

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
September 20, 2023
Rockwell Hall, Kent Campus**

Board Members Present

Shawn Riley, Chair
Pamela Bobst
Renato Camacho
Haley Dees
Barry Fetterman
Robert Frost
Donald Mason
Christian Palich
Lara Shigo
Sandra Volpe
Ann Womer Benjamin

KSU President's Cabinet Present

Todd Diacon, President
Sean Broghammer
Doug Delahanty
Nick Gattozzi
Amoaba Gooden
Mark Polatajko
Eboni Pringle
John Rathje
Charlene Reed
Randale Richmond
Peggy Shadduck
Melody Tankersley
Valoree Vargo
Willis Walker
Stephen Ward

CALL TO ORDER

Chair Shawn Riley called the meeting to order at 8:05 a.m. Trustee Donald Mason called the roll, and a quorum was present.

PROOF OF NOTICE

Chair Riley announced that public notification of the meeting was given pursuant to Ohio law and university policy.

EXECUTIVE SESSION

In accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board had a need to meet in Executive Session for the purposes of: (i) considering the employment and compensation of a public employee or official [121.22(G)(1)]; (ii) considering property matters for public purposes [121.22 (G) (2)]; and (iii) conference with attorney for the public body concerning disputes involving the public body that are the subject of court action [121.22 (G)(3)].

Trustee Pamela Bobst moved, seconded by Trustee Ann Womer Benjamin, that the Board retire into Executive Session. Trustee Mason took a roll call vote of the membership. By virtue of a

unanimous roll call vote the Board adjourned into Executive Session at 8:06 a.m. The session concluded at 10:04 a.m.

COMMITTEE OF THE WHOLE

By approval of a motion duly made and seconded, the Board returned to public session for the Committee of the Whole session at 10:09 a.m.

Chair Riley asked President Todd Diacon to introduce the first of two topics for the meeting of the Committee of the Whole.

President Diacon began by introducing Senior Vice President and Provost Melody Tankersley, who led a presentation showcasing examples of student achievement. Presentations were delivered by Dr. Michael Daniels, who won a NASPA Dissertation of the Year award, as well as participants in the Provost's Leadership Academy and Summer Undergraduate Research Experience (SURE): Cameron Schwarzenberg, Essence Holloway, Emilee Hart, Seema Dhaher, Cecelia Stoddard, and Trustee Haley Dees. Chair Riley congratulated the students for their accomplishments and thanked them for sharing their outstanding work with the Board of Trustees.

President Diacon next called on Vice President and Director of Athletics Randale Richmond to present the annual report for Intercollegiate Athletics. Vice President Richmond introduced guests including Head Football Coach Kenni Burns.

Upon conclusion at the Committee of the Whole session at 11:24 a.m., the Board reassembled for the start of the business meeting at 11:40 a.m.

BOARD BUSINESS MEETING

Chair Riley reconvened the Board of Trustees for the business portion of the meeting. He began with several introductions and recognitions. He welcomed new trustees Renato Camacho and Lara Shigo, who were attending their first regular meeting of the Board of Trustees. Next, he acknowledged Dr. Eboni Pringle, who in August had assumed the position of interim senior vice president for student affairs. Chair Riley introduced Director of the Fashion School Mourad Krifa and thanked him for hosting the Board meeting at the Kent State School of Fashion. He additionally recognized Sarah Rogers, Director of the Kent State University Museum.

APPROVAL OF AGENDA

Chair Riley announced that the first item of business was approval of the agenda. He asked whether there were any other additions or corrections to the agenda. Hearing none, the agenda was adopted by general consent.

APPROVAL OF THE MINUTES

Next, Chair Riley asked whether any of the trustees had additions or corrections to the minutes of the Board's June 28, 2023, business meeting and the August 24, 2023, special meeting of the Board of Trustees. Hearing no additions or corrections, the minutes were added to the consent agenda for approval.

REPORT OF THE CHAIR

Chair Riley thanked everyone for attending the day's meetings in the beautiful, recently renovated facility housing Kent State's internationally acclaimed Fashion School. Trustees look forward to meeting with students, faculty members, and staff over lunch and then touring the school, he said.

For the record, Chair Riley expressed appreciation to Board members who accepted leadership roles for the next fiscal year: Trustee Robert Frost, chair of the Academic Excellence and Student Success Committee; Trustee Donald Mason, chair of the Audit and Compliance Committee and the Investment Committee; Trustee Pamela Bobst, chair of the External Relations and Philanthropy Committee and Board liaison to the Kent State University Foundation; and Trustee Ann Womer Benjamin, chair of the Finance and Administration Committee and the Nominating and Governance Committee.

Chair Riley also thanked the students who presented earlier that morning at the Committee of the Whole session, remarking that the presentations were fantastic. He recognized Dr. Michael Daniels for sharing highlights of his nationally award-winning dissertation, with President Diacon adding that Dr. Daniels had been named to Crain's Cleveland Business "40 under 40." Chair Riley thanked Vice President Richmond and Coach Burns for their compelling presentation.

REPORT OF THE PRESIDENT

Chair Riley then turned to President Diacon to present his report. President Diacon began by saying a few words about the Kent State Fashion program. He remarked that the university's fashion design and merchandising programs are gems demonstrated by their national and international rankings. The school's preeminence also is demonstrated in its placement of graduates. He commented that he was wearing Lululemon pants, and the company's vice president in charge of materials acquisition is a Kent State graduate. President Diacon noted that he and Trustee Mason attended the school's outstanding New York City Fashion Show in collaboration with IFA Paris the previous week. One of the university's recent graduates was a finalist in the prestigious 2023 Supima Design Competition. The faculty and students also are engaged in research into new textiles for real-world applications, such as reducing the weight of airline seats to improve fuel economy.

