

**UNIVERSITY OF CINCINNATI**  
**Official Proceedings of the**  
**Three Hundred and Eighty-Fifth Meeting of the Board of Trustees**  
**(A Regular Meeting)**  
**October 26, 2021**

The Three Hundred and Eighty-Fifth Session of the Board of Trustees of the University of Cincinnati was opened at 9:11 a.m. on Tuesday, October 26, 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

**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  
Greg Loving, Faculty Senate Chair;

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

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. I call the 385th meeting of the University of Cincinnati Board of Trustees to order and welcome to all of you. Since our last meeting, Margaret Peg Valentine stepped down from her role on the Board of Trustees. The university has benefited significantly from Peg's commitment to the university over the years. We would all like to thank her immensely for her years of dedicated service and support, and we will miss Peg.

It is an exciting time at UC. The university is on a roll right now with record enrollment due to the success of so many of our programs and initiatives. While we are all proud of our excellence in academics, research, and innovation, it is our outstanding football program right now, which has an incredible following on national television, and you see us shining brightly around the country right. Congratulations to our Athletic Director, John Cunningham, to Coach Luke Fickell, and the entire program for achieving the highest ever ranking in UC history at number two in the country. That is wonderful, but there are many reasons to cheer on UC and to take pride in our institution this fall. Most of our successes do not happen to showcase the university on nationwide television, but they are certainly just as worthy of recognition.

That brings me to President Neville Pinto who will share more reasons for us all to be proud of our great university.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Dr. Pinto:

Good morning, everybody, and thank you, Chairman Brown. Thank you to all our trustees for being here today. We appreciate your service to this great university. Also, I add my thanks to Peg Valentine for her long years of dedicated service to the university.

We are beginning our tenth week of the fall semester, so there are just a handful of weeks left before dreaded final exams come in. There are still about five to six weeks left, but it's coming up. It has been a truly special fall. Congratulations to our admissions team and all our colleges for working so diligently to land the class under such difficult circumstances. I am pleased to report that fall enrollment reached 46,710 students, just shy of our last year's all time historic high. Our uptown campus broke 40,000 students for the first time in the University of Cincinnati's history.

It is of course wonderful to have our students learning on campus again and getting the full UC experience. I'd like to thank the entire campus community for working so hard to follow our COVID-19 protocols. Together we have ensured that on campus learning, research, and innovation has continued despite the pandemic. I'd especially like to thank our public health response team under the leadership of Dr. Dustin Calhoun and Provost Valerio Ferme for their tireless efforts.

I'm looking forward to welcoming our alumni back to campus for homecoming on November 6, as our number two Bearcats take on Tulsa in front of another sold out crowd at Nippert. As a university, we can take great pride in the success of our football players and coaches. Their performance on the national stage has been outstanding.

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 thought I'd take a few moments to describe some of these to reflect the impact of our university. This month, UC joined the Ohio

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Supreme Court to announce the new Ohio Sentencing Data Platform. We are grateful to Ohio's Chief Justice Maureen O'Connor for her leadership and partnership on this project.

The Ohio Sentencing Data Platform Project is employing the expertise of UC's IT faculty and students to bring together disconnected criminal justice data sources across the state of Ohio to better inform decision making by judges when it comes to sentencing. This work will ultimately lead to more transparency and fairness in court cases across our state. Students and faculty of UC are developing the technology needed for court systems to share data with one another. It is already being used in 15% of Ohio's 88 counties. The effort has extremely important implications as you can imagine. My thanks to Dr. Hazem Said, the Director of the School of Information Technology, and his team for their work on a project that has extremely important implications to the fair application of laws across the state. One of the overarching goals of our strategic direction, Next Lives Here, is to solve problems that matter. Bringing equity to our criminal justice system, this is solving a problem that matters.

I was also honored to join our College of Engineering Applied Sciences Dean John Weidner and Assistant Dean Whitney Gaskins at GE Aviation in Evendale this month to help announce the next engineer's program. GE is making a 5 million dollar investment in Cincinnati to inspire more teams from underrepresented communities to pursue engineering careers. This is part of a 100 million dollar global investment by GE designed to reach 85,000 students, and UC is serving as their Cincinnati partner to help implement the program locally. We're one of four universities across the world that has been selected to launch this program.

Our faculty, staff and students are excited to welcome young and diverse students onto our campus through this program. We will do all we can to assure that time with UC leaves them

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

engaged, amazed, and inspired by what I believe is the fascinating and fulfilling field of engineering. UC partners include our College of Engineering and Applied Science, and College of Education Criminal Justice and Human Services. Each has vast experience in our community and engaging with underrepresented students of all ages. Specifically, our Next Lives Here CPS Strong Initiative is working to engage and empower Cincinnati Public School students. By aligning programs and services to ensure readiness, create access, and foster success, we can achieve educational transformation and positively impact the future of our university and our society.

You may have seen that UC Blue Ash was recently selected by the Cincinnati Business Courier as one of the Best Places to Work for 2021. I'd like to add my congratulations to Dean Robin Lightner and her entire team for building such a special culture at UC Blue Ash. The backbone of our institution is our talented faculty.

