

UNIVERSITY OF CINCINNATI
Official Proceedings of the
Four Hundred and Tenth Meeting of the Board of Trustees
(A Regular Meeting)
December 17, 2024

The Four Hundred and Tenth Session of the Board of Trustees of the University of Cincinnati was opened at 9:18 a.m. on Tuesday, December 17, 2024, 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*.

Phil Collins, Chairman of the Board of Trustees, presided.

Mr. Collins asked that roll be called.

BOARD MEMBERS PRESENT: Phil Collins; Ronald D. Brown; Monica Turner;
Gregory Hartmann; Jill McGruder; Shelly Gillis;
Kerry Byrne

BOARD MEMBERS ABSENT: J. Phillip Holloman; Steve Boymel

ALSO PRESENT: Neville G. Pinto, President;
Patrick Kowalski, Senior Vice President for
Administration and Finance;
Kristi Nelson, Interim Provost and Senior Vice
President, Academic Affairs;
Lori Ross, General Counsel;
Greg Postel, Sr. Vice President for Health Affairs
Joseph Cortas, Undergraduate Trustee;
Joseph Lampton, Graduate Trustee;
Madison Wesley, Student Body President
Tamika Odum, Faculty Senate Chair;
Lindsey Mills, Faculty Senate;
Melanie Kroger-Jarvis, Faculty Senate;
Brandi Elliott, University Staff Senate
Nicole Blount, Executive Director of Board
Relations;
and the public

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(Prior to the Board Committee Meetings and the Regular Board Meeting, Chairman Collins began the proceedings at approximately 8:30 a.m.)

Mr. Collins:

Good morning, everyone. I'd like to call the 410th Meeting of the University of Cincinnati Board of Trustees to order. Thanks to everyone for being with us today. I want to note that Steve Boymel is ill today, and Phil Holloman will not be joining us for the meeting.

I have to start by acknowledging that it's a bittersweet moment for me as this is my final official board meeting. I'll have more to say about this at lunch today, but I'd like to share with all of you my heartfelt thanks to the board, President Pinto, UC leaders, and staff members I've worked closely with over these last nine years. I have to tell you it's been a special privilege for me to get to serve my beloved alma mater as a Board of Trustees member, including these last two years as Chair. I'm grateful for the confidence that you all placed in me to take this role and for your partnership over these years. While it's been challenging and required considerable time and energy, the reward has been twofold. First, it's been building relationships with wonderful leaders such as all of you. Second, it's been fun to watch the university's astounding progress during this time. There's no doubt UC has taken its place among some of the top universities in the nation particularly over the last several years under President Pinto's Next Lives Here strategic direction. I feel confident this trajectory will continue under his and your continued leadership.

I also want to say what a privilege it was to participate in the Commencement on Friday. Seeing our graduates walk across the stage and stride into their future is one of my favorite parts of the job. It's incredibly uplifting. It was also great to have a chance to recognize our former colleague Kim Heiman with an honorary degree.

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Finally, let me welcome the Interim Provost Kristi Nelson. I know President Pinto will have more to say about her, but Dr. Nelson, it's wonderful to have you back at this table. Thank you for your continued service to UC and your willingness always to step up when called upon.

That brings us to President Pinto's report. President Pinto, would you please share your report?

Dr. Pinto:

Thank you, Chair Collins and good morning, everyone. Chair Collins, I know we have an event later today where we will be able to officially express our gratitude for all you've done, but I want to take a moment here to say thank you on behalf of the university, and thank you personally for your commitment to this university. It's been a lifelong commitment. I was going to say it's capped with the completion of your term on the board as Chair, but I know you will find a way to stay connected to the university. I am very grateful for all that you have done, and you've truly been an exemplary individual with respect to the long connection that you have had with this university from being a student in your freshman year here all the way to the Chairman of the Board. Thank you and we are truly grateful.

Mr. Collins:

Thank you. You've made it easy with your leadership over recent years.

Dr. Pinto:

Again, good morning to everyone and thank you for being here. To the trustees, we appreciate your commitment to our institution, time, and energy you give. I'm also grateful to our

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Interim Provost, Kristi Nelson joining us at the table today. Kristi is certainly very experienced at sitting at this table in this position and leading our academic enterprise. Many of you know that her entire academic career was at the University of Cincinnati. She did 36 years as a faculty member and she is an art historian as well as an academic, but also has been involved in university administration for multiple decades.

I would like to express my gratitude to her for exemplifying what a faculty member of this great institution does for its institution. This is actually the second time I've asked her to come back from retirement and help us get to transition and she has gratefully done it. The first time she did this was in 2017 when I started my presidency, and she was my first Provost and did extremely well. I told her I would need her for three years and managed to get her to do four. She has struck yet again and thank you, Kristi, for serving this great institution.

One of Kristi Nelson's responsibilities is to chair the Search Committee for the next Provost. Our goal is to have this person in place by June 1. This hire as you know is vital to our aspirations to be a leading public university in this country. This person will lead us in fulfilling our academic mission and will be responsible for executing the academic pathways in our Next Lives Here strategic direction. We have a very talented and dedicated Search Committee in place for this recruitment with broad representation from across our academic community.

We have also employed a search firm, Greenwood Asher and Associates, to assist us with the search. They are a premiere education executive search firm within the United States. Greenwood Asher has already held sessions on campus to gather valuable input about what our constituents would want to see in the next Chief Academic Officer.