President Diacon then thanked the Fashion School for hosting the Board meetings and asked Director of the School of Fashion Design and Merchandising Mourad Krifa for comments and

introductions. Dr. Krifa remarked that students, faculty, and staff are very happy to occupy their newly renovated facilities. He said that in addition to examples cited by the president of the program's prominence nationally and internationally, trustees would meet some outstanding students during lunch time, many of whom have won national scholarship competitions in the U.S. and abroad. The school not only prepares students to be leaders in the industry, which is its top priority, they also fully embrace the mission of Kent State as an institution that works for the community, the region, the state, and the nation by being at the forefront of rethinking what the next industry is and what workforce development means for the region, state and nation. There are many exciting things happening in this school, which the Board and administration would have the opportunity to witness that day, said Dr. Krifa.

President Diacon then recognized Director of the Kent State University Museum Sarah Rogers and asked her to say a few words. She said one of the things that makes this place so special is the fact that Kent State has a school of fashion design and merchandising and a museum of historic dress and fashion and textiles that were founded at the same time. The opportunity here for students to study directly from the objects that they want to be inspired by is unique and irreplaceable. She invited everyone to attend an upcoming event she co-curated with Professor Linda Ohrn-McDaniel showcasing the KnitLAB's groundbreaking work in developing textiles for airplane seats, medical devices, architectural applications, and more.

PERSONNEL ACTIONS

President Diacon called on Senior Vice President and Provost Melody Tankersley to present the academic personnel actions. Dr. Tankersley stated that the academic personnel actions were routine in nature. She then noted that during the Academic Excellence and Student Success Committee meeting, she introduced Marla Pérez-Davis, Inaugural Director of the Center for Advanced Air Mobility; Sarah Labovitz, new Director of the Hugh A. Glauser School of Music; and Sharon Wall, new Associate Dean of the College of Architecture and Environmental Design.

President Diacon added that Dr. Pérez-Davis was for some time the director of Cleveland's NASA Glenn Research Center. Kent State is ecstatic to have her at the helm of this important new research program, he said.

President Diacon then turned to Senior Vice President for Finance and Administration Mark Polatajko to present the non-academic personnel action items. Dr. Polatajko stated that all matters of the non-academic personnel actions were routine and customary in nature and the report stood as written.

Chair Riley asked if there were any questions or objections. Hearing none, the personnel actions were added to the consent agenda by general consent.

COMMITTEE REPORTS

Chair Riley then moved to committee reports and recommendations. He first thanked trustees for giving their time the previous week for the committee meetings, which were conducted electronically.

He said that the recommendations of the committees would be placed on the consent agenda and acted upon in one motion unless any trustee wished to remove an item for further discussion. At the end of each committee report, he would ask if any trustee wished to remove an item from the consent agenda for further discussion. If there were no objections, the resolutions would be added to the consent agenda by general consent, he said.

Chair Riley first turned to Trustee Pamela Bobst to present the report of the External Relations and Philanthropy Committee.

EXTERNAL RELATIONS AND PHILANTHROPY COMMITTEE

Committee Chair Bobst stated that the External Relations and Philanthropy Committee met on September 13, 2023, and reviewed naming action recommendations and information as well as a fundraising and campaign update from Valoree Vargo, Vice President for Philanthropy and Alumni Engagement and Chief Executive Officer of the Kent State University Foundation.

NAMING OF SUSAN J. STOCKER HALL

Trustee Bobst presented one management decision item for the Board's approval: the proposed naming of the Susan J. Stocker Hall at Kent State University at Ashtabula. The proposed naming of Main Hall at the Ashtabula Campus recognized the generous gifts that Glen and Nancy Warner and James E. Mayer, Jr., have made in honor of Susan J. Stocker, who served in many leadership roles over her 30-year career at Kent State University, including 21 years as Dean of the Ashtabula Campus. She was the longest serving dean in the university's history, and also served as interim dean of the College of Nursing at Kent; interim dean of Kent State at Geauga; and twice as interim Dean of the Regional College, now known as the College of Applied and Technical Studies, she said. At the Ashtabula Campus, Dr. Stocker oversaw a period of expansion and growth and helped strengthen the relationship between the campus and its surrounding community, an enduring relationship that would be formally honored through this naming action, noted Trustee Bobst.

She remarked that James Mayer and Glen and Nancy Warner were leaders in the Ashtabula community and have generously supported the campus. In addition to his service on various local development and philanthropic boards, at Kent State Mr. Mayer was a member of the Ashtabula Rising Scholars Advisory Board and gave the 2018 Spring Commencement address for the campus. Mr. and Mrs. Warner long have served the community through various volunteer boards. At Kent State, Mr. Warner served as a past member of the Ashtabula Area College Committee and the campus advisory committee, she said.

Trustee Bobst stated that the proposed action was consistent with university naming policy and would result in the creation of a campus support endowment in the amount of \$500,000. The naming of Susan J. Stocker Hall was recommended for approval as part of the Board's consent agenda.