Today I'd like to introduce to you Dr. Nate Morehouse. He leads a team of biologists in our College of Arts and Sciences who are setting such topics as the evolution of sexual reproduction in insects and spiders. He is also Director of the Institute for Research in Sensing (IRIS). The IRIS Lab is a great example of the power of creative research collaboration, and philosophy supported by our Research 2030 plan. Dr. Morehouse and others are bringing together stem disciplines with the humanities, social sciences, and arts to explore sensing. In the Morehouse lab, the team tests theory by understanding mechanisms.

Dr. Morehouse is well known nationally and internationally for his scholarship. His work has been regularly featured by Science Friday, National Geographic, The New York Times, and Scientific American. The world's top media turned to him to understand the incredible complexities of insects and spiders, like the vision of jumping spiders.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Please welcome Dr. Nate Morehouse and I'm not sure if he is bringing some jumping spiders with him, but we will wait see.

**PRESENTATION**

Dr. Morehouse:

Thank you, President Pinto. It is such a pleasure to be here. Thank you for the opportunity to share with all of you about this new Interdisciplinary Research Institute that I'm leading, but by no means the only person behind it. Interdisciplinary efforts require diverse perspectives, and we have those. This is a brand-new research institute launching, thanks to Research 2030 funds. This visionary strategy is for the next decade of innovation here at the University of Cincinnati.

Before I get into what IRIS is doing, I want to give you some landmarks and the territory that we are exploring. How many of you know what part of the Mars Rover was inspired by jumping spiders? It is the eyes. Both have quite a few like the Mars Rover, but it is not just the eyes. There is a particular solution jumping spiders offer to the problem of making high resolution imaging and a very small footprint. They move their sensor retina inside the head behind the eye to improve their vision. It is the only animal that we know of that moves its retinas inside his head to see the world better. It turns out that this was a direct inspiration; for cameras on the Mars Rover that move sensors inside of the camera body to improve the resolution and give us those fantastic images of the surface of Mars that we are all enjoying.

Biology is not the only place we can go for novel solutions to our problems. How many of you have heard that the cell phone was inspired by the Star Trek Communicator, or thought maybe that it was the flip phone? It turns out that although the flip phone was inspired by the

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Communicator, it came much later than the original cell phone. It turns out it was Dick Tracy's wrist radio that became his wrist TV. That was the inspiration for the first handheld cell phone, but the point here is that sometimes the best ideas come from the imaginations of artists, literary figures, or comic book artists. Again, it is an unusual or novel outside of the box way of thinking about innovation.

The last thing that I want to talk about here is the wrist radio that many of you wear. Millions of Americans wear these Apple watches. Does anybody have an Apple Watch on right now? One of the things that Apple has really leaned into is monitoring biometric data of their customers to help you with your health outcomes. How many of you think that biometric data stays with Apple forever? No, they sell it to third party app developers. Does anyone think that data is governed by the same ethical and legal protections that is taken in your doctor's office? This is a new frontier as we begin sensing things in our world, we must begin thinking about the ethics that should govern our use of this information. This is a noble frontier, so for the Institution for Research in Sensing, it is really about these out of the box thinking ways of approaching innovation.

Here is our vision statement. You don't need to read it in its entirety here. We are interested in designing and creating and integrating the sensors of tomorrow where we are looking at natural inspiration and thinking about engineering technology. We are not only asking what is possible, but also what is good for human thriving, our planet, and we have a strong commitment to ethics. As President Pinto mentioned, we are doing this by bringing together not just science, technology, engineering, and mathematics which had been a part of this conversation at UC for decades. We are also drawing in the humanities, the social sciences, and the performing arts to create new ways

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

of thinking about these challenges. I want to briefly highlight for you who's behind this. This is the leadership team here with incredibly diverse expertise. We have a robotics engineer, a philosopher, comparative literature is represented here, as well as European studies, biology, chemistry, and ethics.

I want to tell you a few things that we are doing this year already, so thanks to the Research 2030 Fund, we have launched this fall. One of the important things that we are doing is training graduate students. Our first Graduate Research Fellowship Program cohort has started this fall with 16 students from across three colleges and nine departments. Approximately seventy five percent of these students identify as students of color and is incredibly diverse in terms of their disciplinary training and their backgrounds. They are working through a year-long series of courses team taught by some of our best faculty to think about the holistic way in which we can create new sensors and sensing technology. It starts with the imagination and the creative process with things like biomimicry moving through concept development to device development, thinking about intellectual property rights, and then beginning to really consider what happens to these technologies or strategies when they go live in the world. What are the ethical and legal implications? They are not just sitting in coursework. As President Pinto mentioned, we are trying to solve problems that matter and a key part of the curriculum is taking these two teams, putting them together in groups of four, and partnering them with external partners. This year our external partners are Kroger, Procter and Gamble, EPA, and NIOSH. Each of these external partners is providing a grand challenge facing their industry that the student teams will apply the knowledge they are learning in the coursework to develop innovative solutions in partnership with these outside organizations in order to provide innovative solutions to these challenges.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

In addition to this, there are ways that you can even get involved, so we are doing a wide range of social programming, working groups, and day-long faculty retreats. One thing that I would like to highlight is something called Alloy Discussion Series. These are cultural events, and I would describe them as discussions happening in unusual places around the City of Cincinnati bringing diverse perspectives and experts from different fields together in casual conversation on pressing or cutting-edge topics and sensing. The audience itself is meant to participate in these conversations and the first one will be at the American Sign Museum on Thursday. We also have one scheduled at the Lunken Airport Terminal, at the Swing House in Camp Washington, and at the Cincinnati Observatory. We will conduct eight of these a year. I invite you to join us as these will be great fun, they are free, and there will be performances by poets, artists, musicians, as well as this core conversation. They should be a lot of fun and engaging the public in thinking about sensing and the frontiers of sensing that folks at IRIS and at the University of Cincinnati are exploring.

