The Three Hundred and Eighty-First Session of the Board of Trustees of the University of Cincinnati was opened at 9:22 a.m. on Tuesday, April 27, 2021 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, Greg Hartmann, Jill McGruder

**BOARD MEMBERS ABSENT:** None

**ALSO PRESENT:** Neville G. Pinto, President; Robert F. Ambach, Senior Vice President for Administration and Finance; 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;
Mr. Brown:

Good morning, everyone and we finally have a nice spring day, which is nice. I am going to call the 381st meeting of the University of Cincinnati Board of Trustees to order.

This is an exciting time for the University of Cincinnati. Later this week marks Commencement, and we are so very proud of the Class of 2021. This class has shown great perseverance and leadership through this pandemic. They are safely reaching a wonderful milestone this week and Commencement is a proud day for so many people including the Board of Trustees. It takes a lot of hard work by certainly the students, as well as faculty. With respect to this Commencement, it took a lot of hard work and planning by a lot of people to make it a memorable event for students this year.

We do plan to hold our Commencement ceremonies in person in Nippert Stadium and we owe a big thank you to our administration and a whole team of dedicated people: the Office of Student Affairs, our Commencement Office, the Athletic Facilities Office, the Ticket Office, the Creative Services Department, as well as Public Safety. A lot of people made it happen and we
thank you very much. Let's hope we have good weather for this Commencement. Last week it snowed and there is some forecast for Thursday evening but, we'll probably make adjustments to make certain we do have the in-person event as best we can.

Well, it is a great pleasure to welcome a new trustee to our board, Jill McGruder, who was appointed by Governor Mike DeWine on February 19, 2021 to serve through 2030. Sounds like a long time doesn't it, Jill? Thank you for your commitment and we are happy to have you.

Jill serves as Senior Vice President and Chief Marketing Officer with Western and Southern Financial Group. She has responsibility for Columbus Life Insurance Company, Gerber Life Insurance Company, Integrity Life Insurance, National Integrity Life Insurance, Lafayette Life Insurance, Touchdown Investments, Western and Southern Agency, and Western and Southern Financial Group Distributors. Though it's a lot on your plate, we're glad you can take the time to devote some of that time to us.

She earned a Bachelor of Arts magna cum laude from Capital University as well as a Juris Doctor from Capital University Law School. Jill has also agreed to serve on our Audit and Risk Management Committee.

Welcome, again Jill.

Ms. McGruder:

Thank you, Ron and thank you everybody for the warm welcome. I appreciate it.
Mr. Brown:

This is also the time of year when the baton of leadership in our Undergraduate Student Government passes from the past few year’s president to a new president. So today, we bid farewell to last year's president Logan Lindsay, and welcome the new elected president, April Gable.

Logan, congratulations on your graduation this week and your upcoming job as a research and development engineer with Procter & Gamble. We are grateful for your service and your leadership. You showed very solid leadership and safely got the student body through a pandemic, so thank you for everything you did.

Mr. Lindsay:

Thank you, Chairman Brown.

Mr. Brown:

We would like to present you a gift at some point in time, hopefully we can do it in person. Our new Student Government President is April Gable, and she is part of the first all-woman slate for president and vice president to serve in the university’s student government history. Congratulations to you, April.

Ms. Gable:

Thank you so much.
Mr. Brown:

April is a double major in Communications and Interdisciplinary Studies. She is from Mentor-on-the-Lake near Cleveland. April, thank you for joining us and thank you for your leadership. We are going to enjoy working with you this coming year.

Ms. Gable:

Thank you. I'm very excited.

Mr. Brown:

At our December meeting, we noted that trustee Ginger Warner's nine-year term was expiring. Because of the pandemic, we have not been able to appropriately recognize Ginger for her many contributions over the past nine years. Today, we would like to share our official Board of Trustees resolution to thank her for her distinguished and very generous service.

Ginger is truly a renaissance woman. She has traveled the world. She obtained an Ivy League education, which is second only to a University of Cincinnati education. She became a very successful attorney and used her education and many talents and passions to make our society better, particularly with respect to the arts and education in the greater Cincinnati community, as well as the whole State of Ohio.