As we reach the end of the semester, let me comment on our dedicated faculty and staff for their outstanding efforts to educate our students. Their impact was evident in the Commencement

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ceremony Friday, December 13 when we awarded 2,660 degrees in which 249 of these were associate degrees, 1,130 baccalaureate degrees, 1,171 master's degrees, 106 doctorate degrees, and 4 professional degrees. This is the largest number we've ever had for fall Commencement. The graduation numbers are steadily increasing for two key reasons, and this doesn't happen by accident. We have continued enrollment growth through the semester with 53,000 students, and we are committed to the success of these students. Our student success initiatives are showing results. Early data indicates that we have reached a record graduation rate of 75 percent. This is a 3.5 percent increase over the last year.

This semester we've also taken major strides in relation to our university wide digital transformation initiative. This initiative will leverage the latest advances in digital technologies to reimagine core academic and business practices and systems. I'd like to specifically highlight our advances in employing artificial intelligence. The AI Enablement Community of Practice is a pivotal initiative that harnesses the collective expertise of the university community. This initiative is designed to advance AI innovation and application across the university and the broader community focusing on teaching and learning enterprise AI research and fundraising. Digital Technology Services, under the leadership of Bharath Prabhakaran is working with vendors to set up private large language models to ensure access to technology. The first is BearcatGPT, a Microsoft Azure Open AI pilot that provides the university with a unique opportunity to explore Open AI GPT in a private UC only environment. I can't emphasize how important that is to accomplish. We are certainly on the leading edge with respect to other universities in this area. Use cases include teaching, learning, research, responsible AI, and process automation. We have also set up a structure of working groups to help guide us in the future implementation of AI including teaching and learning in research group, one in inclusion, ethics, and community, another

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in enablement and process automation, and AI policy and guidelines. In addition, we have deployed AI Chatbots to explore a more positive experience by our students in the area of enrollment and housing. Stay tuned. There's much more to come in this area.

Next, I'll touch base on the recent major developments related to the Cincinnati Innovation District or CID, as we call it. As you know, UC has led this effort with its partners in the Uptown Consortium which are UC Health, Cincinnati Children's, and the Cincinnati Zoo. You may recall the CID was launched with an announcement by Governor DeWine in 2020 and a \$100 million dollar investment from Jobs Ohio. UC has progressed in its advancement of the Cincinnati Innovation District to the establishment of the 1819 Innovation Hub. More than 20 companies and organizations are located at our new resource for our students and our faculty.

We just recently announced the partnership with Microsoft who will now be in the building, but today we'll see another announcement. US Bank has now established an office and it's one of the largest banks in the country headquartered in Minneapolis. We've also constructed the Digital One Futures Building, with over 20 interdisciplinary research labs. We have substantial expansion of its research portfolio and progressive growth of our step programs to build out the talent pipeline.

All of this is now complemented by two recent developments. First, Cincinnati Children's has announced its purchase of the Digital Futures Two Building, which will house 20 researchers and create over 100 jobs. Second, the Uptown Consortium is set to realign its structure in full support of the Cincinnati Innovation District vision.

Later this week the Consortium is scheduled to approve an agreement with the Port of Greater Cincinnati Development Authority. The Port under the leadership of Laura Brunner has

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deep experience in building out business districts, and this capability in concert and priorities of the Consortium are expected to greatly accelerate to develop into the CID.

Let me close by thanking Dr. Tamika Odum and the Faculty Senate for giving me the opportunity to present during the All University Faculty Meeting held December 5 and share our progress toward our major goals for our UC community.

I have distributed to you a report that presently highlights the accomplishments of our faculty, students, and our staff. I hope you will take time to look it over as there are really an impressive set of accomplishments listed here and, again, I say that it is a curated list from a much larger list of very great accomplishments.

Let me move on to today's presentation. Today's presentation is on our Adapted Athletics Program, and I'd like to introduce our special guests who will present on this program. Jacob Counts is UC's new Adaptive Athletics Coordinator, bringing in over 25 years of experience in adaptive sports. As a collegiate wheelchair basketball player, Jacob had a distinguished career winning national titles for the University of Wisconsin at Whitewater and representing Team USA at the 2008 Paralympic Games Division China. Jacob is working with the Accessibility Resources Office and Student Affairs to launch the Adaptive Athletics Program at UC. Accompanying Jacob is a UC Blue Ash student, Logan Cover and CECH student Jaime Mazzi. Logan is a first-year student studying pre-middle childhood education and Jaime is a senior studying substance abuse counseling.

In addition, we'll hear from Dr. Victoria Heasley, Assistant Professor in the Department of Orthopedics and Sports Medicine, Clinical Neurology and Physical Medicine and Rehabilitation, and Biomedical Engineering. The specialty is in Adaptive Sports Medicine and Adaptive Sports

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Equipment Design and Development. Additionally, she spends time working with multidisciplinary research and adaptive athlete biomechanics.

Please welcome Jacob, Logan, Jaime, and Victoria. [Applause]

PRESENTATION

[A copy of the Presentation is on file in the Office of the Board of Trustees]

Dr. Heasley:

Thank you all so much for the introductions. I'm Dr. Victoria Heasley.

Mr. Counts:

I'm Jacob Counts.