We are excited to be moving into Digital Futures in about a year's time and one of the reasons we are excited about this is the interactions we will have with other interdisciplinary groups that will be inhabiting this. Our neighbors are going to be some of the best intellectual and inspiring neighbors of any location on or off campus, so we will be a part of this Digital Futures Initiative. UC is such an exciting place to be right now because it is supporting these kinds of interdisciplinary efforts.

I am happy to answer any questions you might have, but this is a broad overview of what IRIS is doing. Thanks for Research 2030.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Are there any questions?

Dr. Morehouse:

Thanks for having me. The events are free and open to the public. We do have a mailing list that we are developing. It is mostly being sent out to faculty and graduate students, as well as community partners right now. But, if you reach out to me, the IRIS email is [sensingresearch@uc.edu](mailto:sensingresearch@uc.edu), and send me an email so we can make sure that information gets distributed. We are sold out for our first event, but for other events we would love to have undergrads at them as well.

We just had a half day retreat with the leadership team yesterday. What we would like to do is pre-admit fellows to our IRIS graduate program specifically targeting students of color or from diverse backgrounds as part of our recruitment to diversify our graduate student population. We are reaching out, going to conferences that they attend, and trying to recruit them in as part of the recruitment package to bring them in on the IRIS Graduate Research Fellowship, which comes with a stipend and other perks.

We are still imagining what it might look like at the undergraduate level, but we are having co-op students that are working with us in the spring, so that is one potential mechanism. So absolutely, we are thinking about recruitment. We are not just thinking about serving those who are here, but we are rethinking about bringing those who might be intrigued and motivated to join us.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

The program is the only one in the world, especially with its unique integration of the arts, humanities, and performing arts alongside them. One of the things that is beautiful about UC is that we have one of the most diverse disciplinary campus' in the world, and our strengths, CCM, data, engineering, and biological sciences are fantastic for sensing. We are really pulling on the strengths of the university here in a way that I don't think would be possible in many institutions around the world.

Mr. Brown:

Any other questions or comments?

Dr. Ferme:

I have a comment. When Dr. Morehouse first came to me and proposed this with the rest of the team, I was immediately taken by how cooperative that team was, and I thought this is something that will succeed because the group is working together. So, I just wanted to say that from the beginning, they really took the teamwork concept to the next level and that is, I think, why it is working.

Mr. Brown:

Thank you very much, Professor Morehead and President Pinto, for the great report and it does show that Next Lives Here. Thank you very much.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

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, and Audit and Risk Management Committee began at 8:51 am and concluded at 9:10 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 9:12 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 August 24, 2021 and September 10, 2021 Regular Meeting and Special Board Meeting Minutes?

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

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

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, Audit and Risk Management Committee, and Compensation Committee at their respective meetings today, October 26, 2021.

**Academic and Student Affairs Committee Recommendation**

**21.10.26.01 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**

Mary Benedetti, EdD

Associate Professor Emerita  
 College of Education, Criminal Justice and  
 Human Services  
 School of Education  
 Effective July 1, 2021

Ann Kummer, PhD

Adjunct Professor Emerita  
 College of Medicine Department of Pediatrics  
 Effective November 1, 2021

Clifford Larrabee, PhD

Professor Emeritus  
 UC Clermont College  
 Department of Science and Health  
 Effective September 1, 2021

**UNIVERSITY OF CINCINNATI**  
**THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES**  
**OCTOBER TWENTY-SIX** **TWO THOUSAND AND TWENTY-ONE**

Robert Rapoport, PhD  
 Associate Professor Emeritus  
 College of Medicine  
 Department of Pharmacology and Systems  
 Physiology  
 Effective August 1, 2021

George Sarofeen, MFA  
 Assistant Professor Emeritus  
 College of Design, Architecture, Art, and  
 Planning School of Design  
 Effective September 1, 2021

Keith Strauss, MSc  
 Field Service Associate Professor Emeritus  
 College of Medicine  
 Department of Radiology  
 Effective October 1, 2021

Nita Walker, MD  
 Professor of Clinical Emerita  
 College of Medicine  
 Department of Internal Medicine  
 Effective October 16, 2021

Lisa Williamson, MA  
 Assistant Professor Emerita  
 College of Allied Health Sciences  
 Department of Communication Sciences and  
 Disorders  
 Effective August 15, 2021

**Endowed Chair Appointment**

Katherine Harmon  
 El and Elaine Bourgraf  
 Director of Entrepreneurial Practice  
 Lindner College of Business  
 Effective August 15, 2021 – June 30, 2023

**Endowed Professorship Appointments**

Joshua Clarkson, PhD  
 Arthur Beerman Professorship  
 Lindner College of Business  
 Department of Marketing  
 Effective October 26, 2021 – August 14, 2024

Annette Hofmann, PhD  
 Schwarm Professorship of Finance and Investments  
 Lindner College of Business  
 Department of Finance  
 Effective January 1, 2022 – August 14, 2024

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Michael Jones, PhD  
 Kautz-Uible Professorship of Economics  
 Lindner College of Business  
 Department of Economics  
 Effective October 26, 2021 – August 14, 2024

