

**UNIVERSITY OF CINCINNATI**

**Official Proceedings of the**

**Three Hundred and Seventy-Seventh Meeting of the Board of Trustees**

**(A Regular Meeting)**

**August 25, 2020**

The Three Hundred and Seventy-Seventh Session of the Board of Trustees of the University of Cincinnati was opened at 9:20 a.m. on Tuesday, August 25, 2020 via WebEx Conferencing 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, Margaret K. Valentine, Kim Heiman, Phil Collins, Thomas E. Mischell, J. Phillip Holloman, Monica Turner, Gregory P. Hartmann

**BOARD MEMBERS ABSENT:** Geraldine B. Warner

**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., Sr. VP for Health Affairs and  
Dean, College of Medicine  
Jack Cohen, Graduate Student Trustee;  
Abigail Klare, Undergraduate Student Trustee;

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Logan Lindsay, Undergraduate Student Body  
President;  
Greg Loving, Faculty Senate Chair;  
Greg Disimile, Faculty Representative;  
Melanie Kroger-Jarvis, Faculty Representative;  
Chris Collins, Chair, 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 and I'm going to call this meeting to order. Trustee Ginger Warner will not be in attendance today due to personal/medical reasons and is therefore excused. We all wish Ginger a full and speedy recovery. All the other trustees are online for our meeting today.

If we lose our connection with any trustee, we will need to pause the meeting until we regain that member. Our Board of Trustees meetings have always been well attended. In the past these were in person meetings. But due to our objective of keeping everyone safe from COVID-19 concerns, this morning marks our third regular meeting online. One positive thing about being virtual is that we didn't have to deal with the first/second day of class traffic. I, for one, am very much missing being able to meet in person and from being with our UC students at events like Commencement and New Student Convocation.

Earlier this month, I was fortunate enough to be able to participate in videos representing my fellow trustees, by bringing greetings on behalf of the Board at our August Commencement and Convocation ceremonies. It makes me appreciate the university's in-person rituals even more

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and I hope that soon we will be able to get back to enjoying the positive energy we receive from them.

We have three new people to welcome to our meetings, all three of them have very impressive backgrounds. Jack Cohen, a third-semester MBA candidate at our Carl H. Lindner College of Business, joins us as the new graduate student trustee. He completed his undergraduate degree in International Business with a focus in International Logistics and Supply Chain Management at the University of North Texas. During that time, he was a part of the Eagle Ambassadors, who specialize in the recruitment and retention of students in the university and work with its Office of the President.

After graduating, he has worked at Texas-based Flowserve Corporation in various levels of responsibility within the supply chain supporting the Latin America region, and then went to work at SpaceX in Los Angeles. He was part of the Space Exploration Technologies area and was involved in the Falcon 9 first stage booster landing on a floating drone ship, and other projects, including the launch of the first 60 Starlink Constellation satellites. An impressive experience. In 2019 Jack moved to Cincinnati to become the Structural Castings Commercial Leader for General Electric's Aviation business.

He has quickly become a fan of the local sporting teams. When Jack is not at work or at school, he enjoys spending time with his wife Morgan, his 2 dogs and 2 horses. I am appointing Jack to the Academic and Student Affairs and the Finance & Administration Committees. Welcome, Jack!

Greg Loving, a faculty member at UC Clermont College since 1999, joins us as UC's new Faculty Chair. He has achieved a number of firsts as a UC Clermont faculty member – he was the

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first from the college to serve as the President of UC's Chapter of the AAUP, the first to serve as a representative to UC's Board of Trustees, and the first to serve as chair of the Faculty.

Greg is a Professor of Philosophy and his academic interests include applying psychological principles to student learning, examining the interaction between narrative identity and structures of power, tracking developments in the history of higher education, and advancing a critical understanding of religious belief. His latest project, with history professor Frederic Krome, is the publication of a recently discovered 1928 memoir of German World War I soldier Hans Schiller. Greg, welcome in your new capacity.

Dr. Peter Disimile, an Associate Professor in Aerospace Engineering in the College of Engineering and Applied Science, joins us as a faculty representative to the board. He arrived as faculty at UC in 1984 and now directs the Fire, Explosion, Science, and Technology research group. He has performed research in both air and liquids under both single and multiphase conditions, at speeds ranging from 1 cm/sec to Mach 6. He has worked on survivability issues in fire and explosion at Wright Patterson Air Force Base and currently examines Lithium-Ion Battery fire protection at the Naval Surface Warfare Centers. Welcome, Peter, and welcome to all our new representatives on the board.