Dr. Heasley:

We are the two founders of the UC Adaptive Athletics program. This has been our dream for so many years. We're excited to see this and also very glad to be here and talk to you today about it. Our objectives for today's discussion are to define adaptive sports, review the benefits, discuss the adaptive sports program and how we developed it, and examine the UC Adaptive Sports Clinic and how it brings together many areas of UC.

Mr. Counts:

What are adaptive sports? Adaptive sports and fitness include competitive and recreational sports for people with disabilities. Adaptive sports are created by modifying the rules or equipment of existing sports or by creating new sports.

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Dr. Heasley:

When we were starting this, our vision was and is to create an inclusive, supportive, and competitive athletics community here at UC where our students of all abilities can thrive.

Mr. Counts:

The Cincinnati area has a fantastic adaptive sports culture especially for middle school and high school students. We have incredible team programs like Cincinnati Dragons Wheelchair Basketball, Icebreaker Sled Hockey, as well as strong individual sports programs like wheelchair tennis with the Cincinnati Tennis Foundation, and athletes competing in seated track and field through the High School Athletic Association.

Over the last five years these programs have grown tremendously producing athletes who've gone on to compete collegiately at schools like Arizona, Alabama, Auburn, Illinois, Wisconsin, Whitewater, and Missouri. For all the success there's been a big gap. Until now we've not had a way for these athletes to stay local, and that's where UC Adaptive Athletics comes in. We're giving our hometown athletes the chance to stay home while also being able to track students from across the region, the country, and even internationally.

Dr. Heasley:

Because of the strong adaptive sports community and offerings here in Cincinnati, due to the Bridge Adaptive Sports and Recreation, UC had the opportunity to grow UC Adaptive Athletics. This list demonstrates the huge varieties and offerings we have in Cincinnati already. The exciting thing at UC is that we're starting with two more individualized sports, so we started with adaptive track and field and wheelchair tennis.

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Mr. Counts:

We knew there was a gap in opportunity for disabled students and with The Bridge's strong connection to UC, it felt like a natural place to start. From the very beginning we have incredibly positive conversations with the university. Heidi Pettyjohn was one of our first champions agreeing to house the program in Accessibility Resources and working side by side every day to build a new program from the ground up. I knew Heidi was for real when after one of our first meetings, she said, "we're going to do this." The first adaptive athletes are going to be Bearcats; not Musketeers or Norsemen. They're going to be Bearcats.

Nicole Mayo was instrumental in providing support and guidance. Jack Miner is key in helping us be competitive in recruiting space. Andre Seoldo and his team, and Coach Toth have been amazing helping us navigate facilities and put the actual sports programming into action. For someone coming from outside of UC, I've been genuinely impressed by how many different people from different departments have come together to make this first season a reality.

Most importantly, we wouldn't be here without our student athletes. This fall we had three student athletes. Seth Miller was a true freshman who came to UC as an athlete but didn't know he could come here and be a student athlete. Once he and I connected, we were able to take two separate parts of his life and bring those together. Then we have Logan Cover here with us. Logan is a perfect example of the talent we developed locally. Logan started playing with the Cincinnati Dragons when she was just 8 years old.

Next, we have Jaime Mazzi. Mazzi has been a long-time teammate and friend of mine in college and Team USA, and I proposed the idea to Mazzi to come back to school, finish your degree, and help us set that high athletic standard for UC Athletics. Mazzi was quick to get on

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board and seize the opportunity. We're excited to have his leadership and talents as part of our program.

One thing I wanted these athletes to do was share what was the most important part of the program for them. Logan, would you tell us what's the most important part of UC Adaptive Athletics to you?

Ms. Cover:

It is so important and special to have a local option for athletes coming out of high school. Being able to compete in collegiate athletics while staying close to home and my support system means a lot to me. I am proud to be a Bearcat and excited to help pave the way for athletes from the Dragons and other local programs to become Bearcats as well.

Mr. Counts:

Thanks, Logan. Mazzi, would you share with us what you feel is the most important part of UC adaptive athletics?

Mr. Mazzi:

This is a unique opportunity to earn my degree in a field I am passionate about while also pursuing adaptive athletics which I am also passionate about. I am honored and grateful for being a part of something new at UC from the beginning and helping it grow.

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Dr. Heasley:

Thank you, Mazzi and Logan. Let's make UC an adaptive sports hub. UC Adaptive Athletics gives us the opportunity to tie everything together so we can have a great impact across campus, Greater Cincinnati, and beyond. Across campus, this continues to help increase visibility as well as offer a lot of hands-on opportunities for students in many different colleges. We can continue to offer the classes and expand on those with adaptive sports focus in the College of Engineering, Allied Health, and Exercise Science. For the Greater Cincinnati area, we hope to continue to entice students to choose UC but also recruit students around the country to come to Cincinnati.

The other exciting thing is the impact we have beyond. We're now a Big 12 school and the only competitive program within four hours. We also have a broad reach already with our intercollegiate and interdepartmental research in adaptive sports and one of three sites for the National Adaptive Sports Research project we're involved in. All of this gives us the opportunity to set the standard for inclusive excellence, and we can teach students how to integrate it into their careers and lives and have an impact on a more inclusive world.

To show how we are integrating campuses to bring care to these athletes, I want to talk about the UC Adaptive Sports Clinic. It's a one-of-a-kind disciplinary clinic where we talk to people and patients who have all abilities who cannot fully or comfortably participate in typical sports and recreation. The goal is to make sports accessible and possible for everyone. In the clinic we have people of all abilities come, and we help to evaluate and develop a plan of what is possible for them, and we make that reality by getting them involved in local teams, local programs for their sport, or give them equipment they might need to participate in their sport.