Tong Yu, PhD  
 Schwarm Professorship of Finance and Investments  
 Lindner College of Business  
 Department of Finance  
 Effective October 26, 2021 – August 14, 2024

**Endowed Professorship Reappointment**

Sidney Barton, PhD  
 John and Gloria Goering Professor in Family and  
 Private Business  
 Lindner College of Business  
 Department of Management  
 Effective August 15, 2021 – August 14, 2022

**Recommendations for Tenure or Promotion**

**From Assistant Professor to Associate Professor**

College of Medicine

Elisa Boscolo	Pediatrics	Effective 10/26/21
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**From Associate Professor to Professor**

College of Medicine

Tatiana Kalin	Pediatrics	Effective 10/26/21
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**From Instructor-Clinical to Assistant Professor-Clinical**

College of Medicine

Natalja Stanski	Pediatrics	Effective 10/26/21
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**From Assistant Professor - Clinical to Associate Professor – Clinical**

College of Medicine

Shawn Ahlfeld	Pediatrics	Effective 10/26/21
Beth Johnson	Pediatrics	Effective 10/26/21
Daniel Mallon	Pediatrics	Effective 10/26/21
Adam Vukovic	Pediatrics	Effective 10/26/21
Paria Wilson	Pediatrics	Effective 10/26/21
Jason Woodward	Pediatrics	Effective 10/26/21

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

College of Medicine

Michael Taylor	Pediatrics	Effective 10/26/21
Sara Williams	Pediatrics	Effective 10/26/21

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**From Research Assistant Professor to Research Associate Professor**

College of Medicine

William Seibel	Pediatrics	Effective 10/26/21
Xiaofei Sun	Pediatrics	Effective 10/26/21
Daniel Swarr	Pediatrics	Effective 10/26/21
Ming Tan	Pediatrics	Effective 10/26/21

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

College of Medicine

Kara Ayers	Pediatrics	Effective 10/26/21
Jamilah Hackworth	Pediatrics	Effective 10/26/21
Yueh-Chiang Hu	Pediatrics	Effective 10/26/21
Christopher Mayhew	Pediatrics	Effective 10/26/21

**21.10.26.02      Approval of New Graduate Degree – PhD in Health and Rehabilitation Sciences – College of Allied Health Sciences**

**Synopsis:** It is recommended that the Board of Trustees approve the PhD in Health and Rehabilitation Sciences in the College of Allied Health Sciences. The proposal has been reviewed and approved by the appropriate authorities.

**21.10.26.03      Approval of Academic Unit Name Change – Political Science to the School of Public and International Affairs (SPIA) – College of Arts and Sciences**

**Synopsis:** It is recommended that the Board of Trustees approve the academic unit name change from Political Science to the School of Public and International Affairs in the College of Arts and Sciences. The proposal has been reviewed and approved by the appropriate authorities.

**Finance and Administration Committee Recommendation**

**21.10.26.04      Approval of Adding UC Health, UC Physicians and Children’s Hospital to Non-Competitive Purchases List**

**Synopsis:** It is recommended that the Board of Trustees approve the addition of UC Health, UC Physicians and Children’s Hospital to the Non-Competitive Purchases List Maintained by Central Purchasing.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**21.10.26.05            Approval of Tentative Agreement Between University of Cincinnati  
And American Federation of State County and Municipal  
Employees/Local 2544, Ohio Council #8**

**Synopsis:**            It is recommended that the Board of Trustees approve the tentative agreement between the University of Cincinnati and American Federation of State, County and Municipal Employees/Local 2544, Ohio Council #8 (AFSCME).

**21.10.26.06            Approval of Tentative Agreement Between University of Cincinnati  
and Fraternal Order of Police – Law Enforcement Officers**

**Synopsis:**            It is recommended that the Board of Trustees approve the tentative agreement between the University of Cincinnati University Law Enforcement Officers and the Fraternal Order of Police, Ohio Labor Council, Inc.

**21.10.26.07            Approval of Tentative Agreement Between University of Cincinnati  
and The Fraternal Order of Police, Ohio Labor Council, Inc –  
Lieutenants and Sergeants**

**Synopsis:**            It is recommended that the Board of Trustees approve the tentative agreement between the University of Cincinnati Sergeants and Lieutenants and the Fraternal Order of Police, Ohio Labor Council, Inc.

**21.10.26.08            Approval of Tentative Agreement of Wage Reopener Between  
University of Cincinnati and The Fraternal Order of Police, Ohio  
Labor Council Inc. – Security Officers**

**Synopsis:**            It is recommended that the Board of Trustees approve the tentative agreement for a wage reopener between the University of Cincinnati Security Officers and the Fraternal Order of Police, Ohio Labor Council, Inc.

**21.10.26.09            Approval of East Campus Utility Plant Renovation**

**Synopsis:**            It is recommended that the Board of Trustees approve \$23 Million to fund the renovation of the East Campus Utility Plant to be locally funded by the utility enterprise.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**21.10.26.10 Approval of University of Cincinnati Bioscience Center Renovation**

**Synopsis:** It is recommended that the Board of Trustees approve an additional \$900,000 for the University of Cincinnati Bioscience Center project for a total design and construction cost of \$13,900,000.