I can go on about many of her contributions, but I think at this point in time I'd like to read the resolution by the Board of Trustees:
Resolution of Appreciation

Mr. Brown:

WHEREAS, Geraldine B. “Ginger” Warner moved to Ohio in the 1980s, embracing the state and the Cincinnati community with her tireless ethos of service, fueled by a drive to create positive change; and

WHEREAS, this spirit of outreach led to her appointment as a member of the University of Cincinnati Board of Trustees from 2012 to 2021, a term she filled with distinction and a deep concern for the welfare of students; and

WHEREAS, her tenure exemplifies the university’s mottoes “Strength in Unity” and “Seek the Highest” with her determined yet quiet strength in questioning and pursuing what is best for the University at all times; and

WHEREAS, Mrs. Warner’s advocacy has reminded public and private partners of the profound impact of the arts and arts education throughout the State of Ohio, particularly in Cleveland and Cincinnati; and

WHEREAS, her conscious choice to build harmony, not hate, led to the visionary founding of a College-Conservatory of Music fund based on the belief that the arts challenge us to examine our own thinking and ignite conversation; and

WHEREAS, Mrs. Warner encourages better and bolder thinking wherever she serves, no doubt as an outgrowth of her own trail-blazing ways as a female lawyer in a profession then dominated by men, and today she continues to serve as a role model for both women and men; and

WHEREAS, her impact extends beyond the Bearcats community to the Ohio Arts Council, Great Parks of Hamilton County, Ensemble Theatre, Cincinnati Opera, Taft Museum of Art, Caracole, Madisonville Education and Assistance League, and many other organizations;

NOW, THEREFORE, let it be resolved that the Board of Trustees of the University of Cincinnati, a State University organized under Chapter 3361 of the Ohio Revised Code, expresses its deepest gratitude and enduring esteem to Geraldine B. “Ginger” Warner for her many years of gracious and generous altruism to the University of Cincinnati, the Cincinnati community and the citizens of Ohio.

BE IT FURTHER RESOLVED that this Resolution be spread upon the minutes of said Board and that a certified copy be presented to Geraldine B. Warner.
Mr. Brown:

We will make sure that the official resolution is delivered to Ginger. She was a wonderful member of the Board of Trustees, we will miss her but, we do wish her well.

We do have a full agenda, so at this time I would like to turn the meeting over to President Pinto for his report.

Dr. Pinto:

Well, thank you, Chairman Brown, and good morning, everybody. My thanks as well to our former trustee Ginger Warner for her service to the university and I wish her well.

Welcome trustee Jill McGruder. We're thrilled and grateful to have someone of your experience join our board. Logan, I have appreciated your thoughtful contributions as you led the Undergraduate Student Government during a year without in-person contact. I know that when you ran for president you didn't expect our meetings to be virtual. Thank you for assisting despite this. And welcome, April. Congratulations on making history with the first all-woman team. We look forward to working with you and the rest of your team throughout the year ahead.

As Chairman Brown mentioned, with Mother Nature's cooperation, this Thursday and Friday is Spring Commencement. This is our favorite milestone each year. It's a fulfilment of our greatest purpose. Our preliminary data shows that we will have a record-breaking number of graduates, with 6,866 students earning more than 7,000 degrees. We are very proud. More than 16% of graduates are first-generation college students, and 204 are from our own Cincinnati Public Schools. Graduates come from 82 countries ranging from Algeria to Zimbabwe, from all of our 50 states, and 85 of Ohio's 88 counties. Our ceremonies will be in Nippert Stadium with social
distancing enforced and a limited crowd size of 7,500 for each ceremony. As I said earlier, should the weather be dangerous, we will make appropriate arrangements.

Before students head out for the summer, thanks to the State of Ohio and UC Health, vaccination clinics were held earlier this month for our students. A vaccine clinic was also held for faculty and staff. We have announced our intentions to have greater numbers of in-person classes this fall, and plan to bring staff and faculty back to the workplace in three phases on June 15, July 6, and July 15. A new normal will take opportunities to deploy some of the lessons we have learned during this pandemic period to enhance student learning and success. We will continue to use protocols as advised by physicians and the scientific community, such as social distancing and wearing facial coverings.

As my usual practice, I have shared with the board a written report outlining accomplishments and progress achieved since the last meeting. I will speak on one of them. On April 13, we celebrated at an event hosted by Terrex Development Corporation, the topping off of our Digital Futures Building. This will be a space that adds a new dimension to our next culture of research. It will add to the Cincinnati Innovation District a facility like no other. It will be an advanced research center that leverages for the community our substantial interdisciplinary research capacity to catalyze support and drive digital transformation in our community. The building is on target for completion in Summer of 2022 and the research teams that will power this building are already formed and working to hit the ground running on opening day. Our innovation ecosystem is gaining tremendous momentum.

The Digital Futures Building is one part of an ambitious, research growth plan called UC Research 2030, launched earlier this semester. This is a key piece of our comprehensive strategy
to fulfill our Next Lives Here vision of leading urban public universities into a new era of innovation impact.

Today we have a presentation on this plan, which our Vice President for Research Patrick Limbach, will make. Please welcome Dr. Limbach.

Presentation Greetings/Overview:

Dr. Limbach:

Thank you, President Pinto, Chairman Brown, trustees, and guests. It is really a pleasure and an honor to be here to share with you the Research 2030 Plan which is part of the UC strategic direction and Next Lives Here. To start, Aleque will share a little promotional video that we made to outline what is Research 2030.

