

## Faculty Senate Agenda – December 12, 2022

Item No.	Item	PDF/ Page No.																					
1.	Call to Order																						
2.	Roll Call																						
3.	Approval of the Agenda																						
4.	Approval of Minutes  Faculty Senate Meeting Minutes of 11/7  Executive Committee Meeting Minutes of 10/26, 11/17, 11/30	<a href="#">3-17</a>																					
5.	Chair's Remarks																						
6.	Vice President Ward's Remarks																						
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8.	New Business: University policy for postdoctoral scholars (postdocs), research associates and senior research associates	Email attachment sent with agenda.																					
9.	Announcements / Statements for the Record																						

10.	Adjournment	
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## **FACULTY SENATE**

### **Meeting Minutes**

**November 7, 2022**

**Senators Present:** Ann Abraham, Bob Antenucci, Omid Bagheri, Tina Bhargava, Jeffrey Child, Lauren Copeland, Jennifer Cunningham, , Omar De La Cruz Cabrera, Kimberly DePaul, Tracy Dodson, Yanhai Du, Julie Evey, Claudia Gomez, Angela Guercio, David Kaplan, Edgar Kooijman, Darci Kracht, Cynthia Kristof, Velvet Landingham, Tracy Laux, Cathy Marshall, Karen Mascolo, Denise McEnroe-Petitte, Mahli Piontkivska, Lydia Rose, Susan Roxburgh, Athena Salaba, Deborah Smith, Diane Stroup, Eric Taylor, Laurie Wagner, Theresa Walton-Fisette, Robin Vande Zande, Sue Wamsley, Christopher Was, Melissa Zullo

**Senators Not Present:** Ed Dauterich, Vanessa Earp, Todd Hawley, Janice Kroeger, Murali Shanker

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

**Ex-Officio Members Not Present:** President Todd Diacon, Senior Vice President and Provost Melody Tankersley, Senior Vice President Lamar Hylton, Vice President Vargo, Vice President Willis Walker, Dean Amy Reynolds

**Observers Present:** Victoria Akinkuolie (GSS)

**Observers Not Present:** Paul Farrell (Emeritus Professor), Seth Young (USG)

**Guests Present:** Sarah Malcolm

#### **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** Senator Piccirillo-Smith called the roll.

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

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

### **4. Approval of the Faculty Senate Minutes of October 10, 2022**

Chair Laux asked for a motion to approve the minutes from the October 10, 2022, Faculty Senate meeting. A motion was made and seconded (Smith/Kracht).

The minutes were approved unanimously as written.

**5. Chair's remarks:** Chair Laux explained that President Diacon and Provost Tankersley could not attend today's meeting as they are both away from campus on University business. Chair Laux presented information on the Educational Policies Council. Curricular proposals from every academic unit are submitted, and those submissions are investigated and deliberated upon by a dedicated group. Although faculty from each of the academic colleges are represented on EPC, he said that it would be insane to expect detailed expertise in every curricular area of our complex university.

He added that his remarks today are not to instigate action at this meeting as how to implement his suggested improvements but to let everyone know that those improvements are on their way. Again, having the attention of so many at the Senate meetings is invaluable. His remarks will be directed to Senators as well as Deans, Chairs and Directors in regards to EPC issues. As chair of Senate, to guarantee that the voice of faculty is heard, especially regarding the responsibilities of EPC, he sees the opportunity for these few improvements. First, the process needs to include evidence that is provided to appropriate faculty bodies. Usually, that would mean each academic unit's required curricular committee has been consulted and has approved the proposal, or if the body has denied the proposal, evidence that they have been provided the reasons for the proposal's continuation by the academic unit's administrator. The evidence could be as simple as an addition of a checkmark and a date on which the unit's curricular committee approved the proposal. Lacking that evidence, he suggested that EPC members vote against any submitted proposal, unless there's evidence of the appropriate consultation with the curricular bodies of the academic unit.