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We also will see adaptive athletes when they have sport specific injuries and come up with treatment plans and rehabilitation protocols to get them back to their sport as fast as we can. Something that's common in the adaptive sports world is that in the equipment, it is really unique and not one size fits all, so we use this clinic as a space where we collaborate with me, physical therapists, occupational therapists, and UC engineering students to design, develop, and build adaptive sports equipment solutions. We are able to give these things to our patients and get to see them use them and make that sport possible for them. This clinic is exciting and we're expanding to other students with other disciplines as well.

Mr. Counts:

We've incorporated athletics in many areas of UC and we're excited to continue to make UC an adaptive sports hub.

Thank you. [Applause]

Dr. Pinto:

Thank you. Are there any questions?

Questions:

There are a number of universities. Are there any Big 12 schools in the adaptive athletic program?

Dr. Heasley:

Technically, we snuck in before the Big 12 included the University of Arizona. So technically, we are the first Big 12 adaptive athletic program.

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Are there good size programs out there?

Mr. Counts:

There are some fairly large adaptive sports programs, and for our plans, our wheelchair tennis having a team of five to eight athletes is realistic. Track and Field can have similar numbers and most of us come from a wheelchair basketball background in Cincinnati. It would be amazing to have a collegiate men's and women's program for wheelchair basketball as well. There are many areas for growth which is why it's exciting to get things going and get that first season officially under way and get things started.

Dr. Pinto:

Well, thank you so much for being here today. We appreciate it. Chair Collins, that completes my report.

Mr. Collins:

Thank you, President Pinto. I want to add my thanks to the team from Adaptive Athletics. I never cease to be amazed at the amazing things happening across this wonderful university.

We will now proceed with our committee meetings.

THE BOARD COMMITTEE MEETINGS

(Proceedings of the Board committee meetings are contained in the respective committee meeting minutes, which are on file in the Office of the Board of Trustees.)

The Academic and Student Affairs Committee, Finance and Administration Committee, and Governance and Internal Affairs Committee began at 8:58 am and concluded at 9:18 am.

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Mr. Collins:

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 was convened at 9:18 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. Collins:

Are there any additions, corrections, or deletions to the Minutes? Hearing none, may I have a motion and a second to approve the October 22, 2024, Regular Meeting Minutes?

(Upon a motion moved by Mrs. Turner, and second by Mrs. McGruder, a roll call vote was taken)

AYE:	Phil Collins; Ronald D. Brown; Monica Turner; Gregory Hartmann; Jill McGruder; Shelly Gillis; Kerry Byrne
NAY:	None
ABSENT:	J. Phillip Holloman; Steve Boymel

Mr. Collins:

Thank you. The Minutes are approved.

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Additional Action Item

Mr. Collins:

Our next recommendation is the approval of a Title Change for Senior Vice President for Health Affairs and Dean. President Pinto, will you comment on this recommendation?

Dr. Pinto:

Thank you, Chairman Collins. The new title is Executive Vice-President of Health Affairs in the College of Medicine. As you know, Greg Postel joined us as rank of Senior Vice President of Health Affairs and Dean of the College of Medicine. In the time I've been here, I've learned a lot about how our health system operates and the responsibility from the university's perspective in ensuring we have a healthy system that supports the mission of the university and that it is vitally important to UC. That responsibility is a lead responsibility within my team, so I believe it's appropriate in this case to elevate the position from Senior Vice-President to Executive Vice-President for Health Affairs at the university. The extent of the responsibility is to ensure the academic mission is met, but also includes the clinical affairs of the university, and so it bridges the leadership of the university with the leadership of UC Health. I'm happy to recommend and request board approval.

Mr. Collins:

Thank you. It is now time to vote on all the items. The full board has been present at the committee meetings held today and has received the recommendations of the Academic and Student Affairs Committee, Finance and Administration Committee, Governance and Internal Affairs Committee, and the Non-Committee Item.

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May I have a motion to approve all the recommended items?

(Upon a motion moved by Mr. Byrne, and a second by Mr. Brown, a roll call vote was taken.)

AYE: Phil Collins; Ronald D. Brown; Monica Turner;
 Gregory Hartmann; Jill McGruder; Shelly Gillis; Kerry Byrne

NAY: None

ABSENT: J. Phillip Holloman; Steve Boymel

Mr. Collins:

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

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, Compensation Committee at their respective meetings and non-committee recommendations, today,

December 17, 2024.

A. Academic and Student Affairs Committee

24.12.17.01 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

Thomas S. Breen, MEd

Annual Adjunct Professor
 Emeritus UC Clermont College
 Department of Social Sciences
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Cynthia A. Crane, PhD	Associate Professor Emerita UC Blue Ash College Department of English and Communication Effective January 1, 2025
Heather Duncan, PhD	Professor Emerita College of Medicine Department of Internal Medicine Effective October 1, 2024
Irene Hamrick, MD	Professor Emerita College of Medicine Department of Family and Community Medicine Effective November 2, 2024
James Kellaris, PhD	Professor Emeritus Lindner College of Business Department of Marketing Effective January 1, 2025
Robert E. Miller, PhD	Annual Adjunct Professor Emeritus UC Clermont College Department of Social Sciences Effective May 1, 2024
Gary Roselle, MD	Professor Emeritus College of Medicine Department of Internal Medicine Effective October 31, 2024
Deborah Trotta, MSN, MEd, RNBC	Professor Emerita UC Blue Ash College Department of Nursing Effective January 1, 2025
Lisa West-Smith, PhD	Adjunct Associate Professor Emerita College of Medicine Department of Psychiatry and Behavioral Medicine Effective November 2, 2024