[A video was presented highlighting the Research 2030 Plan]

Dr. Limbach:

Thank you Aleque for sharing that and as you can tell, I want to thank Chairman Brown for being the voice of our Research 2030 video. It is very important that we made sure we had the sound on that, so thank you again, Chairman Brown, for the time you spent.

What I want to do is briefly share with you some important things that you heard throughout that video in terms of what is Research 2030 and what it means for the University of Cincinnati, for the region of Cincinnati, and the State of Ohio. I'm not going to read our mission or our vision here. We are really going to be focused over the next 10 years of how we take all that we have at this university. We're in R1, and that means something very special as you've heard from me before, and now it is how we pull that together to focus on solving problems that matter.
You heard President Pinto speak towards that with the Digital Futures Building, being one example. I think it is very important that we look across the whole enterprise of our research community to make sure that we are pursuing this in the right manner and that we are really focused on things that are going to be making a big difference for UC, for Cincinnati, and for all of us.

Our objectives and goals as you heard on the video are very clear. We want to gain national prominence and we are shooting to be a Top 25 public research university. There's no reason the University of Cincinnati should not be in the Top 25. We want to be known for research with impact.

How do we take what we do within this wonderful campus and the various constituencies, our students, the staff, our faculty talent and turn that out and work in partnership with the community, the business community, the nonprofit, non-government organizations, and the neighborhood communities? How do we make this a better place? How do we help transform what the world is going to look like over the next 10 years? How are we going to do this? In our drive to be a Top 25, it really comes down to talent. We need to make sure we have the best talent.

It has been wonderful, Logan. I'm going to miss working with Logan and the undergraduate students developing new programs that give undergraduate students a chance to do research. Those are the types of things we do with our students. What we do with our staff are in terms of new opportunities for staff development, and with our faculty. It is not just recruiting faculty but keeping the best here in the region. We've been doing a number of things to recognize and retain faculty, part of which we just did last week at the All University Faculty Award Ceremony.

We want to make sure that we have an infrastructure that can do 21st century research. We have already been making investments, a big investment into the College of Medicine to create a
Regional Center for Structural Biology, something that other partner institutions and other states even want to come together and work with us to create. And of course, we want to grow our Programs of Excellence. What are those things UC is going to be known for? We have to prioritize in any type of strategic plan such as research 2030, but there is no reason we can't be a destination for a number of areas that are going to be important in the future. I'll mention one that we are already well known in the state and only growing in national prominence, and that is what we do around our cybersecurity and the Ohio Cyber Range Institute.

I would also point out on the other side our research with impact that is really directing ourselves outward and asking our partners how can we help them. It is really more about listening and then responding than it is about directing them to what they should be doing. As part of Next Lives Here, we have already developed a number of programs in our Urban Futures Pathway that deal with non-profits. We have an emerging one around sustainability. Abigail Klare, I remember having early conversations with you and I will miss those conversations as well on what that sustainability piece looks like. We have been doing things with the Community Change Collaborative. There are lots of opportunities for us with all the talent we have throughout to make a difference.

Rethinking the Where is really about us understanding we have to get out from the campus and go out into the community and meet them where they are to work on those problems. I also think the Digital Futures Building is a great example of us Rethinking the Where. It is putting that out into the Innovation District right across the street from our partner in the 1819 Innovation Hub so that we can bring our corporate partners all to one place and bring our talent there to meet with them.
The Coalition for Change is what do we do to take our experts and get them out and known in the community. We have done a number of programs, which I would be happy to discuss later, that put our faculty expertise out in the forefront so others can understand how good we are and how good our research community is here at UC.

I will conclude by pointing out that this, trustees, is all part of a very big picture at the University of Cincinnati. It is aligned obviously under Next Lives Here, but I work in partnership with the Provost on strategic sizing. This is a partnership with the deans and their leadership and what the colleges are doing. As mentioned before, the Urban Futures Pathway, as you heard it in the video, and the Jobs Ohio Investments were seed funds to help accelerate the rate of change that we are going to have and the activities that we do within the Office of Research to be the best Office of Research we can be for our research institution. All of these build together as a foundation to allow us to achieve those goals of national prominence and research with impact.

With that, I thank you again for the time to share and reveal this. It has been a year in the making due to COVID, but I was so pleased and thankful, President Pinto, for you to launch this publicly last month. Again, thank you Chairman Brown for all the work you did with the team in the Office of Research to put together the video. And, I thank all the trustees for their support and their input as we have been developing this strategic plan.

With that, I will end this presentation and be happy to take any questions.