Secondly, to ensure that each academic unit has an opportunity to appropriately address any encroachment concerns, we need a process that includes the opportunity for academic unit administrators and the curricular bodies to be informed in a timely manner of all proposals submitted to EPC; there is such a manner to do this. He added that he would like to see a process which includes either providing each detailed EPC agenda to all curricular bodies, or access to those agendas.

Maybe this is already being done or it is possible that it's just not being utilized by the chairs of the curricular advisory bodies. If that's the case, then those faculty members need to fulfill their responsibilities. I look forward to further discussions with Provost Tankersley, EPC Chair Ed Dauterich, and others regarding those two issues.

**6. President's remarks: (President Diacon and Provost Tankersely were unavailable to speak at today's meeting.)**

**7. EPC Action Items:**

- College of Arts & Sciences School of Peace and Conflict Studies (presented by School Director Neil Cooper): Establish major in-person on Kent Campus with two concentrations: Applied Conflict Transformation; and Peace, Conflict and Development (fall 2023 pending final approvals).

Dr. Cooper explained that this proposal follows discussions in the school about the need for a standalone MA in Peace and Conflict Studies and the sense that many programs in the field actually recruit better at the master's level than they do at the undergraduate level. It also emerged through a kind of long process of collective discussion amongst all the faculty. The process of creating the MA has taken a good amount of time and has gone through various iterations. The development of the program was informed by three eminent advisors and by a market analysis. A program such as this that has to do with peace and conflict is a very timely one. These issues have risen to the top of the political agenda in a way that has not been seen since the end of the Cold War. We are planning for the delivery of practical praxis courses which represents a unique feature of this program. There will be courses on leadership and peaceful change among others.

The two concentrations within the overarching program are specifically designed to reflect different aspects of the field of Peace and Conflict Studies, and these appeal to different cohorts of students. The first concentration is Applied Conflict Transformation, which has the acronym of ACT. ACT concentrates more on the domestic dynamics of peace and conflict, focusing on questions of peace and conflict in organizations, for instance, and in communities. We anticipate that this will be a concentration that might appeal more to students who are coming to us from the local area or nationally within the US.

In contrast, the concentration in Peace, Conflict and Development is designed to focus on peace and conflict dynamics in fragile societies and the global society and as such it picks up on post-Cold War policy concerns with the relationship between conflict, security, and development in the global society.

At the same time, while we've tried to make each concentration distinct and different and to ensure that it appeals to different market segments, we've also endeavored to strike a balance between offering those distinctive concentrations, but also providing common foundations for work in the field. There are common courses on the foundations of peace and conflict studies on negotiation.

There are a number of programs that address this field in Europe but this is not the case in the U.S., so it is believed that this concentration will help to fill that gap. There are common courses on the foundations of peace and conflict studies and on negotiations. In Ohio, we only found

two programs that were cognates. The first is at Ohio University where there is an MA in War and Peace Studies. The second is at the University of Toledo that offers a certificate in the foundations of peace education. There is an urgent need for programs such as this, and it helps us 'plug a gap' in our programming and fills a gap in what is offered in Ohio.

Senator Roxburgh moved to approve the motion.

Senator VandeZande asked how will the MA students be better prepared than from other programs at the undergraduate level?

Dr. Cooper suggested that people hiring are looking for more education in this field . He also thinks the praxis portion of the program will appeal to employers. One aspect of the job analysis was to identify the number of job advertisements for this field. The analysis saw an increase. The praxis courses are the ones that set the program apart from undergraduate courses. The capstone is a 6-hour practicum so that students will have a lot more experience in the field. It was designed to give a sense of focus and to give students knowledge plus skills in order for students to get jobs through these organizations. One of the recurring surveys about the field is that the field needs to do more to provide praxis training in the field; this is exactly what the program is providing.

The motion to approve passed unanimously.

- **University College** (presented by Dean Eboni Pringle): Revise course number, title, description, schedule type, grade rule, content and learning outcomes for the First Year Experience course (fall 2023).