Today is the beginning of the Fall Semester. I think we are all looking forward to hearing from President Pinto about the many UC activities and this new academic year. Dr. Pinto?

Dr. Pinto:

Thank you, Chairman Brown, and good morning, everybody. I'd like to add my welcome to our new Graduate Student Trustee Jack Cohen, Faculty Chair Greg Loving, and Faculty Representative Peter Disimile.

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Jack, welcome. Good to have you on board. And, certainly, welcome to Greg Loving, the new faculty chair to the group. Greg, it's wonderful to see you. And, it's truly a pleasure to welcome faculty representative Peter Disimile. Peter and I go back a long way. We came to UC in the same cohort of hiring and so it's wonderful to see you again, Pete. You look different with a beard [LAUGH].

As the Chairman mentioned, it is indeed back-to-school time. And while we're not starting the academic year as we traditionally do, it is very, very exciting to see students again on our campus and moved into the residence halls.

As you know we have been working intensely to prepare the university for this new academic year. We have used guidance from the CDC, our local health departments, the Governor's Office, and the Ohio Department of Health. We have also been in frequent consultation with other public universities in the state to develop our Return to Campus plan. I am happy to report that because of the dedication and hard work of our faculty, staff and leadership we were ready for the first day of class, which was yesterday.

I am also happy to report that the students and their families have responded, and we are projecting strong enrollment this Fall. This is critically important success for us most of all, because most of our peers locally and nationally have been anticipating losses, in some cases significant losses in enrollment. Provost Nelson will give us a more detailed look at enrollment in her remarks later in the meeting.

As Chairman Brown noted, we celebrated our Spring and Summer Commencement in two virtual ceremonies earlier this month. For our Commencement ceremonies, more than 6,300 digital users from 65 countries tuned in. I'd like to thank our Student Affairs team for organizing these

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events. They did a terrific job. As I told our first-year class in my remarks at New Student Convocation, we are standing at a defining moment in history – a time shaped by the pandemic, economic hardship and a civil-rights reckoning. I’ve talked about the first of these – the pandemic – in terms of the impact on our new school year. On the calls for racial justice, our student leaders have pressed for greater university action. I look forward to working with them during the Fall semester to ensure that we are living up to our ideals on equity and inclusion.

The COVID-19 pandemic has exerted a very substantial financial cost on our university. Fortunately, because of strong budgetary discipline over the years, and a highly valued brand as a university, we have been able to weather the financial crisis better than many institutions across the nation. Today, the board will consider our revised budget plans for Fiscal Year 2021 - following up on our initial budget presented in June. By and large, our work on landing the class has been critically important to stabilizing the university. It took coordination and dedicated work across many units: Enrollment Management, Graduate School, UC International, UC Online, College Deans, Marketing and Communication, and Finance to get us to our goal of keeping enrollment stable. My thanks to all the leaders and team members in these units.

We also owe thanks to Governor Mike DeWine, the Chancellor for Higher Education Randy Gardner, and the state legislature for prioritizing higher education in a very difficult state budgetary environment, and in the allocation of the state’s portion of federal CARES money. I want to express gratitude for the strong leadership of deans and vice presidents throughout this crisis. Thank you to all of them for their commitment to ensuring continuity of our mission in education, research, and service under the most trying of circumstances. As we look to this fiscal year, we must continue to be vigilant and prepared. We are likely to face additional financial challenges if the economy does not recover sufficiently, or if the pandemic continues to disrupt our community.

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Our Bearcat community is still in shock at the sudden loss of an exemplary alumnus - Greg Wolf. He was taken from this life far too soon at the age of 51. He was always full of life and optimism – a truly remarkable Bearcat. A graduate of our Lindner College of Business and an athlete in football as a student, he was part of the Sigma Sigma honorary fraternity. Our sympathy goes out to his wife Christie and their children. Greg was scheduled to take over as Chair of the UC Foundation Board in October. We will miss him enormously.

And as a final note, I would like to acknowledge some of the inspiring activities of our faculty, staff, students and alumni. I have a comprehensive report of these in the presidential report that you receive as part of this meeting. But what I have chosen to do here is to keep this report brief and just highlight one item, as an example for each of our major stakeholders: faculty, staff, students and alumni.

For the faculty--The Mars rover Perseverance was launched into space on July 30. Associate Professor Andy Czaja, a faculty member, serves on the science team looking for evidence of ancient life on the red planet. Andy advised NASA on the optimal location on Mars for landing the rover.