Mr. Brown:

Thank you Dr. Limbach. Excellent presentation. Any questions?
Mrs. Valentine:

You mentioned getting the faculty out into the community and the coalition. Can you give us a few examples?

Dr. Limbach:

Yes, Trustee Valentine. One example that we have done because of COVID and it is a little bit more difficult to get out in person, is over the past year we developed this program we call the Flashpoint Series. This is a partnership we have been doing with David Adams in the Innovation Hub. We brought a panel together from across the nation. One example was one of our professors in DAAP who is doing educational technology, new ways to improve reading. We brought partners from Microsoft, partners from the state government together, and we held a panel discussion on what is the future of educational technology it puts our investigators out there with national leaders. By doing it in a panel type of format, we can share that much broader than if we just held a little seminar. We want to take that concept and really expand it. As we have more opportunities to do in-person events, it is to get our faculty and other researchers out at community organization events, to be on panels, and to be part of something; not to be the focus area.

Mr. Brown:

Very good. Any other questions? It is great to be able to have these presentations again. When we moved to virtual meetings, that was one thing that we eliminated but we missed that because we learned so much from these presentations. So, thank you for taking the time to do this. President Pinto, thank you for your report as well. This was a great part of the report.
Are there any other questions before we move on to the committee reports and any comments? If not, it's time for 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, Audit and Risk Management Committee, and Governance and Internal Affairs Committee began at 9:00 am and concluded at 9:22 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 9:22 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 February 23, 2021 regular meeting minutes?

*(A motion was moved by Mrs. Valentine, 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, Finance and Administration Committee, and the Governance and Internal Affairs Committee at their respective meetings today, April 27, 2021.

Academic and Student Affairs Committee Recommendation

21.04.27.01 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

Jean Hamilton  Associate Professor Emerita  College Conservatory of Music  Department of Theatre Arts, Production and Arts Administration  Effective May 5, 2021

David Herron, PhD  Professor Emeritus  College of Arts and Sciences  Department of Mathematical Sciences  Effective May 1, 2021

Michael Kazmierczak, PhD  Associate Professor Emeritus  College of Engineering and Applied Sciences  Department of Mechanical and Materials Engineering  Effective May 1, 2021

Patricia Linhart, MS  Professor Emerita  College Conservatory of Music  Department of Performance Studies  Effective June 1, 2021

William McGraw, MM  Professor Emeritus  College Conservatory of Music
Department of Performance Studies  
Effective May 1, 2021

Mark Ostoich, DMA  
Professor Emeritus  
College Conservatory of Music  
Department of Performance Studies  
Effective June 1, 2021

James Tocco  
Professor Emeritus  
College Conservatory of Music  
Department of Keyboard Studies  
Effective May 1, 2021

Judith Van Ginkel, PhD  
Field Service Professor Emerita  
College of Medicine  
Department of Pediatrics  
Effective January 16, 2021

**Endowed Chair Appointments**

John C. Byrd, MD  
Chair and Gordon and Helen Hughes Taylor  
Professor of Internal Medicine  
College of Medicine  
Department of Internal Medicine  
Effective July 1, 2021 – August 31, 2026

**Academic Unit Head Appointments**

Matthew Kraus, PhD  
Unit Head  
College of Arts and Sciences  
Department of Judaic Studies  
Effective August 15, 2020 – August 14, 2024

Scott Tremain, PhD  
Unit Head  
UC Blue Ash  
Department of Chemistry  
Effective August 15, 2021 – August 14, 2024

**Academic Unit Head Reappointments**

Brian Adams, MD, MPH  
Department Chair  
College of Medicine  
Department of Dermatology  
Effective September 1, 2021 – August 31, 2024

William Barrett, MD  
Department Chair  
College of Medicine  
Department of Radiation Oncology  
Effective September 1, 2021 – August 31, 2027

Andrew Friedrich, MD  
Department Chair
Recommendations for Tenure or Promotion

From Instructor Educator to Assistant Professor Educator

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<tr>
<th>College of Medicine</th>
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21.04.27.02 Approval of Graduate Fellows Membership

Synopsis: It is recommended that the Board of Trustees approve the appointments for membership in the Fellows of the Graduate School. Each person has been reviewed and elected by the membership of the Fellows of the Graduate School.

2021 Elected Fellows of the Graduate School

- **Gregory Beaucage**
  Professor, Chemical Engineering
  College of Engineering and Applied Science

- **Ruxandra Dima**
  Professor, Chemistry
  College of Arts and Sciences

- **Valerio Ferme**
  Dean, College of Arts and Sciences

- **Andrew Herr**
  Professor, Pediatrics – Immunobiology
  College of Medicine

- **Jonathan Katz**
  Professor, Pediatrics – Immunobiology
  College of Medicine

- **Marianne Lewis**
  Dean, Carl H. Lindner College of Business
Peter Scheiffele  
Professor, Communication Sciences and Disorders  
College of Allied Health Sciences  

Christopher Sullivan  
Professor, Criminal Justice  
College of Education, Criminal Justice and Humanities  

21.04.27.03 Approval of New Undergraduate Degree – Associate of Science, Healthcare Support Technician – UC Blue Ash  

Synopsis: It is recommended that the Board of Trustees approve the new Associate of Science – Healthcare Support Technician at UC Blue Ash. The proposal has been reviewed and approved by the appropriate authorities.