Resolution 2023-58

NAMING OF SUSAN J. STOCKER HALL

WHEREAS, James E. Mayer, Jr. and Glen and Nancy Warner, the lead donors for this naming action, recognize Kent State University at Ashtabula as a leader in higher education and excellence in Northeast Ohio; and

WHEREAS, Mr. Mayer and Mr. and Mrs. Warner value the deep impact Kent State University at Ashtabula has made in the campus's local community; and

WHEREAS, the lead donors hold in high esteem Dr. Susan J. Stocker's long service on behalf of the students who attended Kent State University at Ashtabula; and

WHEREAS, Susan Stocker served as the dean and chief administrative officer of Kent State University at Ashtabula for 21 years; and

WHEREAS, during her tenure as dean, Dr. Stocker oversaw a period of substantial growth and expansion at the Ashtabula campus; and

WHEREAS, in addition to her service to Kent State, Dr. Stocker has served on many local boards and committees in the Ashtabula area and is a true pillar of the community; and

WHEREAS, through this proposed naming action, the university wishes to recognize the generosity of James E. Mayer, Jr. and Glen and Nancy Warner for their generous support in the creation of a \$500,000 endowment to support Kent State University at Ashtabula; now, therefore,

BE IT RESOLVED, that the Board of Trustees, on behalf of Kent State University at Ashtabula as well as the current and future students enrolled at the campus, expresses sincere appreciation to James E. Mayer, Jr., and Glen and Nancy Warner for their generosity; and

BE IT FURTHER RESOLVED, that the Kent State University Board of Trustees, in accordance with university policy, hereby names the main building at Kent State University at Ashtabula Susan J. Stocker Hall.

The committee also learned of one naming action under \$100,000 approved by President Diacon under his delegated authority, she said. A faculty office in the Department of Management within

Crawford Hall would be named the Dr. Dale G. Konicek '81 Office, recognizing a \$25,000 gift from Dale G. Konicek, who graduated from Kent State in 1981 with a BBA in Business Management.

She noted that the committee also heard the most recent fundraising and campaign update. As represented in the fundraising report, as of September 13, 2023, the university had raised \$5.23 million toward its goal of \$30 million for fiscal year 2024. This total included a generous estate gift of \$750,000 to support the Rising Scholars Program, she said.

Trustee Bobst then moved on to the comprehensive campaign's progress to date. At \$364 million, the campaign goal of \$350 million had been met and surpassed. This total included \$146.3 million raised in direct support of student success, she reported. Vice President Vargo and her team will focus on student success and wellness through an initiative titled "Beyond Academics" as they continue fundraising during the final year of the campaign, she said.

Trustee Bobst noted the committee also received information about upcoming events for donors and alumni. Homecoming 2023 would occur during the weekend of October 21, 2023, and would feature many exciting opportunities for alumni to reconnect on campus, she said.

Finally, Trustee Bobst reminded trustees that Kent State's Giving Tuesday campaign would occur throughout the month of November. The university's volunteer boards play an important role in making that annual campaign a spectacular success, she said. The matching gifts that members of the Board of Trustees, the KSU Foundation Board, and the Alumni Board provide act as a catalyst for widespread and generous giving from donors and alumni across the university community. She encouraged all members to participate in Giving Tuesday.

With that Trustee Bobst concluded her report of the External Relations and Philanthropy Committee.

Chair Riley thanked Trustee Bobst for sharing such positive news. Upon general consent, the naming resolution was added to the consent agenda.

Next, Chair Riley called on committee chair Trustee Robert Frost to provide the report of the Academic Excellence and Student Success Committee.

ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE

Trustee Frost stated that the Academic Excellence and Student Success Committee met electronically on September 14, 2023. The committee reviewed four action items, all of which were recommended for inclusion on the consent agenda, he said.

Trustee Frost noted that academic personnel actions already were recommended for approval as part of the consent agenda, and he thanked Provost Tankersley for introducing several new hires to the academic administration.

CONFERRAL OF DEGREES – SPRING 2023

Trustee Frost then recommended Board approval of the conferral of 5,062 degrees earned in Spring 2023.

Resolution 2023-59

**CONFERRAL OF DEGREES
SPRING 2023**

WHEREAS, Section 3341.05 of The Revised Code of Ohio provides that "...On the recommendation of the (KSU) faculty, the (KSU) Board of Trustees may confer such honorary and academic degrees as are customarily conferred by colleges and universities in the United States..."; and

WHEREAS, the faculties, deans and directors of Kent State University's colleges and schools recommend that appropriate degrees be conferred on those Kent State students who completed – during the period of December 17, 2022 to May 13, 2023, – the various requirements of the respective programs of study they pursued; and

WHEREAS, the university has recognized completion of said programs of study by awarding diplomas as appropriate at a suitable time, during the period cited, upon such persons listed in the accompanying Summary of Candidates for Degrees; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby confirms the conferral of their respective degrees upon those persons who have been officially recorded by the Kent State University Registrar as having completed the requirements during said period December 17, 2022 to May 13, 2023.

*INACTIVATION OF THE BIOLOGY MAJOR WITHIN THE MASTER OF
SCIENCE DEGREE*

Trustee Frost presented the proposed inactivation of the Biology major within the Master of Science degree due to under-enrollment. Graduate students may continue to enroll in the Master of Arts degree, which has robust program offerings, he noted.

Resolution 2023-60

**INACTIVATION OF THE BIOLOGY MAJOR
WITHIN THE MASTER OF SCIENCE DEGREE**

WHEREAS, the Office of the Provost seeks approval of the inactivation of the Biology major within the Master of Science degree; and

WHEREAS, the College of Arts and Sciences suspended admission to the major in 2017 due to inactivity; and

WHEREAS, the Department of Biological Sciences offers a Master of Arts degree in Biology with several concentrations, including medical biology and biological data analytics; and

WHEREAS, per the policy on suspended programs, the provost will declare a program inactive if the college does not reopen admission to the program within five years of suspension; and

WHEREAS, the proposed inactivation of the Biology major within the Master of Science degree has been reviewed and approved by the appropriate college faculty and curriculum committees, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the inactivation of the Biology major within the Master of Science degree, effective Fall 2023.