For the Staff-- Nicole Ausmer, Director of Student Activities and Leadership Development, and her daughter and son have launched a new podcast on Black history aimed at children. They could not find a suitable podcast for black children when they looked for one, so they started one of their own called “Hey, Black Child,” and it was featured on *Good Morning America* last month.

In our Student category--Earlier this spring, students in digital communications in the School of Education helped parents and friends who were teachers create online courses as schools across the state and nation moved to online teaching and were struggling to develop suitable courses.

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Finally, Bill Morelli, an alum of A&S and the College of Law, recently donated \$200,000 to create the Bill Morelli Endowment Fund for our Nathaniel R. Jones Center for Race, Gender, and Social Justice at the College of Law. Bill says the timing of his gift was intentional to target injustice.

That concludes my report, Mr. Chairman.

Mr. Brown:

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, Governance and Internal Affairs Committee, and Audit and Risk Management Committee meetings began at 8:50 am and concluded at 9:20 am.

Mr. Brown:

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

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

The Regular Meeting of the Board of Trustees convened at 9:20 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. Brown:

Are there any additions, corrections or deletions to the minutes? Hearing none, may I have a motion and a second to approve the June 23, 2020 regular meeting minutes?

*(A motion was moved by Mrs. Valentine, and a second by Mr. Mischell)*

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 and Finance and Administration Committee at their respective meetings today, August 25, 2020.

**Academic and Student Affairs Committee Recommendation**

**20.08.25.01**

**Academic Appointments**

**Synopsis:**

Appointment of Faculty and Academic Administrators

**Emeritus Status**

Randall Allemang, PhD

Professor Emeritus  
 College of Engineering and Applied Sciences  
 Department of Mechanical and Materials

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	Engineering Effective August 15, 2020
Karen Bankston, PhD	Professor Emerita College of Nursing Effective August 1, 2020
Janet Graden, PhD	Professor Emerita College of Education, Criminal Justice and Human Services School of Human Services Effective August 15, 2020
Carolyn Kercksmar, MD	Professor Emerita College of Medicine Department of Pediatrics Effective July 5, 2020
Beverly Knauper, PhD	Professor Emerita UC Blue Ash Department of Biology Effective August 15, 2020
Caryl Mayo, MS, RN	Professor Emerita UC Blue Ash Department of Nursing Effective August 15, 2020
Jan Ojdana, MBA	Professor Emerita UC Blue Ash Department of Business and Economics Effective August 15, 2020
Ralph Panos, MD	Professor Emeritus College of Business Department of Internal Medicine Effective October 1, 2020
Amitabh Raturi, PhD	Professor Emeritus Lindner College of Business Department of Operations, Business Analytics and Information Systems Effective July 1, 2020
Janice Ricks, MSW, LISW-S, ACSW	Associate Professor Emerita College of Allied Health Sciences School of Social Work Effective August 15, 2020
Earl Rivers, DMA	Professor Emeritus College Conservatory of Music Department of Ensembles and Conducting Effective August 15, 2020
Randall Roberts, MS, MLS	Senior Librarian Emeritus

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UC Libraries  
 Effective July 2, 2020

Alan Siebert, MM

Professor Emeritus  
 College Conservatory of Music  
 Department of Performance Studies  
 Effective August 1, 2020

David Varady, PhD

Professor Emeritus  
 College of Design, Architecture, Art and Planning  
 School of Planning  
 Effective August 15, 2020

Laura Wexler, MD

Professor Emerita  
 College of Medicine  
 Department of Internal Medicine  
 Effective September 1, 2020

Carol Wheeler-Strother, PhD

Associate Professor Emerita  
 College of Allied Health Sciences  
 School of Social Work  
 Effective August 1, 2020

B.J. Zirger, PhD

Professor Emerita  
 Lindner College of Business  
 Department of Management  
 Effective July 1, 2020

**Dean Reappointment**

Xuemao Wang

Dean  
 UC Libraries  
 Effective July 1, 2021 – June 30, 2024

**Endowed Chair Appointments**

Christopher Bernheisel, MD

Fred Lazarus, Jr, Professor of Family Medicine  
 College of Medicine  
 Department of Family and Community Medicine  
 Effective July 1, 2020

Mario Zuccarello, MD

John M. Tew Endowed Chair in Neurosurgical Oncology  
 College of Medicine  
 Department of Neurosurgery  
 Effective July 1, 2020

**Academic Unit Head New Appointments**

Susan Allen, PhD

Unit Head  
 College of Arts and Sciences  
 Department of Anthropology  
 Effective August 15, 2020 – August 14, 2025

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Joseph Takougang, PhD Unit Head  
College of Arts and Sciences  
Department of Africana Studies  
Effective August 15, 2020 – August 14, 2025