As Dean Pringle explained, the First Year Experience course was last revised in 2009. In 2017, a small group was charged by President Warren with a review of the course to enhance students' experience. The 2016 climate survey indicated that a sense of belonging could be enhanced. The climate survey defined students most at risk as Black, Hispanic and Multi-racial students, students with disabilities, students with financial challenges, and students who are first generation college students. The committee worked with faculty, staff and students to identify opportunities to address this finding. The new curriculum has been designed to foster a university wide sense of belonging, articulate how students can contribute to the community, and clarify their purpose. This is evidenced in the five learning outcomes outlined in the proposal. These learning outcomes are expected to facilitate group learning. The Center for Teaching and Learning has agreed to help facilitate the process of creating this revision.

A motion to approve the proposal was made by Senator Smith.

Senator Roxburgh commented that faculty are not permitted to bank FYE hours. In the past, people would teach the course and could bank the credits so that they can then have a course reduction.

Dean Pringle responded that one of the things they have discussed is to ask Deans making decisions about faculty teaching to allow faculty to have input into the ways that the course would be enacted.

Senator Kooijman expressed a concern that this revision seems more general than those that had targeted a specific discipline. He asked if this approach was still possible.

Dean Pringle responded that they have put a lot of thought into what has been in the course over the last few years. One example is students being unable to navigate the GPS; they are considering how to improve the presentation of this information through videos, modules, etc. that students can access at the time that they need them.

Senator Bagheri asked how regional campuses were involved in the changes being made. He also wondered how the changes would impact regional campuses. Dean Pringle said that across all 8 campuses, faculty, students, and staff have been included in the process. They have also piloted a class on Stark campus, and the instructor who taught the course thinks that it will work well on regional campuses.

Senators voted unanimously in favor of the revision to First Year Experience course.

**8. Old Business:** Academic Visitor Policy presented by Executive Director Sarah Malcolm. This proposal was tabled at our Sept. 12, 2022 meeting. There needed to be clarification of the 'host' for academic visits as well as the definition of visitors.

Senator Smith moved that we return the item to the table. Senator Kracht seconded. The vote to remove the tabling was unanimous. Since the tabling has been removed, discussion was able to move forward.

Sarah Malcolm discussed the changes; they removed the wording related to the host being faculty. C1 and C2 deleted the need for visiting scholars to be employed elsewhere. They added and revised C4 and C5 host responsibilities and differentiated between the host unit versus faculty host. Other changes that were added had to do with the faculty member (host) being responsible for informing the Office of Global Education when the visitor completes the program and has left the country.

Dean Bloebaum asked about who was responsible for compliance with university policies and procedures and federal rules and regulations.

Sarah Malcolm explained that the unit is responsible for the visitor.

Dean Bloebaum asked whether the 'unit' meant 'the Dean'.

Chair Laux asked for clarification of the legal obligation for misdeeds of the visitor. Would those fall to the dean?

Sarah Malcolm clarified that OGE is only responsible for infractions that were committed by a visitor on an J1 visa.

Senator Salaba asked for a clarification of section C 2b.

Sarah explained that OGE will do the background check.

Senator Smith offered a clarifying comment. She pointed out a difference between the process itemized in 2C versus 6C. 2 C has been removed. D is the completion of background check which will now be 2 C (that is not part of the letter and the host is not responsible for

that.

Dean Mistur suggested a workflow that would help everyone work through a checklist to make sure that we are staying compliant.

Sarah Malcolm explained that there is already a workflow in place that would be applicable to visitors in the J1 program.

Dean Bloebaum clarified that references to 6 C is now 7 C in the revised document.

Senator Salaba agreed that with 7 C there is no confusion.

Senator Smith proposed a friendly amendment to switch the references from 6 C to 7 C before Senate approval.

Chair Laux made a suggestion to deans that they not authorize anything until they approve the process.

Dean Bloebaum explained that in her experience it is the faculty person that has day-to-day contact with the visitor, not the administrator. That is her concern.