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Endowed Chair / Professorship Appointment

Zeynep Gursel Ozkurt, MD

Mary Knight Asbury Chair in Ophthalmic
 Pathology and Ocular Oncology
 College of Medicine Department
 of Ophthalmology
 Effective December 1, 2024 – August 31, 2029

Unit Head Appointments

Kimberly Jacobs-Beck, PhD

Unit Head
 UC Clermont College
 English, Languages and Fine Arts
 Effective January 2, 2025 – August 14, 2028

Debra Way

Unit Head
 UC Clermont College Department
 of Business and Law
 Effective January 2, 2025 – August 14, 2028

B. Finance and Administration Committee

24.12.17.02 [Approval of the 2024 State of Ohio Efficiency Report](#)

Synopsis: It is recommended that the Board of Trustees approve the 2024 State of Ohio Efficiency Report In accordance with House Bill 64 (Section 369.550), which requires each public institution to complete an efficiency review and submit their implementation plan to the Ohio Department of Higher Education

24.12.17.03 [Approval of Tentative Agreement between UC/SEIU](#)

Synopsis: It is recommended that the Board of Trustees approve the tentative agreement between the University and the SEIU District 1199 unit pursuant to Ohio Revised Code 4117.14.

24.12.17.04 [Approval of Housing Block Lease Renewals](#)

Synopsis: It is recommended the Board of Trustees approve and authorize the Block Lease Agreements providing replacement housing capacity for 900 undergraduate beds with 496 undergraduate beds for the next one to five academic years.

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24.12.17.05 Approval of Holiday and Winter Season Days (FY 2026 and FY2027)

Synopsis: It is recommended that the Board of Trustees approve the Holiday and Winter Season Days Schedule for FY 2026 and FY 2027.

24.12.17.06 Approval of Naming Recommendation: Grau Center for Professional Selling Lab

Synopsis: It is recommended that the Board of Trustees approve the name *Grau Center for Professional Selling Lab*.

24.12.17.07 Approval of Naming Recommendation: Hugh H. Hoffman ALS/Motor Neuron Disease Multidisciplinary Clinic

Synopsis: It is recommended that the Board of Trustees approve the name *Hugh H. Hoffman ALS/Motor Neuron Disease Multidisciplinary Clinic*.

24.12.17.08 Approval of Naming Recommendation: Awatef Hamed Center for Aerospace Engineering Propulsion

Synopsis: It is recommended that the Board of Trustees approve the name *Awatef Hamed Center for Aerospace Engineering Propulsion*.

24.12.17.09 Approval of Naming Recommendation: Garden of Refuge

Synopsis: It is recommended that the Board of Trustees approve the name *Garden of Refuge*.

C. Governance and Internal Affairs Committee

24.12.17.10 Approval of Special Board Resolution Regarding Foreign Interest

Synopsis: It is recommended that the Board of Trustees approve the updated special resolution of the Board of Trustees to provide confirmation and explicit exclusion of any foreign entities with financial ties to UC.

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24.12.17.11 Approval of Board Rule 3361: 20-41-03: Investment: Investment Committee

Synopsis: It is recommended that the Board of Trustees approve the amended Rule 3361:20-41-03 to update the language for voting members' reappointment to allow for an opportunity to extend a term of a voting member.

24.12.17.12 Approval of Appointments to the Board of Directors of UC Health LLC and UC Healthcare Systems

Synopsis: It is recommended that the Board of Trustees approve the following reappointments to the UC Healthcare System Board of Directors:

Thomas Cassady (Chair) 1-year term commencing December 2024
Ronald Brown – 1 year term commencing December 2024

24.12.17.13 Approval of 2025 Board of Trustees Officers

Synopsis: It is recommended that the Board of Trustees approve the following Slate of Officers. The term of office is one year, or until the next election, commencing January 1, 2025:

Chairperson – Monica Turner
Vice Chairperson – Greg Hartmann
Secretary – Jill McGruder

D. Non-Committee Items

24.12.17.14 Approval of Title Change for Senior Vice President for Health Affairs and Dean

Synopsis: It is recommended that the Board of Trustees approve the title change of the University of Cincinnati's Senior Vice President for Health Affairs and Dean to Executive Vice President for Health Affairs and Dean, effective immediately.

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Mr. Collins:

Now that it is official, I want to happily and ceremonially pass the gavel to my successor as Chair, Monica Turner. Congratulations and good luck. I know that the board and the university are in good hands with all of you, with Monica as Chair, the President, and the entire leadership team here. Congratulations, again, and thank you. [Gavel is passed; Applause]

Mr. Collins:

I'd now like to call on Monica Turner for comments.

Mrs. Turner:

Thank you so much. It is my honor and privilege to be able to serve this great university. I've been on the board for five years and it has been gratifying to see the impact that we can make for our students first, our faculty second, and importantly for the community of Cincinnati. I'm looking forward to serving in this capacity with the support of my fellow trustees, President Pinto, and the entire team, so thank you.

