On April 9, 1976, the Board of Directors of the University of Cincinnati, the City of Cincinnati, and the Ohio Board of Regents entered into an Agreement to convert the University of Cincinnati to a State University on July 1, 1977. An election was held on June 8, 1976, in the City of Cincinnati wherein the voters approved the conversion of the University to a State University.

After the June 8, 1976, election, many activities were undertaken by the University, the City, and the Board of Regents to meet the conditions of the Conversion Agreement. The following narrative describes the major actions undertaken between June 8, 1976, and July 1, 1977, to meet the conditions of the Conversion Agreement.

Lawrence C. Hawkins was appointed by President Warren Bennis to coordinate the conversion activities for the University. Dr. Hawkins named a twelve member State Conversion Committee, comprised of representatives from the key departments involved in the conversion process, to assist in the conversion activities. Dean Berry of Squire, Sanders & Dempsey, Fay Dupuis of the City Solicitor's Office, and Sidney Weil of Beckman, Lavercombe, Fox & Weil provided legal counsel to the Conversion Committee. Harold Oyster was appointed by the Chancellor to represent the Board of Regents in their dealings with the University on conversion matters. Dr. Oyster retired in January, 1977, and was replaced by Larry O'Brien from the Regents' Office.

The first undertaking of the Committee was to identify all the tasks necessary for the conversion. The Committee identified forty-two tasks which were then assigned to one of the members of the Committee for follow-up. The Conversion Committee functioned
under the following process:

1. Committee members completed bi-weekly progress reports describing the status of each assigned conversion task. These reports highlighted progress made during the two week period and any problems that required Committee and/or legal assistance.

2. The Committee met on the second Thursday of each month and reviewed the status of the Conversion tasks. Special emphasis was given to problem areas during these meetings.

3. Minutes from the Committee meetings and copies of the progress reports were issued to President Warren Bennis, Executive Vice President Henry Winkler, the Board of Regents, and to the three legal counselors.

A multitude of activities were performed by the Conversion Committee, legal counsel, the Board of Directors, the City of Cincinnati, the Ohio Board of Regents, and the various departments of the University. Some of the major activities were:

1. Assuring that the Regents Master Plan identified the University of Cincinnati as a comprehensive university.

2. Coordinating the updating of By-Laws and Regulations of the Board of Directors.

3. Formulating legislation to be introduced in the General Assembly related to the Conversion Agreement.

4. Monitoring appropriation bills to insure that the University's subsidy basis was comparable to other state universities.

5. Keeping the University community informed on conversion matters.

6. Informing all federal agencies holding grants or contracts with the University of the pending full-state status.

7. Reviewing all University employee positions and determining which positions were to be classified in the State system.
8. Placing each classified employee into a particular grade and step within the State's compensation schedule and determining longevity payments when appropriate.

9. Reviewing all staff benefits for conflict between the current benefit and State Law.

10. Reviewing the retirement plans of the University. An amendment to the Conversion Agreement was approved by the Board of Directors, the City, and the Board of Regents to allow current employees to continue in TIAA and City Retirement if they so choose. All Social Security benefits were eliminated.

11. Modifying the Payroll computer system to incorporate the new pay basis for classified employees and the state retirement plans.

12. Updating Exhibit B of the Conversion Agreement to reflect contracts entered into by the University since April 9, 1976. The Board of Directors and the Regents approved this supplement to the Agreement.

13. Updating Exhibit A of the Conversion Agreement to reflect real property purchased and disposed of since April 9, 1976. The Board of Directors and the Regents approved this supplement.


15. Obtaining Board approval for use of City Tax proceeds received after July 1, 1977.

16. Determining that bonds issued to finance University facilities will be billed to the State University by the City.

17. Proposing new student fee structure based on restrictions of the State wherein UC's fee structure may not exceed those at other state schools.

18. Obtaining deeds for the transfer of property on July 1, 1977.

19. Modifying all performance bonds to make the State University the obligee on, and after, July 1, 1977.

20. Determining building and zoning code enforcement jurisdiction after July 1, 1977. The State will assume control over all University property that is both owned by and used for a function of the University.

21. Prepared and approved the necessary documents for the July 1 closing.

The Conversion process has been extremely smooth and orderly. This can be attributed to the cooperation of all participating parties and the excellent advice from the legal counselors involved in the process.