**Academic Unit Head Reappointments**

Michael Archdeacon, MD Department Chair  
College of Medicine  
Department of Orthopaedic Surgery  
Effective September 1, 2020 – August 31, 2026

Melissa DelBello, MD Department Chair  
College of Medicine  
Department of Psychiatry and Behavioral  
Neuroscience  
Effective September 1, 2020 – August 31, 2026

Karl Golnik, MD Department Chair  
College of Medicine  
Department of Ophthalmology  
Effective September 1, 2020 – August 31, 2024

Brett Kissela, MD Department Chair  
College of Medicine  
Department of Neurology and Rehabilitation  
Medicine  
Effective September 1, 2020 – August 31, 2026

Hazem Said, PhD Unit Head  
College of Education, Criminal Justice and  
Human Services  
School of Information Technology  
Effective August 15, 2021 – August 14, 2026

**Recommendations for Tenure or Promotion**

**From Associate Librarian to Associate Senior Librarian with Tenure**

UC Libraries

Emily Kean Libraries Effective 08/15/20

**From Beginning Librarian to Assistant Librarian**

UC Libraries

Mark Chalmers Libraries Effective 08/15/20

**From Instructor-Clinical to Assistant Professor-Clinical**

College of Medicine

Shankar Baskar Pediatrics Effective 08/25/20  
 Stefanie Benoit Pediatrics Effective 08/25/20

**From Assistant Professor - Clinical to Associate Professor – Clinical**

College of Medicine

Lauren Ashbrook Internal Medicine Effective 09/01/21

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Caroline Billingsley	Obstetrics and Gynecology	Effective 09/01/21
Bart Branam	Orthopaedic Surgery	Effective 09/01/21
Christopher Crutchfield	Pathology and Laboratory Medicine	Effective 09/01/21
Dan Bencoter	Pediatrics	Effective 08/25/20
Michelle Eckerle	Pediatrics	Effective 08/25/20
Eunice Hahn	Pediatrics	Effective 08/25/20
Pooja Khandelwal	Pediatrics	Effective 08/25/20
Jennifer Smith	Pediatrics	Effective 08/25/20
Cuixia Tian	Pediatrics	Effective 08/25/20

College of Nursing

Amy Fathman	Nursing	Effective 08/15/20
Lisa Hachey	Nursing	Effective 08/15/20

**From Associate Professor-Clinical to Professor-Clinical**

College of Law

Jennifer Bergeron	Law	Effective 8/15/21
Donald Caster	Law	Effective 08/15/21
Brian Howe	Law	Effective 08/15/21

College of Medicine

Lori Aronson	Anesthesiology	Effective 09/01/21
Andrew Duker	Neurology & Rehabilitation Medicine	Effective 09/01/21
Austin Nobunaga	Neurology & Rehabilitation Medicine	Effective 09/01/21

College of Nursing

Beth Ann Clayton	Nursing	Effective 08/15/20
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**From Research Instructor to Research Assistant Professor**

College of Medicine

Mayur Sarangdhar	Pediatrics	Effective 08/25/20
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**From Research Assistant Professor to Research Associate Professor**

College of Medicine

LaTrice Montgomery	Psychiatry & Behavioral Neuroscience	Effective 09/01/21
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**From Instructor Educator to Assistant Professor Educator**

College of Allied Health Sciences

Victoria McQuiddy	Rehabilitation, Exercise and Nutrition Sciences	Effective 8/15/20
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**From Assistant Professor Educator to Associate Professor Educator**

College of Arts and Sciences

Autumn Miller	Communication	Effective 08/15/20
Carol Peterson	Women's, Gender and Sexuality Studies	Effective 08/15/20
Julie Ann Weast	Psychology	Effective 08/15/20

College of Allied Health Sciences

Elizabeth Warning	Clinical and Health Information Sciences	Effective 08/15/20
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College of Engineering and Applied Sciences

Mehdi Norouzi	Electrical Engineering and Computer Science	Effective 08/15/20
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College of Medicine  
 Reid Hartmann                      Family & Community Medicine                      Effective 09/01/21

College of Nursing  
 Robin Wagner                      Nursing                      Effective 08/15/20

UC Blue Ash  
 Maria Ortiz Medina                      Foreign Language                      Effective 08/15/20

**From Associate Professor Educator to Professor Educator**

College of Arts and Sciences  
 Leonard Penix                      Journalism                      Effective 08/15/20

College of Medicine  
 Jennifer O'Toole                      Pediatrics                      Effective 08/25/20