Approval of the Academic Visitor Policy was unanimous.

**9. New Business:** Information Item: Canvas Athletic Academic Observer presented by Dr. Theresa Walton Fisette and Assistant Athletic Director Angie Hull.

Angie used a slide presentation to explain how the process would work to implement a Canvas Observer. Canvas Observer is a way for others to observe who are not enrolled in the course. In athletics, it would be used to monitor student athletes. Students become academically eligible to compete based on their performance in the classroom. Having the Canvas observer would reduce the number of progress reports. It also helps advisors to be more proactive in helping student athletes. It would mostly be used for the grade screen. Canvas allows for customization of access for observers. Angie provided a sample of what this would look like for faculty in Canvas. They did a soft launch with 60 instructors and 13 students. Student athletes were notified about the process. Senator Walton-Fisette wanted to emphasize and support the academic success of student athletes.

Senator Smith asked if faculty would have to agree to do this. By way of example she explained that she does not use Canvas for specific components of her course, so she would not want an observer.

Senator Walton-Fisette suggested that there may be an 'opt out' rather than an 'opt in'.

Senator Mocioalca wanted to make sure that even if instructors use Canvas, they may not put grades in Canvas; therefore, she did not see how it would be beneficial to use Canvas. Senator Mociolca explained that some grades would appear in Canvas, but others would not. That would give observers an incomplete understanding of the grades for the course.

Senator Walton-Fisette suggested that this may be a good example of an instructor who should opt out.

Senator Antenucci said that he understands the concerns because he also uses external publisher content, but he syncs it with Canvas.



Senator Wamsley asked who the observers would be.

Angie Hull explained that all student athletes have an assigned athletic advisor and that advisor along with learning specialists would be the observers. They would not change once the semester has started. There can be no more than 4 observers for any one student. They currently have three observers for each student. Based on the numbers of athletes and numbers of observers, each observer would have approximately 60 to 70 students.

Senator Wamsley also asked if observers had access to Canvas Inbox.

Senator Walton-Fisette explained that observers would not have access to the Inbox.

Senator Bhargava asked about equity issues for student support. She was wondering if this would open a door to having advisors function as observers in other areas outside of Athletics.

Chair Laux wanted to point out that there is an 'opt out' feature that any faculty member could use.

Senator Walton-Fisette explained that students in risk categories outside of athletics might also benefit from the observer role.

**10. Announcements/ Statements for the Record:** Chair Laux announced that Thanksgiving break is upon us. He acknowledges that colleagues are canceling Monday and Tuesday classes without a real cause.

We have a reminder that this is the beginning of I AM FIRST Week. There are events happening all week for first generation college students. If anyone needs a t-shirt, laptop sticker or other items, please contact Dean Pringle.

Deb Smith announced that tomorrow is election day and encouraged everyone to vote.

**11. Adjournment:**

Chair Laux adjourned the meeting at 4:42 p.m.

(Minutes taken by Senator Linda-Piccirillo-Smith and edited by Secretary Ed Dauterich)



**Faculty Senate Executive Committee  
Minutes of the Meeting  
October 26, 2022**

Present: Tracy Laux (Chair), Darci Kracht (Vice Chair), Ed Dauterich (Secretary), Athena Salaba (At-Large), Ann Abraham (Appointed), Helen Piontkivska (Appointed)

Not Present:

Guests Present: President Todd Diacon, Provost Melody Tankersley

1. Call to Order

Chair Laux called the meeting to order at 1:00 p.m. in the Urban Conference Room on the 2<sup>nd</sup> floor of the University Library.

2. Topics for President Diacon and Provost Tankersley

Possible topics that were discussed by the Executive Committee included (1) reimbursements for faculty for workload equivalencies; (2) regional campus faculty and how they receive communication from administration; and (3), expectations regarding the recent separation agreement sent to eligible faculty (how it could be expected to have an effect on the faculty at all campuses). Another possible topic would be the creation of a remote work policy for faculty.