Before you go Chair Collins, on behalf of myself, President Pinto, and all of the trustees, we want to make sure we give you a resolution of farewell. It is my distinct pleasure to present a Resolution of Farewell to honor you as a trustee and board chair, Phil Collins, and I'll read the resolution now:

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***WHEREAS**, Phil D. Collins has served with distinction since 2016 as a member of the University of Cincinnati Board of Trustees, including the last two years as Board Chair; and*

***WHEREAS**, he has fulfilled his term with an unwavering commitment to shining the very best light on the university's past, present and future; and*

***WHEREAS**, he has provided a wealth of expertise and experience in advancing the work of the university having served on multiple University and affiliated Boards, in particular UC, UC Health, and the UC Foundation; and*

***WHEREAS**, he has devoted countless hours to elevating the mission, vision and values of the University of Cincinnati through such commitments as Chair of the Investment Committee, Member of the Dean's Advisory Committee at the Carl H. Lindner College of Business, Co-Chair of the University's Bicentennial Commission and even Student Body President; and*

***WHEREAS**, he has served as a devoted member of the Sigma, Sigma honorary fraternity, which donated the iconic Rock of Truth sculpture as a companion to the Tower of Strength on Sigma Sigma Commons; and*

***WHEREAS**, his love for and loyalty to his alma mater is demonstrated through his philanthropic support and personified by such recognition as the UC Foundation Chairman's Award and the Distinguished Service Award from the Lindner College of Business; and*

***WHEREAS**, his longstanding and steadfast commitment to business success includes such achievements as Founder and CEO of Orchard Holdings Group, and serving on the board or as Chairman of over 20 companies; and*

***WHEREAS**, Mr. Collins serves as a living embodiment of the University's twin mottos of "Strength in Unity" and "Seek the Highest"; and*

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***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 appreciation and admiration to Phil D. Collins for his many years of dedication and outstanding service to the University of Cincinnati and the business community.*

***BE IT FURTHER RESOLVED,** that this Resolution be spread upon the minutes of said Board and that a certified copy be presented to Trustee Collins.*

Mrs. Turner:

Congratulations, Chair Collins. [Applause]

Mr. Collins:

Thank you, Monica, and to all of you. That was incredibly kind. I'll have a few things to say at lunch to those of you who will be with us for lunch. It's much appreciated.

Mrs. Turner:

I now pass the gavel back to you to continue the meeting.

Mr. Collins:

Thank you.

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Unfinished Business and New Business

Mr. Collins:

Is there any unfinished business to come before the board? Hearing none, I would like to move to our representative reports. I now call for the Undergraduate Student Trustee Report by Joseph Cortas.

Undergraduate Student Report

Mr. Cortas:

Good morning, Chair Collins, members of the board, President Pinto, Cabinet, and esteemed guests. As student ambassador for the College of Engineering and Applied Science I get close-up tours to respective students and families shortly before or shortly after our time here together. I consider this opportunity mutualistic as so often the inquiring minds of eager students and curious parents alike provide the most objective reflection of our college and our university. Our conversations more often than not are like catalysts for change and embracing voices that challenge. It is in this spirit of the inquiry and curious and born out of conversation of change that I've historically have been able to engage with groups like UC PD and the City of Cincinnati, but more recently the Division of Student Affairs, and the Office of Equity and Inclusion. I'm equally impressed and inspired by their teams' contribution to supporting students and our campus this semester. Thank you.

In an effort to further improve and enhance the experiences of students on our campus, I have worked closely with Vice Provost Mayo to ensure we continue to implement changes and

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discover best practices and provide updates to the associated policies, promote agreement and understanding between all groups of students and parties.

However, conversations for change are not limited to the confines of our campus. At the end of October, I had the opportunity to speak with Chancellor Duffy and when discussing the topic of transient higher education and specifically higher education in the State of Ohio, he noted the growing need for online educational resources. With continued investment and support of and development of digital, educational pools like UC Online, I'm confident the University of Cincinnati can serve as a model for peer institutions across the State of Ohio. As the Department of Higher Education looks to strengthen our presence nationally, I think we're in a strong position to support that effort.

Finally, having met both with the student speaker of Senate and the Deputy Director of Boards and Commissions, I'm optimistic our initiated search for the next undergraduate student trustee will provide a pool of uniquely qualified candidates to represent our students on this board. As potential improvements are continuously documented, I look forward to remaining in contact with both groups to ensure continuity within my position.

Speaking of transition, I would like to celebrate the over 2500 students who we celebrated during the fall Commencement ceremony. Their strides across the stage and into our community symbolize our program's future for a more equitable and prosperous society. Similarly, I would like to thank our board chair at a university like ours, which teaches students to be doctors and engineers, but it's leaders like you and Fran who teach us to be Bearcats.

Thank you, Chair Collins. This concludes my report.

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Mr. Collins:

Thank you, Joseph. We will now have the Graduate Student report by Joseph Lampton.

Graduate Student Report

Mr. Lampton:

Thank you, and good morning, Chair Collins, President Pinto, Trustees, Board Representatives, and all our guests. It is great to see you all again this time as familiar faces and after a wonderful Commencement ceremony last Friday followed by the men's and women's basketball teams sweeping Xavier.

Since our last meeting in October, I attended the second annual Student Trustee of Ohio Conference, which was a great learning opportunity. We were able to make connections across the state and share insight on effective strategies for our roles and ways to grow as students and people. I would also like to highlight how instrumental Joseph here was in orchestrating the conference as well as moderating, facilitating, and welcoming all the trustees and guests throughout the conference. He truly served as an amazing representative of our university.

