



## **FACULTY SENATE**

### **Meeting Minutes**

**October 10, 2022**

**Senators Present:** Ann Abraham, Bob Antenucci, Omid Bagheri, Tina Bhargava, Jeffrey Child, Lauren Copeland, Jennifer Cunningham, Ed Dauterich, Omar De La Cruz Cabrera, Kimberly DePaul, Tracy Dodson, Yanhai Du, Vanessa Earp, Julie Evey, Claudia Gomez, Angela Guercio, Darci Kracht, Cynthia Kristof, Janice Kroeger, Velvet Landingham, Tracy Laux, Cathy Marshall, Karen Mascolo, Denise McEnroe-Petitte, Mahli Mechenbier, Oana Mocioalca, Abe Osbourne, Vic Perera, Amy Petrinec, Linda Piccirillo-Smith, Helen Piontkivska, Lydia Rose, Susan Roxburgh, Athena Salaba, Murali Shanker, Deborah Smith, Diane Stroup, Eric Taylor, Laurie Wagner, Theresa Walton-Fisette, Sue Wamsley, Christopher Was, Melissa Zullo

**Senators Not Present:** Todd Hawley, David Kaplan, Edgar Kooijman, Robin Vande Zande

**Ex-Officio Members Present:** President Todd Diacon; Senior Vice Presidents: Lamar Hylton, Mark Polatajko; Vice Presidents: Sean Broghammer, Doug Delahanty\*, Amoaba Gooden, Tiffany Murray\*, John Rathje, Charlene Reed, Peggy Shadduck, Valoree Vargo, Stephen Ward; Deans: Sonia Alemagno (represented by Melissa Zullo), Christina Bloebaum, Allan Boike, Ken Burhanna, James Hannon, Versie Johnson-Mallard, Mark Mistur, Mandy Munro-Stasiuk, Diane Petrella, Eboni Pringle (represented by John Jewell), Amy Reynolds, Alison Smith, Deborah Spake, Manfred van Dulmen

\*Interim

**Ex-Officio Members Not Present:** Senior Vice President and Provost Melody Tankersley, Willis Walker

**Observers Present:** Paul Farrell (Emeritus Professor), Victoria Akinkuolie (GSS), Seth Young (USG)

**Observers Not Present:**

**Guests Present:** Shelby Burkhart, Carla Goar, John Jewell, Karen Keenan, Jennifer Kellogg, Dana Lawless-Andric, Babacar M'Baye, Bryan Molnar, Amy Quillen, Jennifer Roche, Sarah Smiley, Therese Tillett, Deirdre Warren, Kevin West, Sonya Williams

#### **1. Call to Order**

Chair Laux called the meeting to order at 3:20 p.m. in the Governance Chambers, Kent Student Center. Attendees were also present on Microsoft Teams.

#### **2. Roll Call**

Secretary Dauterich called the roll.

### **3. Approval of the Agenda**

Chair Laux asked for a motion to amend the agenda to include new action items from the Educational Policies Council (EPC). A motion was made and seconded (Dauterich/Mocioalca). The agenda was amended.

Chair Laux then asked for a motion to approve the amended agenda. A motion was made and seconded (Piccirillo-Smith/Walton-Fisette). The amended agenda was approved unanimously.

### **4. Approval of the Faculty Senate Meeting Minutes of September 12, 2022**

Chair Laux asked for a motion to approve the minutes from the September 12, 2022, Faculty Senate meeting. A motion was made and seconded (Mocioalca/Piccirillo-Smith).

The minutes were approved unanimously as written.

### **5. Chair's Remarks**

Chair Laux presented his remarks. They were brief and mostly involved amending the agenda.

There were no comments or questions.

### **6. President's Remarks**

President Diacon spoke about the future of the regional campuses. He mentioned that there has been an enrollment decline on the regional campuses. The headcount has fallen, but non-College Credit Plus full-time enrollment is what has fallen quite a lot. It fell from 10,208 students to 4,718. The College Credit Plus has grown, but there is a very small charge for the students taking classes through that program. The demographic decline and changing workforce development needs are also driving this drop. Most of the decline has been in long-offered, non-technical, four-year programs at the regionals. Two-year degree programs at the regionals have steady enrollment and are likely to see growth in the future. These reasons for decline have led to the "Stay Lean to Stay Put" program at Kent State University. The program recognizes that we are the anchor institution in areas we serve; we will make changes, however, going forward. This will happen in four areas: (1) leadership on the campuses—numbers of campus deans will be reduced; (2) hiring will be decided by system needs rather than individual campus needs—more sharing of positions between campuses will occur; (3) using technology to teach students across campuses at the same time—technology will make synchronous enrollments across campuses happen; and (4) the College of Applied and Technical Sciences (CATS) will be home to much of the work, but all colleges will participate in the initiative.