**21.10.26.11 Approval of Increase to Market Pointe Dining Hall Renovation Budget**

**Synopsis:** It is recommended that the Board of Trustees approve an additional \$4.7 Million for the Market Pointe dining hall renovation project for a total design and construction cost of \$10.2 Million.

**21.10.26.12 Approval of Naming Recommendation – Mantei Center**

**Synopsis:** It is recommended that the Board of Trustees approve the name *Mantei Center*.

**Audit and Risk Management Committee Recommendation**

**21.10.26.13 Acceptance of the University's 2021 Audited Financial Statements**

**Synopsis:** It is recommended that the Board of Trustees of the University of Cincinnati accept the University's financial statements as of and for the year ended June 30, 2021, and independent auditor's report.

**Compensation Committee Recommendation**

**21.10.26.14 Approval of Employment Agreement Extension**

**Synopsis:** It is recommended that President Neville G. Pinto's employment agreement extends employment to 2027.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**Non- Committee Recommendation**

**21.10.26.15 Approval of Honorary Degree**

**Synopsis:** It is recommended that the Board of Trustees approve the nomination of Geraldine B. Warner for an Honorary Degree.

**Consideration of Action Items**

Mr. Brown:

The next item on our agenda is approval of an honorary degree. President Pinto, will you comment on this recommendation?

Dr. Pinto:

With pleasure, Chairman Brown. I am honored to nominate Geraldine “Ginger” Warner for an honorary degree. Ginger has served the state of Ohio for more than 14 years as a member of the Ohio Arts Council. She is co-chair of the Holocaust Memorial for Capitol Square, Commissioner County Park District, Secretary of National First Lady's Library, a member of the Board of the Cleveland Orchestra, the Governor's Residence and Heritage Garden Foundation, and the Green Acres Foundation. Memberships have included among others, the Cincinnati Symphony Orchestra, the Cincinnati Opera, Ensemble Theater, Caracole, the Madisonville Education and Assistance League, Seven Hills Schools, ArtsLink, and Cincinnati May Festival.

Ginger and her husband, David, led the successful capital campaign for the Taft Museum for Art. She has been recognized by the Cincinnati Enquirer as Woman of the Year and by Carol Cole with their living award.

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

She and her husband have actively supported the University of Cincinnati as members of the Circle Honor Benefactors. In addition, she has been a member of the University Boards of Friends of CCM, and Friends of Women Studies. Most importantly, she served with exemplary commitment for nine years on this board until her term expired earlier this year.

Mrs. Warner has been an outstanding advocate and friend of the institution, and she is incredibly deserving of this recognition.

Mr. Brown:

Thank you, President Pinto. I would like to say that it was an honor to have served with Ginger for eight of the nine years that she served on this board. She has made a tremendous impact on this university, and the state of Ohio. I look forward, assuming the board approves this recommendation, to seeing her honored at the Commencement ceremony this December. It would have been nice to have had her here to celebrate a little bit today. Unfortunately, she was not able to make it, but we do look forward to seeing her at the Commencement ceremony.

If there aren't any questions, I'd like to have a motion and a second to approve the honorary degree recommendation.

*(Upon a motion moved by Mrs. Heiman, and a second by Mr. Collins, roll call vote was taken.)*

<b>AYE:</b>	Ronald D. Brown; Thomas E. Mischell; Kim Heiman; Phil Collins; J. Phillip Holloman; Monica Turner; Gregory Hartmann, Jill McGruder
<b>NAY:</b>	None
<b>ABSENT:</b>	None

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Thank you. The recommendation to approve Geraldine “Ginger” Warner for an honorary degree is approved.

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 Audit and Risk Management 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 Audit and Risk Management Committee?

*(Upon a motion moved by Mr. Holloman, and a second by Ms. McGruder, 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

**NAY:** None

**ABSENT:** None

Mr. Brown:

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

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Dr. Pinto:

May I make a comment on the honorary degree?

Mr. Brown:

Yes.

Dr. Pinto:

I feel compelled to do this because, as all of you probably know, Ginger was on the board when I was appointed as president. For my entire period so far as president, she has been a very strong influence. I have learned so much from her. I can't even start to articulate all the things that I've learned both consciously and subconsciously but one thing I will focus on, and this is not known widely—it is her absolute commitment to the public good. In particular, it is public education with a laser focus on the wellness of students and their progress. This was not always apparent but was certainly clear in private conversations and is something that rooted me very deeply in my responsibility as president of this university. I do want to thank her in public for what I've learned from her and what she has done for this university.

Mr. Brown

Thank you, President Pinto. I learned a lot from her as well, so thank you. Would anyone else like to comment?

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Cohen:

I have personally learned a lot about mental health from her. I came in here not really understanding what that was all about even though I've heard the words and I thought I did. I learned a lot about what it really means to be mentally well as a student from her.

Mr. Brown:

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 Cohen. Jack, can we have your report?

**Graduate Student Report**

Mr. Cohen:

Good Morning. The first Graduate Student Government meeting of the 2021-2022 academic year was held on September 16. A Huge thank you to Dr. Christopher Lewis for continuing to provide guidance to the student population around COVID-19 best practices and clarifying topics around the vaccine mandate. Speaking from personal experience managing a large team in the middle of what is quickly being called “The Mass Resignation” by a lot of media outlets, I believe a good portion of the regrettable losses and general attrition issues could have

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

been mitigated by having the same open and candid dialog the University of Cincinnati has been having with students through faculty and staff like Dr. Lewis.