**From Field Service Instructor to Field Service Assistant Professor**

College of Medicine  
 Thomas Blakeman                      Surgery                      Effective 09/01/21

**From Assistant Professor Field Service to Associate Professor Field Service**

College of Education, Criminal Justice and Human Services  
 Dianna Greivenkamp                      Education                      Effective 08/15/20

**From Assistant Professor Adjunct Represented to Associate Professor Adjunct Represented**

College of Education, Criminal Justice and Human Services  
 Julie Walson                      Education                      Effective 08/15/20

**From Assistant Professor Practice to Associate Professor Practice**

College of Design, Architecture, Art and Planning  
 Juan Antonio Islas Munoz Design                      Effective 08/15/20

College of Engineering and Applied Sciences  
 George Black                      Aerospace Engineering and Engineering Mechanics                      Effective 08/15/20

**20.08.25.02                      Approval of New Degree – Master of Legal Studies**

**Synopsis:**                      It is recommended that the Board of Trustees approve the new Master of Legal Studies in the College of Law. The proposal has been reviewed and approved by the appropriate authorities.

**20.08.25.03                      Approval of Degree Title Change- Bachelor of Science, Health Promotion and Education to Bachelor of Science, Public Health**

**Synopsis:**                      It is recommended that the Board of Trustees approve a degree name change from Bachelor of Science in Health Promotion and Education *to* Bachelor of Science in Public Health. This newly named degree will move from the College of Education, Criminal Justice and Human Services to the College of Medicine.

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**20.08.25.04                      Approval of Degree Title Change – Associate of Arts, Pre-Health Promotion and Education to Associate of Arts, Pre-Public Health Education**

**Synopsis:**                      It is recommended that the Board of Trustees approve the degree name change from Associate of Arts in Pre-Health Promotion and Education to Associate of Arts in Pre-Public Health. The degree will continue to be offered at UC Blue Ash and UC Clermont.

**Finance and Administration Committee Recommendations**

**20.08.25.05                      Approval of Fiscal Year 2021 Budget Plan**

**Synopsis:**                      It is recommended that the Board of Trustees approve the Revised FY 2020-2021 Current Funds Budget of the University of Cincinnati as described in the accompanying text and tables with authorization for the President to make expenditures within the projected income and expense levels. The appropriate planning and consultation within the university related to this FY 2020-2021 Current Funds Budget has been completed through the university governance committees, resulting in a decision-making process that is both transparent and participatory.

**20.08.25.06                      Approval of Calhoun Hall Renovation**

**Synopsis:**                      It is recommended that the Board of Trustees approve the renovation of Calhoun Hall for a cost of \$80,400,000. The renovation will be funded with local debt funds. It is anticipated the project will be completed by December of 2022.

**20.08.25.07                      Approval of Naming Request – The Honorable Sandra S. Beckwith Courtroom**

**Synopsis:**                      It is recommended that the Board of Trustees approve the name The Honorable Sandra S. Beckwith Courtroom.

**20.08.25.08                      Approval of Naming Request – Ashland LLC Chemical Engineering Lab**

**Synopsis:**                      It is recommended that the Board of Trustees approve the name Ashland LLC Chemical Engineering Lab. The lab is located at 602 Rhodes Hall.

**Governance and Internal Affairs Committee**

**20.08.25.09                      Approval of University Rule – 40-5-05: Student Code of Conduct**

**Synopsis:**                      The recommendation seeks authorization to amend Board Rule 40-5-05 to update standards of academic and non-academic conduct for students.

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**20.08.25.10**                      **Approval of University Rule – 10-13-01: University Policy on Non-Discrimination and Harassment**

**Synopsis:**                      The recommendation seeks authorization to amend Board Rule 10-13-01 to authorize the creation and implementation of policies consistent with Title IX regulations and applicable laws.

**Non-Committee Recommendations**

**20.08.25.11**                      **Approval of Amendment to Coaching Contract – Athletics**

**Synopsis:**                      It is recommended that the Board of Trustees approve Amendment to Coaching Contract - Athletics

**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 Ms. Turner, a second by Mrs. Heiman, roll call vote was taken.*

**AYE:**                      Ronald D. Brown; Kim Heiman; Margaret K. Valentine; Phil Collins; Thomas E. Mischell; J. Phillip Holloman; Monica Turner; Gregory P. Hartmann

**NAY:**                      None

**ABSENT:**                      Geraldine B. Warner

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Mr. Brown:

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

**Consideration of Other Action Items**

Mr. Brown:

There is one additional item for consideration, and that item is the approval of the amendment to coaching contracts in athletics and John Cunningham, will you please comment on this contract amendment?