3. Approval of the Minutes

A motion was made and seconded to approve the Executive Committee minutes of October 20, 2022. (Salaba/Piontkivska). The minutes were approved by acclamation with one correction.

A motion was made and seconded to approve the Faculty Senate minutes of October 10, 2022 (Piontkivska/Salaba).

The minutes passed with a recommendation to change some attachments.

4. Joint Appeals Board/Tenure Advisory Board/Promotion Advisory Board Update.

The Executive Committee discussed nominations for the open positions on these boards. Chair Laux also explained procedures and actions he has recently taken regarding these elections. He has also been working on lists of candidates for the next Faculty Senate election in Spring 2023.

5. Set Agenda for the November Faculty Senate Meeting

The agenda was set.

6. Discussion with the President and Provost

Provost Tankersley brought some information for Chair Laux to refer to the Committee on Committees.

In addition, she asked the committee for consultation about whether the senior associate athletic director could have an observer role in Canvas for courses where student athletes are present.

Her last comment was about changing a default setting in Canvas that allows people to allow students to download anything posted online. She wanted to know if the default should be changed.

President Diacon discussed the search for a new Inter-University Council (IUC) of Ohio president and the upcoming state budget for higher education.

The Executive Committee discussed the reimbursement item mentioned above with the president and provost.

The committee also asked about the remote work policy.

Provost Tankersley said that 20% of employees in a unit on any given day can be working remotely for most units during the fall and spring. In the summer, more than 20% could be working remotely, but there are caveats in place for different units.

Finally, the Executive Committee asked about regional campus communication at all the campuses, particularly in light of the specifics of the “Stay Lean to Stay Put” program.

Provost Tankersley said that the administration is working to find better ways to communicate these details with the regional campuses.

7. Additional Items

There were no additional items.

8. Adjournment

Chair Laux adjourned the meeting at 3:01 p.m.

Respectfully submitted by Edward Dauterich  
Secretary, Faculty Senate



**Faculty Senate Executive Committee  
Minutes of the Meeting  
November 17, 2022**

Present: Tracy Laux (Chair), Darci Kracht (Vice Chair), Ed Dauterich (Secretary), Ann Abraham (Appointed), Helen Piontkivska (Appointed)

Not Present: Athena Salaba (At-Large)

Guests Present: Dean Alison Smith, Associate Provost Manfred van Dulmen

1. Call to Order

Chair Laux called the meeting to order at 3:00 p.m. in the Faculty Senate Conference Room (227 Michael Schwartz Center).

2. Rethinking the Kent Core/Kent Core Assessment Committee Updates with Guests Dr. Manfred van Dulmen and Dr. Alison Smith

Dean Smith and Associate Provost van Dulmen updated the committee on the activity of the Re-Envisioning the Kent Core Project and the Kent Core Assessment Committee. Susan Perry and Shannon Helfenstine will be getting back to the Dean and the Associate Provost about the assessment committee. Further updates will be forthcoming. With regard to the re-envisioning project, Associate Provost van Dulmen informed the committee that updates will come to senate and other groups every semester. He also gave a history of the process and the context for why we are going forward with it. He explained the current listening tours that started in the academic units in September, and he said specifically that there is no talk about changing individual courses at this time. Instead, the conversation should be about the general education program as a whole. They want to move the core from a loosely associated set of courses to an integrated program and discuss how or if things should be changed from the current model. Listening tours with academic units will continue through January. Student groups are also being consulted along with alumni and other stakeholders. Three topics are being addressed at the tours: 1) the budgetary model and how or if it should be changed; (2) the distinctiveness of the core (how do we make Kent's general education experience for students different from that of students at other universities); and (3) the structure and organization of the Kent Core.