He then invited comments or questions.

Dean Munro-Stasiuk thanked President Diacon and asked how work for faculty on campuses with four-year programs could be distributed in a way to maximize the number of students being taught by those faculty.

President Diacon replied that in some of those programs, there will be enough demand if they are run synchronously across campuses at the same time. He clarified that some would be in person and some would be synchronous online courses.

Vice President Shadduck added that deans and assistant deans from across campuses have been working to be strategic about scheduling, to analyze where students and faculty can be better aligned, to lower the reliance on adjunct faculty, and to leverage technology, so courses can reach more than one campus.

Senator Bagheri said that technology is often an issue at the regional campuses. He added that new faculty are not well-trained to teach online, and the system still has issues. He asked that students be made well-aware of what they are taking as far as course delivery, and that if the technology support is a barrier for recent faculty teaching online, more training be made available.

President Diacon thanked him for his comments.

Senator Rose said that synchronized classes should be useful, but she added that students are not signing up for them very often. She added that she is split between two campuses, and she is not sure which services are offered on both, nor is she sure which things need to be synchronized across campuses.

President Diacon agreed and said that they paid stipends for technology training in the past and could do this again in the future in order to synchronize systems.

Senator Taylor asked whether the rise in technical programming meant that the university should push toward that type of programming, and if so, would online classes suffer from the presentation of this material.

President Diacon replied that two-year, technical degrees will be offered mostly in person. Synchronous courses would be more likely in traditional, four-year programs.

Vice President Shadduck added that some material cannot be feasibly taught through distance learning, and she said that one answer will not fit every situation. Each discipline will be examined in relation to the effectiveness of online teaching.

There were no further comments or question.

## **7. Educational Policies Council (EPC) Action Items**

**a. COLLEGE OF EDUCATION, HEALTH AND HUMAN SERVICES (presented by Associate Professor Jennifer Roche) Speech Language Pathology—Ph.D.: Revise major name to Communication Sciences and Disorders; revise course and progression requirements.**

Dean Hannon explained the item. The name change falls in line with the majority of universities presenting such a program.

He then invited comments or questions.

There were no comments or questions.

A motion was made to approve (Piccirillo-Smith).

The motion passed unanimously.

**b. COLLEGE OF APPLIED AND TECHNICAL STUDIES (presented by Dean Peggy Shadduck) Legal Assisting Technology—A.A.S.: Inactivate degree program; admission was suspended fall 2020 (fall 2022).**

Dean Shadduck explained the inactivation. There are no faculty directly connected, and there is little student demand or demand from the workforce.

She then invited comments or questions.

There were no comments or questions.

A motion was made to approve the inactivation (Dauterich).

The motion passed unanimously.

**c. REGIONAL CAMPUS ADMINISTRATION (presented by Vice President Peggy Shadduck) Micro-Credentials: Implementation of academic credit micro-credentialing.**

Vice President Shadduck explained the implementation. She pointed to information sent out to the senate previously; it explained what micro-credentials are. They can be credit or non-credit. There is interest in what could happen on the credit side. Potentially, courses could be packaged into a micro-credential that focuses on a skill or set of knowledge that is beneficial to a worker and that worker's employer. She proposed that a sub-committee of EPC with a majority of faculty be charged for commenting on and approving the micro-credentials.

She then invited comments or questions.

A motion was made to approve the implementation (De La Cruz Cabrera).

Senator Smith asked about the demand for micro-credentialing and wondered what the evidence was for the demand. She also expressed concern that the proposed committee would be the only committee that dealt with curriculum that did not have a majority of faculty on it.

Vice President Shadduck said that the committee, as described in the proposal, will be comprised of a majority of faculty. She added that many publications point to the increased demand for micro-credentials. These include *Inside Higher Ed* and the *Chronicle of Higher Education*. Northeast Ohio businesses have also expressed their interest in micro-credentialing at group meetings she had attended.

Senator Mascolo said that the College of Nursing sees micro-credentialing as an opportunity to expand the graduate program; people in the workforce have supported the idea. They have already considered three possible micro-credentials for which their clinical partners have shown enthusiasm.

Senator De La Cruz Cabrera asked whether there were policies about how the proposal applied to faculty workload.

Vice President Shadduck said that these are already credited courses, so students may be enrolled for a degree or a micro-credential. Separate sections for micro-credential seekers could be offered, but they would be because of high enough demand to satisfy faculty workload. She said that some will be assigned at the department level and some in interdisciplinary ways where departments would have to interact with one another.

Senator Kracht asked about the proposed committee and said she did not see the suggestion that the committee should be a majority of faculty in the proposal.