INACTIVATION OF THE GERMAN MAJOR WITHIN THE MASTER OF ARTS DEGREE

Next, Trustee Frost presented the proposed inactivation of the German major within the Master of Arts degree, a program that has been consistently under-enrolled. German courses will continue to be offered to support the undergraduate program and the graduate Translation major, he said.

Resolution 2023-61

**INACTIVATION OF THE GERMAN MAJOR
WITHIN THE MASTER OF ARTS DEGREE**

WHEREAS, the College of Arts and Sciences seeks approval of the inactivation of the German major within the Master of Arts degree; and

WHEREAS, the program has been consistently under-enrolled for the past 20 years, averaging one student each fall; and

WHEREAS, German courses will continue to be offered to support the undergraduate programs and the graduate Translation majors; and

WHEREAS, the proposed inactivation of the German major within the Master of Arts degree has been reviewed and approved by the appropriate department and

college faculty, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the inactivation of the German major within the Master of Arts degree, effective Fall 2023.

ESTABLISHMENT OF A LEGAL ENTITY IN FRANCE

Trustee Frost continued, presenting the proposed resolution to establish a legal entity in France. This entity would provide Kent State with the ability to conduct business in France and offer academic programs within the country, he said.

Resolution 2023-62

ESTABLISHMENT OF A LEGAL ENTITY IN FRANCE

WHEREAS, it is the intent of the Kent State University (the “University”) to develop a global educational mission; and

WHEREAS, the university’s commitment to providing high-quality study abroad programs offers an immeasurable benefit to the general student community and experience; and

WHEREAS, the establishment of a private limited company designated as a Société par actions simplifiée (SAS) in Paris, France would provide Kent State University with a strategic location for study abroad programming; and

WHEREAS, Kent State has exhibited similar success through its use of a legal presence in Florence, Italy; Geneva, Switzerland; and New Delhi, India; and

WHEREAS, the Kent State University Board of Trustees (“Board of Trustees”) has an interest and responsibility to approve new properties procured and administrative entities created in foreign countries to further the mission of the university; and

WHEREAS, it is recommended that the Board of Trustees approve the establishment of a SAS in France, in the city of Paris, at a site to be determined later; now, therefore,

BE IT RESOLVED, that the Board of Trustees hereby approves the establishment and registration of a SAS, and authorizes the President of Kent State University, Todd Diacon or his designee(s), to undertake the execution and submission of all documents, instruments, applications, authorizations, and designations that may be required by the applicable governmental authorities and agencies in France, and to

take any and all other actions necessary and/or appropriate for the establishment, registration, and operations of the SAS in France, and for the efficient and effective conduct of the SAS under the leadership and direction of the University's Office of the Provost.

Trustee Frost stated that it was the recommendation of the Academic Excellence and Student Success Committee that these four management decision items be placed on the consent agenda.

Finally, the committee was provided with two informational presentations, reported Trustee Frost. Trustees heard good news from Vice President for Enrollment Management Sean Broghammer, who presented an update on Fall 2023 enrollment. Highlights included the stabilization of enrollment systemwide, the welcoming of a talented and diverse freshman class, and achievement of increases in international and graduate enrollment. Kent State enrolled 4,226 new first-year students, which is the most diverse class in university history with more than 20% identifying as underrepresented students. One third of the class are first-generation students and one third demonstrate high financial need. Approximately 80% of the class hails from Ohio, he noted. Strong enrollment growth occurred in several colleges, including the College of Aeronautics and Engineering and the Ambassador Crawford College of Business and Entrepreneurship. He also recognized outstanding growth in the university's international graduate student population (up 429 students) and that Kent State exceeded 2,000 international students for the first time since 2017. Importantly, first-year retention rates are up on Kent and regional campuses, returning to pre-pandemic levels, he said.

Trustees also heard an outstanding report by Provost Tankersley, Vice President for University Communications and Marketing Stephen Ward, and Director of the School of Peace and Conflict Studies Neil Cooper on Kent State's growing presence in Rwanda. He thanked Dr. Marcello Fantoni, who was unable to be present that day but as vice president for global education provided the leadership for all global growth. He observed that the university in just a year has fully established a KSU center in Rwanda; conducted student recruitment in Rwanda as well as Kenya, Ethiopia, Nigeria, Ghana, and South Africa; begun sponsored programs with the Ministry of Defense and National Police; formed a robust partnership with the University of Rwanda including plans for a dual degree in peace, conflict and development; held an international conference, attended by participants from 40 nations, on the topic of Peace Education in an Era of Crisis; and launched planning for a 2024 conference on Genocide: Prevention, Response, Reconciliation, and Rebuilding, to coincide with the 30th anniversary of the 1994 Rwandan Genocide.

This concluded Trustee Frost's report for the Academic Excellence and Student Success Committee.

Chair Riley thanked Trustee Frost and asked whether any trustee wished to remove any of the four management decision items from the consent agenda for further discussion. Hearing no requests, the resolutions were added to the consent agenda by general consent.

AUDIT AND COMPLIANCE COMMITTEE

Chair Riley then called on committee chair Trustee Donald Mason to provide the report of the Audit and Compliance Committee.

Trustee Mason stated that the members of the Audit and Compliance Committee met electronically with the university's leadership on September 12, 2023.