Speaking about the virus, I am pleased to highlight another great sign of our path back to “new normal.” Last week I received an email from the business school international programs announcing a study abroad option for the Spring 2022 semester. The study abroad curriculum is crucial to the development of students and it is a great way to introduce students to an important aspect of Diversity and Inclusion.

On the topic of D&I, the GSG and several other groups around campus are looking to partner with the Office of Equity and Inclusion to ideate on how to get a more diverse representation at all levels of student led organizations. The university is already taking care of the hard part by breaking records in the minority enrollment numbers. We now need to find ways to get them involved on campus. I believe that the more integration there is, the richer everyone’s experience will be. Some of these students might not feel like they can be a part of a student group because of their age, English as a second or third language, religious affiliation, or other aspects of their life they think is too different. We need to break that barrier and get them active in clubs and organizations which have been helping students’ network and grow as members of our community. I will be gladly reporting on this future partnership and will help strengthen it where I can.

Finally, now that Provost Ferme is hopefully getting settled, I would like to work with him and his office to consolidate the work in process and actions which were taken after the results of the student led professional development report and the university sponsored study. I look forward to working with you and your office this semester.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

This concludes my report. Thank you.

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, President's Cabinet, faculty representatives, student representatives, and all other guests. I hope that all of you have been doing well and have remained healthy since we last met.

During my very first board meeting, I informed you all about how I work for UC's football team as an intern to the Director of Football Operations, and my experience with the team over the past two years ever since I entered this university as a student cannot be put into words. I have enjoyed every moment of it, but what I have enjoyed the most this season is seeing the joy in the faces of our students, faculty, staff, and fans who light up the stadium on gameday. No matter what is going on in the world, or how good or bad their day was, sports tend to unify us as a place where everyone can come together and create a roaring environment filled with cheering, laughter, and overall happiness.

During the UCF game on October 16 at home, the National Championship trophy was at Nippert Stadium as a part of the yearly tour it makes across various college campuses throughout the regular season. Prior to kickoff, I approached the trophy for a photo and noticed how shiny it was and how one could easily see their own reflection. At the end of the season regardless of

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

who wins, that team and those players will not only be national champions, but the national championship trophy will reflect each and every one of those champions. This thought made me want to highlight some championship moments across our campus over the past couple of months.

Over the past few months, a group on campus called Pride at Lindner worked tirelessly to put together a week of events with various activities. The event that stood out the most was their event, Loud and Proud on the Lawn in Sigma Sigma Commons where all students could come out and have fun with peers. Another group that I would like to point out is a group known as United Asian Advocates who have been working nonstop since their organization was created. The organization holds events that raise awareness, build community, provide advocacy, and educate individuals about marginalized groups on campus. These two organizations have worked and are still working to create inclusive environments.

One of the biggest moments over the past two months was our special board meeting where the trustees in front of me granted approval to President Pinto to act upon entrance to the Big XII. I wanted to highlight this again because it was a huge day for our university, community, and city. The response and excitement of this decision and announcement has not gone away. As our athletic department works towards continuing Next Level Success, this decision alone leaves an even brighter tomorrow for our university.

Thank you all for your time. That concludes my report.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Thank you, Andrew, and congratulations on being part of the number two rated football team in the country. At this time, we will now move to the Faculty Senate report from

Dr. Loving.

**Faculty Senate Report**

Dr. Loving:

Thank you, Chairman Brown. September's activity for Senate was centered around gathering input regarding the vaccine mandate, and after coordinating with the administration and Staff Senate, it was a real bootstraps operation. We were able to survey the entire staff and faculty at the university. We received over 3,000 responses from faculty alone, with 1,000 comments from faculty as part of that, which is an unprecedented response to anything we've ever done. Faculty were very supportive of the mandate overall and of course, we made the news a few times, which is always a good thing.

After the university decided to establish a mandate, the feedback the faculty gave in the survey helped very much to craft the policies and frequently asked questions that assisted in the rollout. I would like to thank all the faculty for their diligence and thoughtfulness in the comments they left. We received some really good ideas. Although there was some skepticism from faculty about whether the feedback really mean anything, I can almost assure you that a lot of the administration including the Provost, read every response from every participant in the survey. I will point out that UC was one of the few institutions of higher education that received feedback this widely from their community as part of the decision. I know some asked why we don't just go

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

ahead and make the decision, but the due diligence and getting that community feedback and crowdsourcing a lot of those ideas and policies, I think has really benefited us as that mandate goes into effect, and it's going smoothly. I think that deserves credit, so thank you to everybody.

As October rolled upon us, Senate moved to the much more mundane activity of getting our bylaws finalized. We, like many other entities, have taken a lot of the operational bits and pieces and put it in a policies and procedures manual, and have focused the bylaws on our structure so that every time we change something, it doesn't have to come to the full board to do that. We will vote on those full bylaws at the All-University Faculty Meeting that takes place on Monday morning, and then hopefully General Counsel will be happy with all the changes we made. Those changes will be coming here to the board for a vote.

On more classically academic issues, we have begun plans along with Dean Wong and his team for this year's Life of the Mind, and Authors, Editors, and Composers event in February. We are really looking forward to this. I encourage everyone to submit what they have done and nominate someone, so we can highlight and continue to showcase the great work our faculty and staff are doing in research and in teaching. Along similar lines, the management of the Faculty Awards has recently been relocated from the President's Office to the Faculty Enrichment Center. Senate has been coordinating and assisting them as they take on management of this.