21.04.27.04 Approval of New Undergraduate Degree – Bachelor of Arts, Environmental Studies – College of Arts and Sciences  

Synopsis: It is recommended that the Board of Trustees approve the new Bachelor of Arts in Environmental Studies in the College of Arts and Sciences. The proposal has been reviewed and approved by the appropriate authorities.

21.04.27.05 Approval of New Undergraduate Degree – Bachelor of Science, Industrial and Systems Engineering – College of Engineering and Applied Science  

Synopsis: It is recommended that the Board of Trustees approve the new Bachelor of Science in Industrial and Systems Engineering in the College of Engineering and Applied Science. The proposal has been reviewed and approved by the appropriate authorities.

Finance and Administration Committee Recommendation  

21.04.27.06 Approval of FY22 Room and Board Rates  

Synopsis: It is recommended that the Board of Trustees approve the room and board rates for the 2021 – 2022 academic year. The proposed rates represent a 3.5% increase for board and a 3.5% increase for room for the new academic year and includes the monthly rental rates for Bellevue Gardens apartments. Additionally, the proposed room and board rates are a result of the evaluation of the capital and operating needs, occupancy rates, enrollment projections, market competitiveness, and contract service costs.
21.04.27.07 Approval of Follett Bookstore Agreement

Synopsis: It is recommended that the Board of Trustees approve authority delegation to authorize SR. VP., Administration & Finance to execute management agreement for operation of UC Bookstores with Follett Higher Education Group, Inc.

21.04.27.08 Approval of Acquisition of 440 East McMillan

Synopsis: It is recommended that the Board of Trustees approve the acquisition of 440 East McMillan Street, Cincinnati.

21.04.27.09 Approval to Negotiate Sale of Central Receiving Facility at 792 East McMillan

Synopsis: It is recommended that the Board of Trustees approve the negotiation to sell the University of Cincinnati Central Receiving Facility located at 792 East McMillan Street, Cincinnati.

C. Governance and Internal Affairs Committee

21.04.27.10 Approval of Amendment to Board Rule 30-13-07 – Benefits: tuition remission

Synopsis: It is recommended that the Board of Trustees of the University of Cincinnati authorize the amendment of Board Rule 30-13-07 to expand the scope of the tuition remission benefit for spouses, domestic partners, and dependents of full-time employees.

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 Mrs. Valentine, 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; Greg Hartmann, Jill McGruder

**NAY:** None

**ABSENT:** None

Mr. Brown:

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

**Unfinished Business and New Business**

Mr. Brown:

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

**Graduate Student Report**

Mr. Cohen:

Good Morning, I would like to start my time today by re-iterating my sincere thanks to the outgoing Graduate Student Government President Parikshit and Treasurer Andrea. It was a great
experience with you working through several improvements for the Graduate population as well as the professional development report. In the same vein, I want to welcome the new executive board of the Graduate Student Government: President - Dominique Tanner, Vice President - E. Chandler, Treasurer - Aida Ramusovic, and Campus Ambassador - Austin Hall. I look forward to working with them all over the next year.

I hope, by now, everyone on this call has had an opportunity to read through the Graduate Student Professional Development Report, which was sent out Thursday, April 1. If you have not received it and would like a copy, please let me know; it is a great read.

To quote the report’s fifth page on Bringing the Bearcat Promise to Graduate Students, “Our goal is to have students graduate with a degree in one hand and a plan for their career and professional development in the other with the skills and competencies to launch a lifetime of careers.” Throughout the process we encountered many situations which conflicted with the culture and spirit the university actively tries to inspire and instill in its faculty, students, and industry partners. Most obvious was the institutional culture embedded deep within the interactions and assumptions of faculty, mentors, and advisors to be most knowledgeable, prefer, and actively push students towards careers in academia as the only viable option. On the extreme end of the scale, there were even reports of students being “shamed and guilt-tripped about taking a job outside academia.”

Even though 62% of students who were part of the survey reported having some sort of professional working experience prior to beginning their graduate program, there was a clear gap of understanding how these same students could use their degree in industry once earned. While UC does have many resources already in place the report highlights two main things: a large portion of the student population does not know how to translate the offerings into help getting a
career in their industry, and there is still more to be done to at least obtain parity with our peer universities. Unfortunately, this means that most students that take part in UCs resource only do so to get help writing a resume and direction on how to look for jobs online.