Mr. Cunningham:

Thank you, Chairman Brown, and Board of Trustees. This is an important item for the Bearcats Athletics Department. We have an opportunity to extend the contract of one of the best football coaches in the country. This is evidenced by several accomplishments and here are a few examples:

Coach Fickell has led the Bearcats to back to back 11-win seasons. He has won the last three American Conference Football Team Academic Excellence awards. He has recently signed the top recruiting class in school history that features 9 of the top 50 players from Ohio committing to be Bearcats. Coach Fickell is a tremendous fit for the University of Cincinnati and we are fortunate to have him running our football program.

It is important to note this contract extension and annual salary increase is funded entirely by privately raised dollars. This increase and extension reflect the passion of our supporters who see the impact that a football coach can have on the young people within a football program, the athletics department, and the university as a whole. The last few months have underscored how important it is to have strong leadership within our football program. Coach Fickell has shown a

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true care and concern for our student athletes and has demonstrated an ability to lead through the most difficult of times. I believe wholeheartedly that the contract advances the interests of the university.

Thank you, Chairman Brown, and thank you, Board of Trustees for your consideration.

Mr. Brown:

Thank you, John, and could I have a motion and a second to approve this contract?

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

**AYE:** Ronald D. Brown; Kim Heiman; Margaret K. Valentine; Phil Collins; Thomas E. Mischell; J. Phillip Holloman; Monica Turner; Gregory P. Hartmann

**NAY:** None

**ABSENT:** Geraldine B. Warner

Mr. Brown:

Thank you. The amendment of the coaching contract is approved. John, thank you very much for all the hard work in getting this done. We reviewed the contract and it speaks well from both sides.

Mr. Cunningham:

Thank you. There were many people involved and I want to recognize them as well, so thank you, Chairman Brown.

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**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 Cohen. Great to have you on the board, Jack.

**Graduate Student Report**

Mr. Cohen:

Thank you. Good morning and thanks again for the previous introduction. I am excited for this opportunity and cannot wait to get to meet all the members in person once we can resume more normal operations. I hope to bring some of my personal and professional experience to affect change in a positive way to continue making the University of Cincinnati the top choice for so many students from all over the world. You will find that I like to ask a lot of questions and make data-driven decisions, which make, I think, the journey is just as important as the destination. I plan to have a great 2-year term full of learnings and contributions.

I would also like to thank outgoing trustee, Christin Godale, for her commitment and service to the university throughout the last two years. She is leaving some pretty big shoes to fill but with her guidance and advice I am sure we will have a smooth transition.

I can tell from the interactions I have had with a few members of the board and their support staff that this team is full of people who are passionate about the student experience and are here to make this university a world class institution. I am proud to be a part of it.

For today that concludes my report. I plan to have something else next time around.

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Mr. Brown:

Thank you. It's great to have you here. Now I would like to call on the undergraduate student trustee, Abigail Klare. Abigail, could you please give your report?

**Undergraduate Student Report**

Ms. Klare:

Good morning Chairman Brown, members of the Board, President's Cabinet, and guests. I would like to personally welcome my colleague Jack Cohen, the newly appointed Graduate Student Trustee, to the UC Board of Trustees. I look forward to partnering with him in the year to come.

We recently celebrated thousands of Bearcats at the first ever Virtual Commencement ceremony honoring the Spring and Summer 2020 graduates despite tremendous adversity. These individuals persevered and demonstrated a commitment to using their skills and talents to be a force for good in this world. As they advance into whatever comes next—be it on stage, in business, or as a member of our nation's frontline healthcare team—I am sure these Bearcats will continue to lead and serve others.

As students new and old have made their way back to Clifton for the start of this academic year, I would like this take a moment to share a few thoughts regarding this new semester. First and foremost, I would like to thank university leadership for their hard work this summer to prepare for our return to campus. This fall marks the beginning of my fourth year as a UC student and my appreciation for this university and the opportunities it has provided me continues to grow as time forges ahead. From relationships with friends and faculty members, to enriching experiences both

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inside and outside of the classroom, I know that the University of Cincinnati community is a special one.