Although the pandemic challenges proceed, so does the work of the faculty at the heart of this institution. Thank you.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Thank you, Greg, 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, and guests. There is no better time to be on a college campus than at the beginning of fall semester, and many UC staff from academic advisors to residence hall coordinators, to orientation, to One Stop have been renewed by a fall that looks a little more like normal. While those are the types of staff roles that are often front and center in the student experience, the university is supported by an incredible diversity in our labor force. UC employs accountants; attorneys; American Sign Language Interpreters; blood donor coordinators; crime analysts; and electricians. UC staff are hazardous materials managers; head coaches; horticulturists; and housekeepers. We have industrial hygienists; investment analysts; marching band directors; master locksmiths; microelectronics engineers; nurse practitioners; piano technicians; plant managers; police lieutenants; preschool teachers; and psychologists. And trust me when I say, the list goes on. The incredible diversity of staff experience is not just limited to our job titles and duties, but in the many aspects of our identities that we bring with us to work every day. UC staff and our faculty colleagues are building communities here at UC around those identities and Staff Senate will be hosting at least one employee resource group to present at our regular meetings each month. So far, we have welcomed

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

the LGBTQ Faculty and Staff Association and the newly formed Disabled Faculty and Staff Association.

As Staff Senate now in its third year continues to mature, we are challenging ourselves to develop sustainable processes to assess the staff experience at UC, even with the many job titles, and the many experiences of our staff across all our identities. One tool that we look forward to utilizing is the UC Community Experience Survey, deployed under the leadership of Dr. Bleuzette Marshall to all UC faculty, students, and staff. Staff Senate sent several targeted communications to staff encouraging completion, and I am pleased to say that among those three groups, staff represented the largest average response rate across our offices and divisions. I want to thank Dr. Marshall for her commitment to working directly with the Senate on what I know will be critical conversations to understanding the experiences of our diverse staff. UC staff have the responsibility to hear the stories of members of our community, and partner with our leadership on changes to drive an increasingly inclusive and equitable staff experience.

Finally, I invite you all to join Staff Senate and President Pinto in celebration of our UC staff at our third annual Staff Excellence Awards, which will take place on December 7 at 2pm. We will have an in-person and hybrid option available. Thank you.

Mr. Brown:

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

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**Student Government Report**

Ms. Gable:

Good Morning Chairman Brown, members of the Board, President Pinto, Cabinet members, and guests. Can you believe it is already the end of October? During my first few months in the role, I was told the cautionary tale that this time moves by quick. Fast forward, I graciously have four months left serving with you all in the opportunity of a lifetime. As we approach the heart of our Fall Semester, this report will reflect on the resilience and efforts of our Bearcat Community as well as invite you all to upcoming student-led events.

I'm excited to report over the past three months our Bearcats have been working extensively to revision and strengthen our campus community. Within the Undergraduate Student Government, our Equity & Inclusion Committee collaborated with varying student organizations to create safe spaces for all students on campus during their annual E&I Week. Andrew Niese, Founder and President of Pride at Lindner, and the LGBTQ+ Center opened the door for UC to embrace and celebrate our LGBTQ+ identifying students with a week-long event for National Coming Out Day. Over three-hundred students were positively impacted through programming including the tabling of local ally companies and a Coming Out group photo. Just to name a few other notable events during this time was the Mental Health Awareness Week, Off-Campus Housing Fair, UC Farmer's Market, and Voter Registration Tabling. It is safe to say our Bearcats are back!

In terms of platform, Vice President Allgood and I hosted our first RESET Week alongside thirty groups and offices to increase self-care and rest amongst students at the end of September. We look forward to increasing our efforts and strengthening our focus for Spring Semester. The

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Career Ready Clothing Drive was held by two of Executive Directors filled several large bags of clothes that will be donated to closets around campus. Our women athletes are more prominent than ever before, we thank the efforts of Athletic Director John Cunningham and Deputy Athletic Director Anthony Di Fino for their support in this endeavor. Also, Cohort Three of Inspire, Equip, Connect Resilience Training is underway with thirty-two first and second-year women student athletes led by student athlete Camyrn Streid, and Dr. Jane Sojka.

Lastly, there is still plenty more ahead that our student body invites all Board and Cabinet Members as well as guests to attend. The Governmental Relations Summit will be held on November 9 at 6:00 pm in Nippert West Pavilion North Lounge. The Student Alumni Association, Student Government, and Program and Activities Council will be holding our first ever Bearcat Friday Block Party on November 5, 11:00 am – 1:00 pm as we celebrate Homecoming. Working hand in hand with our Fraternity and Sorority Life Leaders, we look forward to having “hosted” games to increase attendance at Women’s Basketball Games, Nursing Tribunal will be hosting a Flu Shot Clinic, and the Art & Science Tribunal will be hosting a Clean-Up Clifton event in the coming weeks.

Thank you, Chairman Brown. This concludes my report.

Mr. Brown:

Thank you, April. Are there any other comments or questions of anyone? If not, I would like to thank all the student representatives for your reports. It's so important to hear from the staff, the faculty, and the students so thank you very much for taking the time to do that. Andrew, thanks for your comment about the you how exciting getting into the Big 12 was. We did have that short

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

board meeting on September 10, and it was probably the shortest board meeting on record because it didn't take any thought of why we needed to prove that. The commitment that had been made over many years of people that came before us, put us in that position and it puts us in a top tier with respect to one part of our athletics. The university and President Pinto has made it clear we want to be in the top tier in everything we do for academics, research, innovation, and we are on our way to do that with Next Leaves Here. I just wanted to leave you with that thought and thank you President Pinto very much for everything you've done to lead us there.