Over the past months, I have met with different student leader bodies as well as administrators across campus. Earlier this month, I introduced myself and my role at the Graduate Education Forum. I am excited about the forward-thinking these preliminary meetings have had as we establish strong collaborative relationships and build rapport. I feel confident these will synthesize into positive actions taking place in the future. I do not have anything specific to bring to the Board as of now. My plan is that if concerns arise, we will do everything we can to address and remediate them before advancing them. This way, in the event I do bring a situation to the board, it can be assured we have exhausted all our options beforehand.

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I would also like to share that the Graduate College launched the PeerLead Initiative in November. This program, which is led by Associate Dean Omatayo Banjo and Dr. MK Lamkin, is designed to match first-year graduate students with advanced-year graduate students who will serve as their mentors. The mentors receive professional development training on being mentors while the mentees receive additional help in understanding the journey of graduate school and will have people of support in place to help with navigating the challenges and stress that graduate school can present. I personally am volunteering to serve as a mentor for this initiative and have already met with my mentee. I can attest firsthand to the excitement and importance this will serve in continuing to build community and belonging for graduate students here at UC.

Lastly, I wanted to thank you all again for being warm and welcoming to me while I began this role. I would also like to thank and congratulate Chair Collins for all the great things you have done here at UC and concluding your successful term. I am happy I was able to hop on just in time to be a part of it. Thank you all again and I hope everybody has a wonderful holiday season and restful break.

This concludes my report.

Mr. Collins:

Thank you, Joseph. We look forward to working with you. We will now have the faculty senate report by Tamika Odum. Tamika.

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Faculty Senate Report

Dr. Odum:

Thank you, Chair Collins; President Pinto, Board Members, and Guests, for this opportunity to give a report on behalf of the university faculty and Faculty Senate.

The Faculty Senate has been hard at work to ensure faculty voice is represented in the shared governance process. I want to share a few key projects faculty have been working on with administrative offices across campus. The first is the establishment of a university wide Academic Unit Review process led by Adrian Hall and several key partners across campus. Establishing a university wide process will ensure compliance with HLC and serve as a tool to strengthen and support academic units across campus. We are also in the process of working collaboratively with Holly Bante, Associate Vice President for Research on the Conflict of Commitment Policy revision which outlines expectations for faculty engaging in external activities, emphasizing the need to prioritize university responsibilities while managing conflicts of commitment. We had a busy few months focused on advocating for pay alignment for 12-month faculty, clarity around intellectual property rights and policies and discussions about creating a framework and universal understanding of Excellence in Teaching.

Faculty and Staff Senate are working collaboratively with Pat Kowalski to promote budget transparency around the new budget model. The governing bodies will host a joint town hall on Monday, February 3, 2025, to help our campus community understand the changes being proposed and learn how the new budget model connects to the academic mission of the university. We hope this space will be both informational and collaborative.

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Undergraduate and graduate student governments along with Staff and Faculty Senate continue to work together for a joint initiative. Our theme for this academic year is growth, and we are in the process of finalizing our concentration area from the following: campus safety, childcare, mental health, and stability and belonging.

On December 6, 2024, Faculty Senate hosted the ALL-University Faculty Senate Meeting. During the meeting President Pinto delivered an exciting State of the University Address. It was an inspiring reminder of how great it is to be a Bearcat. Following the meeting several faculty stayed after to attend a listening session with the search firm Greenwood and Asher. Faculty were engaged and excited about explore their hopes and dreams for our next Executive Vice President and Provost.

Since moving back to fully in person senate meetings we are up to 80% participation and anticipate this number to continue to grow. We are looking forward to an exciting spring semester. I look forward to sharing more with you during the next board meeting.

Thank you for your service, Chair Collins. Welcome Vice Chair, and soon to be Chair, Monica Turner. This concludes my report.

Mr. Collins:

Thank you, Tamika. With that, we will now have the Staff Senate Report by Brandi Elliott.

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Staff Senate Report

Dr. Elliott:

Good morning, Chair Collins, members of the Board, President Pinto and guests. I am pleased to provide an update on behalf of UC Staff and the Staff Senate regarding our recent activities and initiatives.

For our November 6 Staff Senate Meeting, our guest speakers, Heather Cox and Drew McGuire, provided a comprehensive overview of the Job Architecture Project. The official project was kicked off with a goal to address the study's recommendations. The scope includes unrepresented staff positions, and the following deliverables:

- Compensation Philosophy
- Job Classification and Job Architecture
- Comprehensive Market Assessment
- Salary Structure
- Internal Pay Equity
- Governance

Additionally, Mary Uhl presented updates regarding annual benefits enrollment, ensuring staff were informed of any changes for 2025.

For the December 4 Staff Senate Meeting, Jack Miner was our featured speaker and delivered an insightful overview of enrollment management updates, specifically centering student growth at UC. He discussed the growth strategies in:

- College Credit Plus
- Out of state enrollment

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- Continued growth in under-represented populations
- Strategic investment in rural and Appalachian enrollment
- Long-term investments in Cincinnati Public Schools (CPS Strong)

Our Staff Senate updates include the nomination form for the annual Staff Excellence Awards opened on Thursday, December 5. These awards celebrate university staff members who exceed expectations, exemplify exceptional performance, and contribute directly to UC's success. The awards reflect the university's three core values: Innovation, Inclusion, and Impact. Nominations can be submitted until Friday, January 31, at 5:00 PM via the nomination form. Award winners will be announced in March 2025.