I do want to highlight a gap that is not so obvious from the report. Many companies don't seem to understand how a graduate degree differentiates a candidate. UC already does a great job showing potential industry partners how we can help them solve some of the largest or more common issues. But I do think that some effort needs to also be done to educate the same industry partners on how to evaluate the applicants on a micro scale on an individual basis.

Thank you all for giving me the opportunity to speak about a topic I am extremely passionate about and would like to continue pursuing.

Thank you. This concludes my report.

Mr. Brown:

Thank you, Jack. Any questions of Jack or comments?

Dr. Nelson:

Trustee Brown, If I could respond just briefly, I would appreciate responding to Jack's report.

Mr. Brown:

Yes.
Dr. Nelson:

Jack, thank you very much for your comments today. I’m very happy to have received the report from the graduate students, which is a nice complement to the report that our other committee did on the future graduate education year at the University of Cincinnati and have already taken steps to ask our Co-Op Office under the excellent leadership of Vice Provost and Dean, GiGi Escoe, to work on some pilots in this coming year regarding academic careers for our graduate students. She is working with three of our deans as we speak right now on the very topic you have raised. We are also exploring the concept of a career fair for our graduate students, and then thirdly, the graduate school is working on an advising plan for graduate students as well.

So, we are responding to the report and as I said, it dovetails very nicely with the other report we got on the future of graduate education. We will start to make some changes here in terms of the professional development support for our graduate students.

Thank you for bringing that to our attention. We are really happy that we have that and it actually helps us prepare a roadmap to move forward.

Mr. Cohen:

I agree and as a comment to that I am super impressed how quickly you guys have moved with some of those recommendations, so Kristi I’m not surprised. I think we all understand how quickly you tend to move, so I appreciate that. Thanks, everyone.
Mr. Brown:

Thank you, Jack and thank you, Dr. Nelson. Are there any other comments or questions? It not, I would like to move to the Undergraduate Student Trustee report by Abigail Klare.

Undergraduate Student Report

Ms. Klare:

Good morning Chairman Brown, members of the Board, President Pinto, President’s Cabinet, and guests. As this 2020-2021 academic school year draws to a close this week, with commencement set for Thursday and Friday, it is simply remarkable to consider the ways in which our University of Cincinnati community has overcome adversity like never before to get to this momentous finish line. I extend to all our Spring 2021 graduates, including and especially my friend outgoing student body president Logan Lindsey, my heartfelt congratulations as you embark towards your next chapter now as University of Cincinnati alumni.

While the hardships induced by the COVID-19 pandemic cannot ever be stated in their totality, it is with cautious and grateful hope that many of us take pause this week to celebrate the ways in which innovation, empowerment, and a true problem-solving mindset have carried us throughout this year. First and foremost, I would like to thank our university’s leadership team. To those of you on this call, and the many, many more that have been working behind the scenes all year—thank you. Thank you for empowering students to be a part of our university’s solutions to combatting the implications of COVID-19. From the positivity sparked by the #UCMyMask campaign, to widespread commitment to accessible testing, care, and now vaccinations, you have continued to equip students with the resources we need to be thoughtful, prudent community
members. You have called each of us “higher” by choosing to work with us as more than students, and instead partners in the solution—thank you.

It is with excitement and optimism that glimmers of some return to “normalcy” such as small, but safe in person student organization gatherings have resumed on campus. I especially want to highlight one that took place on April 15. The Warren Bennis Leadership Experience (WBLE) was held in Lindner Hall classrooms as one of the first in-person events in over a year. WBLE was founded in 2017 to cultivate the principles of former UC President and “Father of Leadership” Warren G. Bennis. The event this year brought in 75 of campus’ top student leaders to join in watching a recorded interview with Dean Marianne Lewis and former Unilever CEO and proud Bearcat, Paul Polman. Students then had the opportunity to break up into small groups and discuss how Polman’s advice could take effect as it relates to their respective campus activities. Utilizing a hybrid approach of in-person and online programming, the success of this event is indicative of the way innovations brought about by COVID-19 can be harnessed to deepen and widen our students’ and university’s impact.

Lastly, I am pleased to share with my fellow Board members that the search process for the next undergraduate student trustee is well underway. I am grateful and proud of the tremendous work accomplished by the Search Committee to gather interest and applications from a diverse and competitive applicant pool. I look forward to welcoming my successor at our next meeting as well as working to ensure a smooth and effective transition.

Thank you, Chairman Brown. This concludes my report.
Mr. Brown:

Thank you, Abby. That was a very good report. President Bennis was actually president when I graduated from the University of Cincinnati, so his signature is on my diploma and I am proud of that. Are there any other comments or questions for Abigail? If not, we will now move to the Faculty Senate report. Dr. Loving, your report please.