He first reported that Director of Internal Audit Sarah Gampo provided the committee with a report of the fourth quarter internal audit plan review and activities. This report covered the period of April 1 through June 30, 2023. Ms. Gampo also shared the Quarterly Internal Audit Plan Update, which presented a high-level view of how the internal audit team's time and resources were allocated. There were no unusual items to report, stated Trustee Mason.

Committee members also reviewed a report of internal audit activities for Fiscal Year 2023. The report highlighted several professional standards that were communicated by the Institute of Internal Auditors and covered areas such as the purpose of internal audit, the mission statement, staffing resources, and methodologies. An overview of the year's projects and their status at the time of the report were presented, he noted.

Vice President for Information Technology and CIO John Rathje provided a report on cybersecurity; the state of cyber risk in higher education and emerging areas of attention; how Kent State works to mitigate those risks; and the university's strategy moving forward.

Lastly, the committee retired into executive session for an update on a personnel matter.

With that Trustee Mason concluded his report of the Audit and Compliance Committee.

Chair Riley thanked Trustee Mason for his report and called on committee chair Trustee Ann Womer Benjamin to present the report of the Finance and Administration Committee.

FINANCE AND ADMINISTRATION COMMITTEE

Trustee Womer Benjamin stated that the Finance and Administration Committee met electronically on September 14, 2023, and discussed several items to be considered by the Board. In addition to the non-academic personnel actions, eight items were recommended for inclusion on the consent agenda.

AMENDMENT OF PAY STRUCTURE AND SALARY STRUCTURES FOR UNREPRESENTED STAFF

She began by presenting resolutions to amend pay and salary structures for non-represented classified and unclassified staff. On an annual basis, all non-represented pay and salary structures are reviewed in tandem with the annual wage increase proposal to determine competitiveness within the marketplace and to ensure the university is retaining and recruiting top talent. The

Human Resources team recommended that the pay and salary bands – minimums, midpoints and maximums – be adjusted by 2.0% effective October 1, 2023, she said. The proposed adjustments were routine in nature and were recommended for Board approval.

Resolution 2023-63

AMENDMENT OF PAY STRUCTURE FOR UNREPRESENTED CLASSIFIED CIVIL SERVICE STAFF

WHEREAS, Section 3345.31 of the *Ohio Revised Code* authorizes the Board of Trustees of Kent State University to establish compensation plans, including pay structures for all employees not represented in a bargaining unit, and to establish rules or policies for the administration of the compensation plans; and

WHEREAS, the Board of Trustees authorized a compensation plan for classified civil service staff who are not in a recognized bargaining unit, effective June 30, 1991; and

WHEREAS, the pay structure associated with the plan is reviewed and amended periodically to reflect changes in economic and market conditions; and

WHEREAS, the attached pay structure has been recommended by the Interim Vice President for Human Resources and approved by the Senior Vice President for Finance and Administration; and

WHEREAS, Administrative Policy 6-07.2 Regarding the Compensation Plan for Classified Civil Service Staff Who Are Not in a Recognized Bargaining Unit requires that the Board of Trustees of Kent State University authorize this amendment to the pay structure for Unrepresented Classified Civil Service Staff, on behalf of the university; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached Pay Structures for Unrepresented Classified Civil Service Staff, effective with the pay period inclusive of October 1, 2023, and the Classified Unrepresented Civil Service Pay Structure Addendum Market Adjusted Hiring Rates, effective the same date.

Resolution 2023-64

**AMENDMENT OF SALARY STRUCTURES FOR UNCLASSIFIED
ADMINISTRATIVE AND PROFESSIONAL EXEMPT STAFF AND
UNCLASSIFIED NONEXEMPT STAFF NOT REPRESENTED IN A
BARGAINING UNIT**

WHEREAS, Section 3345.31 of the *Ohio Revised Code* authorizes the Board of Trustees of Kent State University to establish compensation plans including pay structures for all employees not represented in a bargaining unit, and to establish rules or policies for the administration of the compensation plans; and

WHEREAS, the Board of Trustees authorized the establishment of an administrative and professional pay structure for unclassified exempt administrative and professional staff with continuing appointments, effective August 1, 1999; and

WHEREAS, the pay structures associated with the plan are reviewed and amended periodically to reflect changes in economic and market conditions; and

WHEREAS, the attached revised pay structures have been recommended by the Interim Vice President for Human Resources and approved by the Senior Vice President for Finance and Administration; and

WHEREAS, the Kent State University Board of Trustees approved the creation of separate functional/divisional structures for Unclassified Administrative and Professional Exempt Staff and Unclassified Nonexempt Staff, effective November 1, 2013; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves a 2.0% adjustment to the 12-Month Salary Structures for Unclassified Administrative and Professional Exempt Staff and Unclassified Nonexempt Staff. The structures are: President, Academic Affairs and Regional Campuses, Philanthropy and Alumni Engagement, Information Technology, University Communications and Marketing, Finance and Administration, Student Life and Enrollment Management, Human Resources, Diversity, Cross Divisional, and Athletics – Support Positions and Coaches. This adjustment will be effective October 1, 2023, for Unclassified Administrative and Professional Exempt Staff and for Intercollegiate Athletics. The structure adjustments for Unclassified Nonexempt Staff are effective September 24 (the pay period that includes October 1, 2023).

APPROVAL OF FISCAL YEAR 2024 UNIVERSITY BUDGET

Trustee Womer Benjamin presented the committee's request for approval of the Fiscal Year 2024 University Budget. She noted four primary objectives established for the budget: (1) focusing on core activities – access, completion, research and creativity, and the well-being of students and employees; (2) limiting new hires so the university can support current employees; (3) continuing to limit administrative and non-academic expenses; and (4) preserving the university's sound financial position. A balanced budget was presented to the committee with proposed revenues of \$687.5 million and expenses of \$687.5 million, she said.