At this time, I would like to move into Executive Session.

**Executive Session**

Mr. Brown:

The members of the Board will return to conduct further business after Executive Session is concluded. Our next regular board meeting will be held on Wednesday, December 15, 2021.

May I have a motion to enter Executive Session for the purpose of conferring with an attorney for the public body concerning disputes involving the public body that are the subject defending or eminent court action matters required to be kept confidential by federal law, or regulations or state statutes, and to consider the appointment, employment or compensation of a public employee or official. Can I have a motion?

*(Upon a motion moved by Mr. Collins, a second by Ms. McGruder, 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

UNIVERSITY OF CINCINNATI  
 THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
 OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

**NAY:** None

**ABSENT:** None

Mr. Brown:

The motion passed. We will move into Executive Session. Thank you.

**Adjournment of Executive Session**

Mr. Brown:

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

*(Upon a motion moved by Mr. Hartmann, and second by Mr. Holloman, 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

**NAY:** None

**ABSENT:** None

Mr. Brown:

Executive Session is adjourned.

**Reconvening of Regular Meeting**

Mr. Brown:

We will now reconvene. May I have a motion and a second to reconvene the Board meeting?

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

*(Upon a motion by Mr. Mischell, and a second by Ms. McGruder, 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

**NAY:** None

**ABSENT:** None

Mr. Brown:

Motion passed. Thank you. I will now call on Tom Mischell, Chair of the Compensation Committee.

Mr. Mischell:

The full board has met. May I please have a motion to recommend to the Board approval of the extension of President Pinto's employment agreement through 2027?

Mr. Brown:

The Compensation Committee can approve it first.

*(A motion was then moved by Mrs. Heiman, and second by Mr. Collins.)*

Mr. Mischell:

All those in favor say "aye." All opposed say "nay". Thank you. Motion passed.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Thank you. Having heard the recommendation of the Compensation Committee, may I have a motion for approval to extend the employment agreement of President Pinto through 2027 and authority or the Chair of the Board of trustees to sign the proposed agreement? By the way, the agreement will be made public since we are a public institution, but we are not going to go into all the details of the contract at this meeting.

*(Upon a motion by Mr. Collins, and a second by Mr. Mischell, 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

**NAY:** None

**ABSENT:** None

Mr. Brown:

Motion passed. Thank you. [APPLAUSE] I would just like to say the entire Board of Trustees certainly appreciates everything you have done for the university, and your strategic vision for the university. We are enthusiastic about extending this because we think that it's important for not just the university but the entire community. We look forward to you taking us to the next horizon in terms of Next Lives Here, so thank you very much for everything you do.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Dr. Pinto:

I'm overwhelmed, but thank you, Chairman Brown, Tom, and the rest of the board. I appreciate your confidence and those of you who were here in February 2017. I recall that I started on September 1, at the age of 27 in 1985 getting ready for my first class. That was it. I thought and hoped I could do a good job teaching the students here in Cincinnati. I never imagined that I would end up leading this institution. It's truly been an honor and a privilege to do that. I am so honored again to be have your confidence in me to continue to lead this institution. It's a tremendous institution. It's an asset not just to this community, but it's an asset to our nation and our world.

I never cease to be amazed by the impact that our graduates have on this world in so many ways. Just yesterday we had an event where a 2004 graduate of our economics program was recognized and welcomed into the Cincinnati Innovation District, but to me what was so profoundly impactful was the fact that this young woman could have done anything with her life and would have been successful, and probably would have made a lot of money. But what she chose to focus on with her talents was providing opportunity to others and recognizing where we had fault lines in our society and how this great university in partnership with her company now, could make a huge difference for future generations.

While I'm the president of this organization, it's the students that graduate but also very importantly, the team I have around me. I wouldn't have accomplished this without every single member of the team; past and certainly present. I think they will join me in thanking you for your confidence in us as a team and our ability to continue to lead this university to do what it has done now for over two centuries and continue to build for our world and for our society.

Thank you so much for your confidence in me.

UNIVERSITY OF CINCINNATI  
THREE HUNDRED AND EIGHTY-FIFTH MEETING OF THE BOARD OF TRUSTEES  
OCTOBER TWENTY-SIX TWO THOUSAND AND TWENTY-ONE

Mr. Brown:

Thank you and thank you again for deciding five years ago to come back to the university.

Are there any other comments?

**Adjournment**

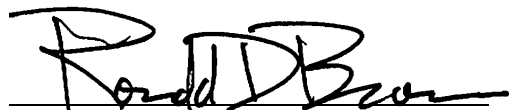
Mr. Brown:

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

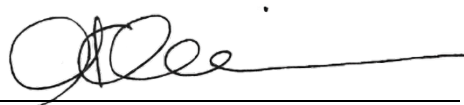
*(A motion was moved by Ms. McGruder, second by Mrs. Heiman)*

Mr. Brown:

Motion carries. Thank you. Meeting adjourned.



RONALD D. BROWN  
CHAIRPERSON



KIM HEIMAN  
SECRETARY