiveness. According to the AACU, we should be transforming discussions and lives. There is an assumption that there are only certain classes in which diversity can be addressed. Perhaps if we already had this cross-curriculum diversity infusion, we may have been able to prevent or intervene regarding the cartoon. There is already a long-time communication between UC and the African American Cincinnati community.

One of the semester conversion session in CEAS was from the EEE program, and entitled “Blacks in Science and Technology”. We have to start the dialog before an incident occurs.

TK: The administration is making progress, with the provost’s office. There will be a course in dealing with diversity which is in development. We want this to include LGBT, Women’s studies, Judaic Studies and several other faculty; it should be taught as a foundation course, along with critical thinking and reasoning early in the academic program.

JH: Every student has to have at least one experiential learning credit, so this would dovetail nicely.

JG: As an Asian-American, please include Asians and Latin views.

TK: We want to communicate how different peoples no matter the color of their skin, privileged or less-privileged, can prepare future leaders and followers.

JH: There should also be contribution from Native American students. I have found it is best to let them talk and act as a facilitator of the discussions.

RL: In order to be even more inclusive, we should include those with physical disabilities.

TK: Of course. I can only talk about my lived experience, but there are many faculty that can address other aspects of diversity.

DG: Is it not true that Dean Jackson was the first African American Dean of A&S?

TK: Yes.

DG: We should also include religious intolerance.

TK: Absolutely.

AM: I hope that you will keep GS in mind; a high proportion are International students. Not only to help integrate them and feel involved, but to educate them about diversity in this society (which may be culturally different than what they are used to).

KS: Yes, this is important, because GS teach a lot of introductory courses in most colleges.

AM: Yes, if you want to include diversity early in the learning experience, you must include GS.

TK: GS are also important in terms of retention and future faculty and community members. Junior Faculty and GS need to have opportunities for leadership. Attend International meetings and take on appropriate responsibilities to prepare them for the future.

RM: Thank you!


It’s exam week! We have also been discussing diversity, and are committed to inclusion across all campuses. I didn’t realize that we had not been having the right conversations.

Continuing to work on House Bill 111. [House Bill 111 would require trustees at state universities to adopt resolutions allowing or disallowing student members to have voting powers. Allowing them would enable student trustees, who are appointed to two-year terms by the governor with the Ohio Senate's consent, to participate in executive sessions. The bill passed the House on a vote of 87-6 and heads to the Senate for further consideration. UC now has 90 days to decide whether to allow student votes or not.]

Another house bill that may affect UC is House Bill 236. [State Representative John Becker (R-Union Township) today announced that he has introduced House Bill 236, which will allow all non-federal, public sector employees with a concealed carry license to carry into all non-federal and non-secured public buildings. Regarding the legislation, Representative Becker made the following statement: “House Bill 236 will allow employees and elected officials who have a concealed carry license to defend themselves. Buildings secured with metal detectors would remain off limits except for law enforcement personnel. I believe that we ought to be able to defend ourselves. As criminals continue to ignore state gun laws, this bill empowers law-abiding citizens to respond to these threats with equal force.” House Bill 236 will now receive further consideration upon being assigned to a House standing committee.]

The Ohio Board of Regents and regional leaders are discussing college affordability. How do we become a leader in this aspect? $2-3M invested in professional practice has a good return that goes into tuition fees and living expenses.

Tri-council Union proposed a smoking ban on campus-we need to make a big push for that, we don’t want to be lagging behind. Thank you for serving on the Faculty Senate.

JG: And thank you for your service on SGA.

10. Provost input session (moved up due to BD schedule conflict).

BD: I am constantly impressed by the student leadership.

The last 3 months have gone very quickly, and it has not been a dull beginning. I am also impressed and honored at how the people of Cincinnati are committed to UC; we need them, not just for money for athletics, but for fellowships and scholarships for UG and GS. [Followed a description of the day in the life of a provost, learning hard skills for preparing graduates, optimizing interdisciplinary and cross disciplinary programs, faculty success, re. mid-career stagnation. BD also reiterated that she plans to invest in faculty development and reduce redundancy and duplication in academic and administrative procedures. We need to look to the future in terms of streamlining our programs, we have too many majors. Focus on student success by examining and optimizing the “lifecycle” of a student. Much of this has been stated in previous Provost reports.]

CG: Named faculty chairs as well as fellowships and scholarships?

BD: Yes, we will be hiring a development officer who will be pushing for all of these.

AM: GSGA has also been actively discussing diversity and climate issues of late. Retention is a problem, as GS have a lot fewer resources, compared with Faculty or UG. It seems we can only address an issue when it has been raised in a crisis situation. GSGA has been represented on Diversity Officer search committee, House Bill 111, but there is no GS representation at the BoT meetings (there is UG presence). Often there is no distinction made between UG and GS when talking about “students” but they are very different.
GSGA has been holding social events, conflict management workshops and GS Café events, where GS can get free food and coffee and discuss GS-related issues.
There were 60 applications for the $25,000 fellowship grants.

RM: Reminder that the next Faculty coffee session with SO is on January 21st (Day after MLK).

9. Report of the AAUP
GL: Thanks to all of you who come to the BoT meetings; it really shows that we mean BUSINESS. There will be another bargaining session on Monday. It seems that under the new healthcare as it has been applied to non-AAUP faculty would end up costing 1/3 of the salary for faculty on the lower end of the pay scale. UC says our healthcare costs should be based on the cost of healthcare for the entirety of UC, and a doomsday prediction of a worst case scenario. We are bargaining to keep costs to the faculty in line with actual costs based on past years, whether that results in an increase or a decrease, and to offer incentives, such as wellness programs. Details have not yet been thoroughly discussed. Salary and faculty development not talked about. FDC money: last offer was to eliminate it. UC is falling behind in salary comparisons, we are sticking to a 3,4,5 model.

CG: We would need to see the numbers in case we go to strike.

GL: In AAUP works I think....

AJ: Yes, a few months ago there was a calculator for costs. Also, there was a survey to determine the climate surrounding these negotiations.

AL: AAUP Works 7 (2013) has the pay scale calculator.

GL: We should send those out again. We’re not quite beating the drums for strike yet. Press came to me to ask why these negotiations are taking so long, and why faculty has not had raises, but Larry Johnson has, and Bob Ambach got a substantial bonus.

SM: Am I reading too much into having Governor Kasich talk at Commencement? He tried to break teachers’ unions.

GL: Yes. It is an honor, not an insult, and it is not related to AAUP negotiations.

KG: We’ll be on the stage.....

GL: “Round of applause”. The highest honor we can give is a degree.

RM: and remember he is the Governor of our state, and be respectful.

ML: Honorary degrees and commencement speakers are another way to bring diversity to our campus.

**RM: Any other business?**

None offered.

Adjourned meeting at 5.33 pm.