Resolution 2023-65

APPROVAL OF FISCAL YEAR 2024 UNIVERSITY BUDGET

WHEREAS, an annual budget is prepared to provide a financial plan to guide the university for the fiscal year; and

WHEREAS, revenue projections for the proposed fiscal year 2024 university budget are based upon the forecast of enrollments, tuition and fee changes approved by the Board of Trustees at the June 28, 2023 meeting, and projected State Share of Instruction (SSI); and

WHEREAS, the recommended university budget recognizes the importance of affordability and encouraging student success, addresses critical commitments and strategic investments, and reflects the keen emphasis the Board and the university community have placed on effectiveness, efficiency, and resource optimization; and

WHEREAS, the continuing priorities of the university are reflected in the proposed budget including increased investments in faculty and staff compensation and benefits, and the renewal, replacement, and maintenance of the university's physical plant and capital infrastructure; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached proposed operating budget for fiscal year 2023-24.

*AMENDMENT TO THE APPROVAL OF TUITION AND FEES FOR THE
COLLEGE OF PODIATRIC MEDICINE, 2023-2024 ACADEMIC YEAR*

She next recommended Board approval to amend the Tuition and Fees rate schedule for the College of Podiatric Medicine, effective Spring 2024. The State of Ohio budget process still was underway in March 2023 when the current rate schedule was approved by the Board of Trustees. Governor Mike DeWine signed the final budget bill for fiscal years 2024 and 2025 on July 5, which for the first time ever, included language providing 12.34% of the Medical 1 set-aside for eligible students enrolled in public colleges of podiatric medicine. As a result, the administration has recommended a \$13,866 decrease in the annual tuition rate for in-state students effective

Spring 2024 semester, along with a \$3,139 decrease in tuition for out-of-state students, she said. Trustee Womer Benjamin thanked Governor DeWine and the General Assembly for their support of podiatric medicine students.

Resolution 2023-66

**AMENDMENT TO THE APPROVAL OF TUITION AND FEES,
COLLEGE OF PODIATRIC MEDICINE, 2023-2024 ACADEMIC YEAR**

WHEREAS, the Board of Trustees is responsible for approving fees for instruction and other education services and also is authorized to establish special purpose fees and charges for services and benefits provided to students; and

WHEREAS, the Board of Trustees approved the Kent State University College of Podiatric Medicine (KSUCPM) tuition and fees for the 2023-2024 academic year at its March 9, 2023, meeting; and

WHEREAS, the State of Ohio Biennium Budget for fiscal years 2024-2025 was signed by the Governor on July 5, 2023, and included a provision to consider KSUCPM students as eligible for State Share of Instruction funding under the Medical I funding line item; and

WHEREAS, this new source of funding will provide for a significant reduction in tuition for Ohio resident students and increased clinical and research opportunities; and

WHEREAS, the proposed tuition reduction of \$13,866 for Ohio resident students represents a decrease of more than 30% from the current tuition rate and will make KSUCPM tuition the lowest among all 11 U.S. podiatric colleges for Ohio students; and

WHEREAS, proposed changes to KSUCPM tuition and fees have been reviewed extensively by university staff including executive officers, to ensure that all are in the appropriate amounts and are necessary to protect program quality; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached amended schedule of proposed tuition and fee changes to be effective for the Spring 2024 semester.

*APPROVAL OF SPECIAL SURCHARGE RATE FOR NON-OHIO RESIDENTS
DISPLACED FROM THEIR HOME COUNTRIES DUE TO WAR, CONFLICT
OR DISASTER*

Trustee Womer Benjamin then presented the committee's recommendation for Board approval of a special surcharge rate for non-Ohio residents displaced from their home countries due to war, conflict or disaster. On April 13, 2023, Chancellor Randy Gardner issued Directive 2023-19, which authorized universities to reduce the out-of-state surcharge for these students. It was proposed that the surcharge rate be reduced to \$1 per term for the 2024-2025 biennium. If the program was successful, the university intended to request the waiver be renewed in subsequent budget cycles, she noted.

Resolution 2023-67

**APPROVAL OF SPECIAL SURCHARGE RATE FOR NON-OHIO
RESIDENTS DISPLACED FROM THEIR HOME COUNTRIES DUE TO
WAR, CONFLICT OR DISASTER**

WHEREAS, the Board of Trustees is responsible for approving fees for instruction and other educational services; and

WHEREAS, reductions from instructional and general fees as well as out-of-state surcharge rates are allowable if approved by the Board of Trustees and the Chancellor of the Ohio Department of Higher Education; and

WHEREAS, on April 13, 2023, the Chancellor of the Ohio Department of Higher Education issued Directive 2023-19 authorizing colleges and universities to reduce the out-of-state surcharge for students who have been displaced from their home countries due to war, conflict or disaster; and

WHEREAS, Kent State University proposes to apply a reduced out-of-state surcharge rate of \$1 per term for students that are asylees, refugees, and students on a temporary protected status (TPS) as a result of a current world situation involving war, conflict, or disasters; and

WHEREAS, the waiver is only provided to students who have complied with immigration laws and have proper documentation proving their valid status, as required by the Department of Homeland Security; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the special out-of-state surcharge rate for students that are asylees, refugees, and students on a temporary protected status (TPS) as a result of a current world situation involving war, conflict, or disasters, effective for the 2023-2024 academic year and the 2024-2025 academic year, and any summer terms that begin

prior to June 30, 2025, subject to any required approvals from the Chancellor of the Ohio Department of Higher Education.