Faculty Senate Report

Dr. Loving:

Thank you. I would like to say a fond farewell to Logan and welcome April. I will probably not be surprised to see Logan popping up again and it has been great working with you, and I look forward to working with April. I also would like to welcome Trustee McGruder and a real fond farewell to Ginger Warner. It's often a challenge being a faculty member at a rural open access teaching institution as part of a selective urban research university, she sort of adopted us and made our cause hers and that is a good model for any trustee to take a few things about the university and really make yourself their champion. So, I want to thank her for that.

As we come to the end of a challenging year, we remember that we are here still doing what we are here to do—to create and spread knowledge for the good of our society and the world. Pursuant to those ends, we gathered virtually for the faculty awards on Thursday, April 22, hosted by President Pinto and Provost Nelson. Most of these awards mostly focus on faculty excellence in research and teaching and represent merely the tip of the iceberg when it comes to the quality work that faculty accomplish across the university. I would like to focus, however, on the relatively unsung work of our faculty in the realm of service to the university. We grant two awards for this each year, and I am pleased to say that former Faculty Chair Cynthia Ris and current
Faculty Senate Secretary Arlene Johnson were the winners this year. I want to look below the water, however. Faculty Senate is now in the process of its elections for a bewildering array of University Committees, Senate Committees, and Senate representatives. Just a cursory listing—Board of Trustee Representative, University Grievance Committee members, IT e-Learning Coordinating Committee, Presidential Advisory Council on the Environment & Sustainability, University Graduate Council, University Research Council, Presidential Leadership Medal of Excellence Selection Committee, Standing Committee on Conflicts of Interest, and I will not go on or this would take up my entire time—demonstrate the importance of being involved with university operations. I have only mentioned the positions that I am somewhat responsible for populating. There are so many committees at colleges. All the Search Committees have an important job to do and several of us sitting here are on the Provost Search Committee which is in process as well. This work really goes too often unnoticed at all by those outside the university, and misunderstood by those in the legislature, and under rewarded even within the university. The work we do in research and teaching however cannot take place without this important service work that many, the majority of faculty do to inform our policies and procedures. And so, a sincere thank you to all those who pitch in.

Though it's natural to kind of look behind this at the year we've had, I really can't help but look ahead. We have pulled together this year in really unprecedented ways and I think we are ready to take this attitude into the future and into a future that despite everything frankly looks bright. We are in the midst of this Provost search to pick the next conductor of our academic orchestra, which is a very critical position. Graduation is once again on us and that marks the success of thousands of our students which is really why we are here.
I would like to thank everyone involved in all those endeavors and thank you to the board for all you do as well and wishing us all a future that we make and the future that we can be happy with.

That concludes my report. Thank you.

Mr. Brown:

Thank you, Greg, for your report. Any questions or comments for Dr. Loving? Hearing none, we will move to the Staff Senate Report by Chris Collins.

**Staff Senate Report**

Ms. Collins:

Good morning Chairman Brown, fellow board members, President Pinto, and guests. I would also like to welcome Trustee McGruder, and April, and congratulations Logan. It has really been a pleasure to serve with you on this and many other committees, so I wish you all the best.

At our last meeting, we announced the inaugural Staff Professional Development Week, which was held on March 1-5 in partnership with Human Resources, the Staff Success Center, and Be Well UC. The event was an overwhelming success thanks to the hard work of our partners and the Staff Senate Communications & Recognition Committee and IT Committee, who organized and supported the event. There were 1,769 session attendees in total and 774 unique participants, which averaged out to more than 100 faculty and staff attending each of the 12 breakout sessions. We are grateful to Bob Ambach for his wonderful opening remarks and would like to thank Tamie Grunow and HR for a great partnership and such a successful program.
The Remote Work Operations Advisory Committee has also been hard at work. The committee selected University Hall and the staff members who work there as an initial case study based on the high percentage of administrative and remote staff. The committee has completed an analysis of 123 comments submitted to the committee website. We conducted interviews and focus group sessions with more than 48 VP/AVPs and Directors and analyzed results from a detailed survey sent to University Hall employees (61% response rate). The committee’s final report and recommendations will be submitted to senior leadership later this month.

Additionally, both the Governance Committee and the Membership and Election Committee have been working on increasing staff senate representation on university committees and governance groups. The Membership and Election Committee has created a form for campus community members to request representation from the Staff Senate, and they also appointed two senators to the Juneteenth Working Group being led by the office of Equity, Inclusion & Community Impact. And two staff members to the newly formed Advisory Committee for Parking. The Governance Committee submitted recommendations that were then passed by the full Staff Senate to request representation on several university committees, which will be sent to the respective offices or committee chairs for consideration.