Vice President Shadduck pointed out that it was on the fourth page of the proposal.

Senator Kracht said she might not have the most current version.

Chair Laux said she might be looking at an older version.

Senator Shanker asked about the differences between badges, micro-credentials, and certificates.

Vice President Shadduck explained that certificates have to go through the approvals in the catalog, but micro-credentials, being 12 credit hours or less, would not be in the catalog. They are a repackaging of courses, and the terminology is informal.

Emeritus Professor Farrell said that his copies of the proposal did not have the majority faculty references. He asked for a clarification about who the faculty chair in the documents referred to.

Vice President Shadduck said that the language could be fixed.

Senator Child said that micro-credentials appear to be targeted toward current courses and wondered whether new courses could be created.

Vice President Shadduck replied that it is possible, but there will be no change to the process for approving new courses.

Senator Smith expressed concern that there is no mention of faculty majority in the proposal distributed to senate. She asked what we are voting on if we do not have the most recent version of the proposal.

Chair Laux suggested that a friendly amendment could be made to the documents, so they could reflect that a faculty majority is guaranteed. He also explained the changes between the two documents to Senator Smith. The “majority of faculty” statement and a bullet point about a timeline to be provided were also added. The EPC will have ultimate control over approval.

Senator Smith made a distinction between department chairs and full-time faculty in the document and added that to the friendly amendments.

Vice President Shadduck agreed that the reference to faculty chair or school director would be changed to department chair, and she added that full-time faculty would be clarified as being members. She also accepted the changes to the friendly amendment.

A motion was made and seconded to pass the friendly amendment (Smith/Dauterich).

Senator Walton-Fisette said there was not clarification about where faculty would come from.

Chair Laux said that subcommittees of the EPC are not necessarily composed of EPC members.

Senator Dauterich, speaking as Chair of the EPC, verified that it could be any full-time faculty and that the charge from the EPC would make it clear that the EPC would choose the faculty.

Dean Munro-Stasiuk expressed her appreciation for the proposal and asked whether the committee would have representation from all colleges on campus.

Chair Laux said the EPC would have the ability to approve what the subcommittee did.

Vice President Shadduck explained that it would be an information item at the EPC and could be elevated, but it probably would not be in most situations.

Dean Munro-Stasiuk suggested that there should be wording that makes sure colleges are informed earlier in the process rather than the way it appeared in the proposal. Having colleges consulted last, especially on interdisciplinary proposals, could lengthen the process.

Senator Dauterich, as Chair of the EPC, responded that the subcommittee itself would be responsible for making sure proposed micro-credentials had already been approved by the appropriate colleges, so the proposal would be sent back very early in the process if there was not proper consultation.

Dean Bloebaum said they have no departments or schools in her college and wanted wording to be changed to reflect units in similar situations. She also suggested that multi-disciplinary is a better term than interdisciplinary.

Vice President Shadduck said the terminology could be changed.

Chair Laux asked about the terms of the friendly amendment.

Vice President Shadduck listed the additions to the friendly amendment named earlier in the discussion. [Attachment of revised proposal]

Senator Smith suggested that Vice President Shadduck's changes were acceptable for the friendly amendment.

The amendment passed unanimously.

The motion to approve the proposal also passed unanimously.

There were no further comments or questions.

## **8. Old Business**

**Action Item: Racial Equity Statement and Land Acknowledgement Statement (presented by Dr. Carla Goar and Dr. Babacar M'Baye on behalf of the Division of Diversity, Equity, and Inclusion)**

A motion was made and seconded to approve the item (Piccirillo-Smith/Mocioalca).

Chair Laux explained the changes from the previous presentation at senate.

He then invited comments or questions.

Vice President Gooden explained the history of both statements and expressed the importance of putting the statements on the university website.

There were no further comments or questions.

The motion passed unanimously.

## **9. Announcements/ Statements for the Record**

Senator Salaba announced that the Faculty Senate Retreat will take place on October 28<sup>th</sup> at 3:00 p.m. It will be at Laziza in Kent. The theme will be intellectual property with a focus on course materials.

John Jewell on behalf of Dean Pringle, mentioned “I Am First Week,” which will take place from November 7<sup>th</sup>-11<sup>th</sup>, and he provided a link to the celebration of first-generation bachelor’s degree students: [www.kent.edu/i-am-first](http://www.kent.edu/i-am-first).

Senator Perera announced the Celebrating College Teaching Conference, which will take place on Oct 21<sup>st</sup>. He also provided a link to the conference: <https://www.kent.edu/utc/28th-annual-utc-conference-celebrating-college-teaching>.

## **10. Adjournment**

Chair Laux adjourned the meeting at 4:45 pm.

Respectfully submitted by Edward Dauterich  
Secretary, Faculty Senate