*SECOND AMENDMENT OF GROUND LEASE WITH BOARD OF EDUCATION
OF BERKSHIRE LOCAL SCHOOL DISTRICT*

Trustee Womer Benjamin presented the committee's request for approval of a second amendment to the university's ground lease agreement with the Board of Education of the Berkshire Local Schools. Kent State and the Board of Education entered into a lease agreement dated October 16, 2018, for approximately 30.6 acres of surplus real property at the Kent State University at Geauga campus. The district constructed a PK-12 facility on the leased parcel, which opened in 2022. The district requested and received a lease amendment in September 2021 for an additional 3.55 acres to construct an athletic stadium and track, which were completed in 2022. The proposed second amendment for an additional 7.4 acres would enable the district to build playing fields for baseball and soccer, seating, and buildings for restrooms and concessions, bringing the total leased parcel to approximately 41.55 acres, she reported.

Resolution 2023-68

**SECOND AMENDMENT OF GROUND LEASE WITH BOARD OF
EDUCATION OF BERKSHIRE LOCAL SCHOOL DISTRICT**

WHEREAS, Kent State University owns real property in Burton, Geauga County, Ohio, which is part of Kent State University at Geauga; and

WHEREAS, Sections 3345.12(A)(5) and (Q) of the Ohio Revised Code authorize the university to "lease lands or interests in land owned by it;" and

WHEREAS, pursuant to Section 3313.37(A)(1) of the Ohio Revised Code, the Board of Education of the Berkshire Local School District ("School District") is authorized to "build, enlarge, repair and furnish the necessary schoolhouses" and to "purchase or lease sites therefore;" and

WHEREAS, the School District originally leased 30.6 acres of real property on the Geauga Campus from the university for construction of a PK-12 educational facility and related improvements pursuant to that certain lease agreement dated October 16, 2018, and the lease was subsequently amended on September 21, 2021, to include an additional 3.55 acres to build an athletic stadium; and

WHEREAS, the School District now desires to construct athletic fields on the parcel adjacent to the leased parcel as an amenity of the PK-12 educational facility; and

WHEREAS, the School District requires approximately 7.4 additional acres of surplus university real property to support the proposed athletic fields; and

WHEREAS, the proposed second amendment of the ground lease with the Board of Education of the Berkshire Local School District will increase the total leased parcel to approximately 41.55 acres; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to enter into a second amendment to the ground lease dated October 16, 2018, as amended, with the Board of Education of the Berkshire Local School District to add approximately 7.4 acres of surplus university real property to the leased parcel and effectuate the purpose of this resolution.

APPROVAL OF KENT CENTER FOR PERFORMING ARTS CORRIDOR IMPROVEMENTS

Trustee Womer Benjamin then stated that approval also was requested for \$1 million in building corridor improvements in the Kent Center of Performing Arts. The center's interior corridors have not been renovated since its construction in 1960. The proposed project would provide a refresh of architectural finishes, removal of lockers in select locations, and deliver space that is bright and inviting for informal learning and socializing, she said. Work is expected to be completed in summer 2024.

Resolution 2023-69

**APPROVAL OF KENT CENTER FOR PERFORMING ARTS
CORRIDOR IMPROVEMENTS**

WHEREAS, The Kent Center for Performing Arts was originally constructed in 1960 and is home to the College of the Arts; and

WHEREAS, the corridors serving the School of Music were not included in previous building improvements and are original to the construction of the building; and

WHEREAS, the project will furnish an inviting refresh of the corridors serving the School of Music providing areas for students to connect with peers, engage in group discussions, and collaborate on projects; and

WHEREAS, the design, bidding, and construction of this project will follow all state laws and regulations; and

WHEREAS, the total cost of this project is \$1 million, which the university has budgeted from local funds; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to proceed with this project in accordance with University Policy 3342-7-04.

REGARDING THE PRACTICE OF TRANSCRIPT WITHHOLDING

Finally, Trustee Womer Benjamin presented a resolution regarding the practice of transcript withholding. Kent State's administration recently eliminated the withholding of student transcripts due to past-due balances. The Board of Trustees supports this move and asked that the resolution, once approved, be forwarded to the Chancellor, she stated.

Resolution 2023-70

REGARDING THE PRACTICE OF TRANSCRIPT WITHHOLDING

WHEREAS, the Ohio Revised Code Section 3345.027 requires the board of trustees of each state institution of higher education to formally consider and adopt a resolution regarding the practice of transcript withholding related to unpaid balances; and

WHEREAS, of the nearly 33,000 transcripts requested annually at Kent State, less than 2% have had a transcript held due to an outstanding student balance; and

WHEREAS, the university relies upon other practices such as referring past-due balances to the Office of the Ohio Attorney General for collection; and

WHEREAS, the Kent State University administration approved the amendment of Administrative Policy 3342-7-05.5 Regarding Billing and Collection of Student Fees, removing language related to withholding transcripts; and

WHEREAS, the Board of Trustees concurs that ending the practice of transcript withholding at Kent State University will promote Ohio's postsecondary attainment and workforce goals and help students complete their educations; now, therefore,

BE IT RESOLVED, that the Board of Trustees expresses its support for ending the practice of transcript withholding at Kent State University and directs that this resolution be provided to the Chancellor of the Ohio Department of Higher Education in accordance with Ohio Revised Code Section 3345.027.