Lastly, the IT Committee and Membership and Elections Committee are preparing for this year’s Staff Senate election, which will be held May 1-14. The IT Committee has completed updates to the election system to prepare the online ballots and make the voting process easier for staff. Over 200 nominations were submitted this year and we look forward to reporting the results of the election at the next meeting. More information about the upcoming election will be posted to our Bearcats Landing site soon and we encourage all staff to vote for their representatives for the next 2-year senate term.
Thank you, Chairman Brown. This concludes my report.

Mr. Brown:

Thank you, Chris for a very good report. Any questions or comments? If not, it's now time for the report from the Student Government President.

April can we have your report?

**Student Government Report**

Ms. Gable:

Good Morning Chairman Brown, Board Members, President Pinto, Cabinet, and guests. As we find ourselves navigating unchartered waters into a hopeful summer and fall semesters of a greater degree of normalcy – I am honored to serve on this board. On behalf of students, I thank you all for your efforts, compassion, and dedication to the Bearcat Community. To start, I want to thank Logan Lindsay for his care throughout my Student Government experience. If it were not for your guidance and direction, I would have not taken this leap of faith to achieve this goal.

Upon election results in the first week of March, Vice President Taylor Allgood, Logan Lindsay, Karl Dierking, and I began the process of transitioning into these new roles. As we met, we set the standard to develop a high degree of diversity and inclusion through approaching recruitment efforts by regularly reviewing our 2020 Demographic Report data. Through the creation of new director positions including Director of Regional Relations, Director of Philanthropy, and Co-Directors of Cultural and Ethnic Affairs, I am excited to welcome new voices to a seat at the table. We have successfully concluded our recruitment process this past week and are thrilled to swear in our newest members.
As this past year has presented circumstances like no other before, there is a need to give power back to students. By focusing on student involvement, academic opportunities, and the little things that make the college experience that much better, Gable + Allgood dedicated our campaign and the current term to the campus experience lost over the last year. The next steps of UC define the legacy of its current students. Together We Will create a campus accepting and celebrative of all. Through this platform, we intend to continue to advance our students’ reach to campus resources and centers. Taylor and I take the notion of being UC’s first-ever all-woman slate with enthusiasm to redefine the relationships amongst faculty, staff, and students.

To conclude this report, I am excited to highlight several of the initiatives USG has supported and attended in the first month of our term. Taylor and I have had the honor of attending the Warren Bennis Leadership Experience alongside 98 fellow student leaders. To boost morale for the Finals Season, USG partnered with Resident Education Development to hold a Graeters Ice Cream truck for on-campus residents. We assisted in advertising student access to the COVID Vaccine and it is evident that students are appreciative of UC’s efforts. These initiatives are the beginning of all that we intend to accomplish during the 2021-22 academic year.

I once again want to thank each member of this board for this opportunity to serve the Bearcat Community.

Thank you, Chairman Brown. This concludes my report.
Mr. Brown:

Thank you, April, for a very good report. And Logan, we again wish you well and much success and we can't wait to be with you in person to provide a gift to you when we can. Logan, I don't know if you have any remarks that you would like to share at this time, but you are welcome to do so.

Mr. Lindsay:

Thank you, Chairman Brown. I will keep this brief, but throughout the year you have heard updates from me regarding student government, but I failed to mention those that have supported me along the way and making those things come to fruition. I just really quickly wanted to highlight my executive board that have throughout their roles serve 15-20 hours a week in enhancing the student experience along my side. I just want to highlight Connor Herbert, our Internal Holdover Senator; Karl Dierking, my vice president; Teja Bollimunta, External Holdover; Treasurer, Isaac Smitherman; and Speaker of Senate Sivani Alla. Without them this year would have been much harder than it was, and I am forever grateful for them and their leadership and making sure that this administration was arguably a successful one.

So, thank you, Chairman Brown. That will conclude my remarks.

Mr. Brown:

Thank you for your very good leadership during this very difficult year. Are there any other comments or questions of anyone? If not, at this time I would like to move into Executive Session.
Executive Session

Mr. Brown:

The members of the Board will not return to conduct further business after Executive Session is concluded. Our next regular board meeting will be held on Tuesday, June 22, 2021.

May I have a motion to enter into Executive Session for the purpose of discussing pending or imminent litigation; and matters required to be kept confidential by federal law or regulations or state statutes?

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

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

**NAY:** None

**ABSENT:** None

Mr. Brown:

The motion passed. We will move into Executive Session. Thank you to all who attended the meeting today.

Adjournment of Executive Session

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 Mr. Mischell, second by Mrs. Valentine)*
Mr. Brown:

Motion carries. Thank you very much. The meeting is adjourned.