I understand that this fall, many things will look different than they have in the past. From remote classes to virtual student organization meetings, we will certainly not be together in the ways that are familiar to many of us. My hope today is to affirm the importance of finding ways to overcome this adversity and continue to build community on our campus. As a university, we pride ourselves on innovation and experiential learning. We must continue to operate with a goal of returning to the ‘normal’ hustle and bustle of campus, mindful of safety precautions as we work to get there. I believe our students, faculty, and staff alike are equipped with the creative minds to help welcome our newest Bearcats in ways that allow them to get a taste of the heart and soul of this UC community. Someday, hopefully soon, we will be able to unleash the full energy and promise of the Bearcat community—gathering in large groups and celebrating the wonderful joys that come with calling this place home. Be it a game in Nippert Stadium, a lecture in Zimmer Hall, or simply enjoying time with friends at student organization meetings—we will get back to where we want to be. I look forward to partnering with our university’s leaders and other students to help make it happen.

Thank you, Chairman Brown, this concludes my report.

Mr. Brown:

Thank you, Abigail. We always appreciate your very thoughtful reports. Now I would like to call on the Faculty Senate report from Dr. Greg Loving.

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**Faculty Senate Report**

Dr. Loving:

Thank you, Chairman Brown, President Pinto, Trustees and guests. It is an honor to begin service as Faculty Senate Chair, and I look forward to working with you. My deep thanks to Dr. Ris as she stepped down and gets to relax a little bit.

Faculty have been very busy in preparation for the year. As you can imagine, faculty have been working well beyond normal activities in preparation for the coming year. Many of us, myself included, are teaching online for the first time, and with a new learning management system. Research has taken on new challenges as labs adjust to new guidelines and practices. We can surely look forward to innovation arising from creative faculty in our situation of novel necessity.

Faculty have been participating on several committees at the college and university levels regarding the return to campus. In conjunction with the Provost's Office and the Faculty Enrichment Center, we held two town hall meetings to answer questions about the return to campus under Covid-19. Faculty naturally have concerns regarding the real-world practicality of the resulting guidelines, and we do have to balance good intentions and hope with a realistic understanding of human behavior.

Senate held its annual Boot Camp and first Senate Meeting on August 20. We discussed moving forward on the June Resolution and commitment to eradicate racism. We also heard reports from the *Covid-19 Remote Technology Experience* survey, the result of a partnership involving Faculty Senate, Staff Senate, the Undergraduate and Graduate Student Government, and IT. This is part of an ongoing effort to better support faculty, staff, and students as the university continues in hybrid and online modes of operations. The first ever remote Life of the Mind Lecture and Authors, Composers, and Writers celebration will be held on Tuesday, September 22 at 2:30

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pm featuring Professor John A. Lynch, author of the book *The Origins of Bioethics: Remembering When Medicine Went Wrong*.

Finally, Senate and the AAUP-UC chapter established a collaboration between our respective Budget and Priorities Committees, charged with looking at budget trends in light of Covid-19 and making recommendations to prioritize our core academic mission of the university. This full report will be out soon, but as one highlight, 2013-2020 median salaries for managerial employees grew at more than three times the rate of inflation, three times the rate of faculty salaries, and four times the rate of staff salaries.

I'll close with a phrase Deborah Merchant used during a return to campus Town Hall: *In these circumstances, we do have the opportunity to reimagine what and why we are, and we should not pass up that opportunity.*

Thank you very much.

Mr. Brown:

Thank you, Dr. Loving. Next we will have our Staff Senate report from Chris Collins.

**Staff Senate Report**

Ms. Collins:

Good morning Chairman Brown, fellow board members, President Pinto, and guests. I'd also like to wish a warm welcome to our new members, and I look forward to working with you this this year.

The Staff Senate held its first meeting of the new term on July 29 and elected new officers, and the standing committees also elected new Chairs and Co-Chairs. Please join me in

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congratulating and welcoming the 2020-2021 Staff Senate Cabinet whose names are included in my written report.

For its first action of the new term, the Staff Senate Cabinet began by discussing how we can best address Black Lives Matter. The Cabinet recognizes that the events of the first half of 2020 require us to examine our own histories, beliefs, values, and most importantly, our actions. Such an examination will truly allow us to strive closer to our vision statement, to bring an equitable diversity to university direction, helping to raise the institution to a new level of service and preeminence. We look forward to sharing the results of our discussions with you in our next report, and we recognize that these actions are a starting point. There is much work to be done, and the Staff Senate Cabinet is committed to this work.

We are also excited to announce that the new Staff Senate website on the Bearcats Landing launched on August 13. We encourage the members of the board and the university community to visit our new site for updated information and links to join our Staff Senate meetings, connect to our online office hours, and to view newly published information on pending items being considered by the Senate. Members of the university community can also use the site to submit suggestions, request to present to Staff Senate, or to sign up for news and updates. We welcome your feedback or suggestions for how we can make the new site more useful as we move forward.