Dean Smith added that 35 listening tours have already taken place. Future focus areas will be: (1) diversity requirements, experiential learning, WIC (currently outside the core), and whether these can be integrated with the core; (2) interdisciplinary experiences and a more integrated core rather than a selection of courses from a menu; (3) competency and skill-based learning; and (4) CCP and transfer students. She also explained the timeline. The first pilot may be in Fall 2025. The first full implementation may occur by 2028. She also let the committee know that feedback can be left for the project on the provost's website.

Senator Piontkivska asked about CCP students and wanted to know how they could be more involved with the core beyond transfer credits. Could a new core be used to encourage them to attend Kent rather than other schools? Could they be on a different track than other students?

Dean Smith and Associate Provost van Dulmen said they would look into this.

Chair Laux mentioned many courses will still be dictated by the state. Most curriculum for these won't change. How can we fit this into a new Kent Core?

Dean Smith and Associate Provost van Dulmen said that the major opportunities lie outside of the state mandated courses, but state requirements could be added to for some courses to reflect themes in individual cases.

3. Approval of the Minutes

No minutes were available for review.

4. November EPC Transmittal

Items 1, 4, 11 will be passed on for review at the next Faculty Senate meeting. The remaining items on the transmittal were essentially name changes. A motion was made and seconded (Piontkivska/Abraham) to pass the name changes. The motion passed unanimously.

5. Post-Doc Appointment Policy

The Professional Standards Committee has met and voted to forward the proposed policy to senate.

6. Joint Appeals Board Update

There is a full slate of candidates willing to stand for election.

7. Senate Elections

Faculty Senate elections will occur soon. Fifteen spots are open for election.

8. Tenure Advisory Board/Promotion Advisory Board Updates

Nominations for both boards were sent to Associate Provost Kevin West.

9. Additional Items

There were no additional items.

10. Adjournment

Chair Laux adjourned the meeting at 4:15 p.m.

Respectfully submitted by Edward Dauterich  
Secretary, Faculty Senate



**Faculty Senate Executive Committee  
Minutes of the Meeting  
November 30, 2022**

Present: Tracy Laux (Chair), Darci Kracht (Vice Chair), Ed Dauterich (Secretary), Athena Salaba (At-Large), Ann Abraham (Appointed), Helen Piontkivska (Appointed)

Not Present:

Guests Present: President Todd Diacon

1. Call to Order

Chair Laux called the meeting to order at 1:01 p.m. in the Urban Conference Room on the 2<sup>nd</sup> floor of the University Library.

2. Approval of Minutes

A motion was made and seconded to approve the minutes of the October 26, 2022, meeting (Piontkivska/Abraham).

The minutes passed unanimously as written.

A motion was made and seconded to approve the minutes of November 17, 2022, meeting (Piontkivska/Abraham).

The minutes passed as written with one abstention.

3. Topics for President Diacon

The Executive Committee discussed possible topics for discussion with President Diacon. Primarily, the committee had suggestions for topics for the president when he addresses the next full Faculty Senate meeting.

4. Senate Meeting Agenda 12/12/2022

The Executive Committee worked on the agenda for the meeting.



5. Senate Meeting Attendance

The Executive Committee discussed the importance of attendance in person and why it might be beneficial for running elections. Other aspects of remote attendance were discussed as well.

6. Elections

Joint Appeals Board (JAB) election ballots will be sent out tomorrow.

7. Faculty Senate Nominations and Elections

The call for nominations will go out this week.

8. Bullying Policy

An earlier proposed policy had been discussed in relation to staff. There was a discussion of where this proposed policy rested and whether it should be considered in relation to faculty. Chair Laux will investigate the policy with the necessary administrators and possibly bring it to Faculty Senate at a future meeting.

9. Meeting with President Diacon (2:00 p.m.)

President Diacon briefly discussed an administrative situation at Ohio State and the state of the relationship between the state legislature and the Inter-University Council (IUC). He also let us know that the IUC has a new president.

10. Additional Items

There were no additional items.

11. Adjournment

Chair Laux adjourned the meeting at 2:32 p.m.

Respectfully submitted by Edward Dauterich  
Secretary, Faculty Senate