She then reported that Chair Donald Mason had shared the report of the Investment Committee meeting held on August 29, 2023.

Trustee Womer Benjamin further stated that the committee received an update on completion of Kent State's 2023 Efficiency Report to the State of Ohio. Additionally, trustees heard several informational reports routinely provided to the Board for review, she said.

With that, Trustee Womer Benjamin concluded her report for the Finance and Administration Committee.

The eight resolutions were added to the consent agenda.

NEW BUSINESS

Chair Riley then moved to two matters of new business.

RESOLUTION OF APPRECIATION TO LAMAR R. HYLTON

He began by asking Trustee Haley Dees to present a proposed resolution of appreciation to Dr. Lamar R. Hylton. She shared that Dr. Hylton gave her a very important piece of advice she carried with her daily. As a new student trustee meeting with him for the first time, she mentioned how nervous she was as she had some very big shoes to fill. Dr. Hylton reminded Trustee Dees that she should fill her own big shoes. She presented the resolution for the Board's consideration.

Resolution 2023-71

RESOLUTION OF APPRECIATION TO LAMAR R. HYLTON

WHEREAS, Lamar R. Hylton joined Kent State University in 2017 as Dean of Students, putting his ample talents to work for the benefit of our students; and

WHEREAS, he rose steadily through the Division of Student Affairs serving as the interim and then permanent Vice President for Student Affairs before advancing to Senior Vice President for Student Affairs in 2021; and

WHEREAS, during his tenure Dr. Hylton played a key role in advancing Kent State as a students-first university, enhancing the quality of the student experience, promoting student success, and fostering inclusion; and

WHEREAS, he provided superb leadership and tireless service throughout the COVID-19 pandemic, overseeing vital functions such as University Health Services, University Housing, and University Culinary Services and contributing immeasurably to the health, safety, and well-being of students, faculty, staff, and the broader community; and

WHEREAS, he worked to promote Kent State University and the student affairs profession at the regional and national levels, leading the division to be named as one of the nation's Most Promising Places to Work in Student Affairs in each of the past three years; and

WHEREAS, Dr. Hylton excelled in and took great pride in his role of path-breaker, from his personal journey as a first-generation college graduate to his selection as the university's first Black vice president of student affairs; and

WHEREAS, he left Kent State on August 31, 2023, to become Vice Provost for Student Life at Indiana University Bloomington; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees expresses deep gratitude to Lamar R. Hylton for his contributions to the student experience and the advancement of Kent State University, and wishes him success in his future endeavors.

The resolution was added to the consent agenda by general consent.

ANNUAL REVIEW OF THE PRESIDENT

Chair Riley stated that the final item of new business was a resolution regarding the annual review of President Todd Diacon. He reported that the Board had completed its evaluation of his performance in Fiscal Year 2022-2023. In summary, Chair Riley said the entire Board of Trustees was very happy with President Diacon's performance and with the performance of the university. He noted Kent State's many successes, both academic and in athletics, were evidenced by the outstanding presentations to the Board during the Committee of the Whole session earlier that morning. Based upon the Board's review, it was proposed that a resolution be added to the consent agenda authorizing a 3% increase in President Diacon's base compensation for FY 2024 and awarding him the full amount of his bonus for the past year, said Chair Riley.

He thanked President Diacon and asked if he had any comments. President Diacon remarked that this was always an uncomfortable moment because it shined light on him, but really, it was all the people in the university who are the source of the success. He said he was honored by the accolades, but he was thoroughly aware and deeply appreciative of the work that others did to generate that success. President Diacon acknowledged the great advice, counsel, leadership, and steady hands all of the trustees provide and observed that his success and that of the university also reflect an outstanding Board of Trustees whose service he appreciates.

Resolution 2023-72

ANNUAL REVIEW OF THE PRESIDENT

WHEREAS, the Board of Trustees elected Todd A. Diacon as the 13th President of Kent State University, effective July 1, 2019; and

WHEREAS, the annual evaluation of the President is intended to ensure a clear communication of the Board's intentions, to align mutual expectations, to assess the President's performance in leading the institution, to inform the Board's annual

decisions on presidential compensation, and to maintain accountability for legal, regulatory, and ethical compliance; and

WHEREAS, in reviewing President Diacon's 2022-2023 goals and accomplishments, the Board recognized Kent State University's impressive progress in student success and affordability, academic and research programs, community impact, fundraising, and stewardship of university resources; now, therefore,

BE IT RESOLVED, the Kent State University Board of Trustees has determined that President Diacon has earned the full amount of the annual performance incentive in his employment agreement effective April 29, 2019, and that his employment shall continue as previously authorized by the Board of Trustees with a 3% increase in base salary for the 2023-24 year.

Chair Riley then asked whether there were any objections to adding the resolution to the consent agenda. Hearing none, he asked for a motion to approve the consent agenda, which included the minutes of the June 28, 2023, Board business meeting and the August 24, 2023, special board meeting; the personnel actions; recommendations from the standing committees; the resolution of appreciation for Lamar R. Hilton; and the resolution regarding the annual review of the president.

ACTION: Trustee Mason moved, seconded by Trustee Womer Benjamin, that the motion be approved. There were no objections. The motion passed.

ADJOURNMENT

Chair Riley announced that the next regular meeting of the Board of Trustees was scheduled for December 6, 2023, at the Kent Campus.

He added that Board and Cabinet members would enjoy lunch with students, faculty, and staff from the Fashion School and tour the recently renovated facility before departing that afternoon.

On motion duly noted, the meeting adjourned at 12:18 p.m.