Lastly, as university staff prepare to welcome students back to campus amid these challenging times, we are pleased to host Provost Kristi Nelson and Bob Ambach, Sr. VP of Administration and Finance at our Staff Senate meeting tomorrow, August 26, 2020 at 9:00 am. Please visit our new Bearcats Landing site for a link to join the meeting, and we invite members of the board and the university community to attend.

Thank you, Chairman Brown. This concludes my report.

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Mr. Brown:

Thank you, Chris. At this point in time, I'd like to call on Logan Lindsay.

**Student Government Report**

Mr. Lindsay:

Good Morning Chairman Brown, Board Members, President Pinto, Cabinet, and guests. I would also like to first welcome the new members of the board and I look forward to working with you all throughout this unfamiliar year.

As the fall semester quickly approaches us, Undergraduate Student Government is ready to capture the new academic year. We welcomed students back to campus with a message last week and are distributing reusable face masks to ensure students are prepared to follow all COVID-19 guidelines set. In this new year, as we conquer unfamiliar waters, the excitement that is circulating throughout our community can still be felt as students look forward to everything in the incredible year ahead.

In other news, on July 18<sup>th</sup>, there were two resolution bills unanimously supported by Undergraduate Student Government Senate. The first resolution condemns the decision made on July 6 by ICE regarding international student eligibility in the American higher education system. This decision, which was later reversed, poses a dangerous stance towards their eligibility as lawful residents here at the University of Cincinnati. This resolution calls on colleges to consider classwork that will ensure the continued stay and welcome of international students at the University of Cincinnati. This call is especially important following the later statement from ICE, barring first-year international students from entering the United States if they have a full course of study that is 100 percent online.

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The second resolution is to show support for the letter, '*A Call to Action for Racial Equity for the Black Community*', which was written and released by members of Undergraduate Student Government. This letter calls on the university to commit to 10 demands, including items such as the removal of Charles McMicken's name, or any alterations of it from all University of Cincinnati property; hiring six Black tenure-line faculty members, three Black psychologists for CAPS; ensuring that UCPD polices on-campus events; and making the UCPD budget more transparent and accessible. Undergraduate Student Government looks forward to collaborating with President Pinto, Dr. Marshall, Provost Nelson, college administrators, and many others, to ensure that these demands are met, all international students are welcome, and that every student can comfortably call 2600 Clifton Avenue home.

Before I conclude, I would like to recognize two individuals that have been staples amongst the UC community. The first being Ms. Nikki Moore-Hawkins, the Director of the AACRC. Mrs. Niki has spent the last 18+ years leaving a lasting impact on every student she's come into contact with and she will be greatly missed. The second being Greg Wolf, who was the UC Foundation Vice-Chair and expected incoming Chair, who recently passed on August 3. Greg is without a doubt one of UC's most proud and loyal advocates and his legacy will be carried on by so many fellow alumni, coaches, staff, and students. I send my sincerest condolences to the Wolf Family.

Thank you, Chairman Brown. This concludes my report.

Mr. Brown:

Thank you, Logan. That concludes all the reports to be made and the other business that we have to conduct today.

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**Executive Session/Adjournment of Regular Board Meeting**

Mr. Brown:

I will now call for an Executive Session. The members of the board will not be returning to conduct further business after the Executive Session. Our next regular board meeting will be held on Tuesday, October 27, 2020. It will be nice when we can meet in person and I'm looking forward to that. I'm certain most of you are looking forward to that as well.

Having no further business, may I have a motion then a second to adjourn and move into Executive Session for the purpose of discussing pending or imminent litigation; matters required to be kept confidential by federal law or regulations or state statutes, and the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official?

*Upon a motion was moved by Mrs. Valentine, and second by Mr. Mischell, roll call vote was taken:*

**AYE:** Ronald D. Brown; Kim Heiman; Margaret K. Valentine; Phil Collins;  
Geraldine B. Warner; Thomas E. Mischell; J. Phillip Holloman; Monica  
Turner; Gregory P. Hartmann

**NAY:** None

**ABSENT:** Geraldine B. Warner

Mr. Brown:

Motion carries. Meeting is adjourned and we will move into Executive Session. Thank you all very much for your time and attention this morning.

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**Adjournment of Executive Session**

Mr. Brown:

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

*(A motion was moved by Mrs. Valentine, and a second by Mr. Mischell)*

Mr. Brown:

Thank you. Executive Session is adjourned.



RONALD D. BROWN  
CHAIRPERSON



THOMAS E. MISHELL  
SECRETARY