Our Staff Senate Fall Newsletter is now posted. Our Spotlight is on Keisha James. As our Staff Senate Treasurer, Keisha James, Senior HR Manager in the College of Nursing, has made meaningful contributions toward enhancing staff engagement and workplace improvements. She also serves as the Chair of the HR Budget Committee. We are grateful for her continued leadership and dedication.

We also highlight Digital Technology Solutions (DTS). DTS is the central technology services organization at the University of Cincinnati, supporting the IT needs of students, faculty, and staff. The newsletter also included Spring Staff Senate meeting dates and information about upcoming Staff Success Center Workshops.

UC Serves will take place on May 16, 2025. This event provides an opportunity for staff and faculty to make a meaningful impact on the greater tri-state community.

In the coming year, Staff Senate will continue to expand its reach and impact. Planned initiatives include:

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- Presentations from Student Affairs, including an introduction of the new Dean of Students and updates on spring Commencement.
- University updates from Digital Technology Solutions
- Updates on legislation impacting higher education
- Collaborative town halls with Staff and Faculty Senate, featuring guest speakers with time for questions and answers.
- Continued partnership with Faculty Senate, Student Government, and Graduate Student Government.
- Continued collaboration with the Staff Success Center for Staff Professional Development month in March.

As we move into 2025, the Staff Senate will continue to advocate for staff needs through education, support, representation, and a strong collective voice.

Chair Collins, thank you for your service to the board, and we also would like to congratulate Vice Chair Turner. This concludes my report and have a happy holiday season.

Mr. Collins:

Thank you very much, Brandi. We will now have the student government report from Madison Wesley.

Student Government Report

Ms. Wesley:

Good morning, Chairman Collins, board members, President Pinto, and esteemed guests. As I reflect on the close of the fall semester, I am genuinely astonished by how swiftly the time

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has passed. It feels as though it was just yesterday that I sat here, incredibly nervous, delivering my first report to the board.

Firstly, I would like to extend heartfelt congratulations to all our fall graduates who recently crossed the stage at Commencement. Their hard work and perseverance have finally culminated in this well-deserved celebration. As they embark on their next chapters, we are confident that they will continue to exemplify the Bearcat spirit and make impactful contributions to society.

This semester, the student government has been diligently working to enhance the student engagement and governance framework within our community. A significant focus of our efforts has been the improvement of our election process. Recognizing the importance of student participation in shaping our university, we have embarked on a comprehensive review and revision of our election protocols to increase engagement with the student body at large.

In pursuit of a more efficient and inclusive election process, we have collaborated closely with the tribunals of all nine colleges. This collaboration aimed to amend their bylaws and governing documents, ensuring a unified approach to student elections across the board. These changes are designed to streamline the election process, making it more accessible and engaging for all students, thereby fostering a greater sense of community and participation. We are enthusiastic about the new election process that is set to go into effect this spring. With these improvements, we anticipate a significant increase in student involvement in our democratic processes, which is essential for the continued vitality and relevance of our student government.

As I look back on this semester, I am immensely proud of the work accomplished by the Undergraduate Student Government. The dedication and passion displayed by our members have been nothing short of inspiring. As we move into spring, I am filled with excitement and optimism

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for the continued efforts and initiatives that lie ahead. Our commitment to enhancing the student experience and fostering an inclusive campus environment remains at the core of our work.

We bid farewell to Chair Phil Collins as he retires from Board of Trustees. Chairman Collins has been a pillar of strength and visionary leadership for the university since his days of student body president here. His dedication to enhancing the lives of students has left a double mark on our community. The legacy of his work will continue to influence and inspire future generation of Bearcats.

Thank you for all your unwavering support you've given to our university. Your dedication enables us to strive for excellence and student governance. This concludes my report.

Mr. Collins:

Thank you, Madison.

Executive Session

Mr. Collins:

I will now call for an Executive Session. After the Executive Session is concluded, the Board members will not return to conduct further business. The next Regular Board Meeting will be held on Tuesday, February 25, 2025. May I have a motion to enter Executive Session for the purpose of conferring with the university attorney concerning disputes involving the university that are the subject of pending or imminent court action and matters required to be kept confidential by law.

(Upon a motion moved by Mrs. Turner, and a second by Mrs. McGruder, a roll call vote was taken.)

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AYE: Phil Collins; Ronald D. Brown; Monica Turner;
Gregory Hartmann; Jill McGruder; Shelly Gillis; Kerry Byrne

NAY: None

ABSENT: J. Phillip Holloman; Steve Boymel

Mr. Collins:

Thank you. Motion carried. We will proceed with the Executive Session. I hope everyone has a great holiday season. Thank you all for being here today.

Adjournment of Executive Session and Reconvening of Regular Meeting

Mr. Collins:

We are now back on record.

Adjournment of Regular Meeting

Mr. Collins:

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

(A motion was moved by Mr. Brown, and second by Mrs. Turner)

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Mr. Collins:

All those in favor say “aye.” All opposed say “nay”. Motion carries. Thank you. The meeting is adjourned.

PHIL COLLINS
CHAIRPERSON

JILL MCGRUDER
SECRETARY