



FACULTY SENATE

Meeting Minutes

February 13, 2023

Senators Present: Bob Antenucci, Omid Bagheri, Tina Bhargava, Jennifer Cunningham, Ed Dauterich, Omar De La Cruz Cabrera, Kimberly DePaul, Tracy Dodson, Yanhai Du, Vanessa Earp, Julie Evey, Claudia Gomez, Angela Guercio, David Kaplan, Edgar Kooijman, Darci Kracht, Cynthia Kristof, Janice Kroeger, Tracy Laux, Julia Levashina, Cathy Marshall, Karen Mascolo, Denise McEnroe-Petitte, Mahli Mechenbier, Oana Mocioalca, Abe Osbourne, Vic Perera, Amy Petrinec, Helen Piontkivska, Lydia Rose, Susan Roxburgh, Athena Salaba, Deborah Smith, Diane Stroup, Eric Taylor, Robin Vande Zande, Laurie Wagner, Theresa Walton-Fisette, Sue Wamsley, Christopher Was

Senators Not Present: Ann Abraham, Jeffrey Child, Lauren Copeland, Todd Hawley, Velvet Landingham, Linda Piccirillo-Smith,

Ex-Officio Members Present: Provost Melody Tankersley; 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: Melissa Zullo for Sonia Alemagno, Christina Bloebaum, Allan Boike, Ken Burhanna, James Hannon, Versie Johnson-Mallard, Mark Mistur, Mandy Munro-Stasiuk, Diane Petrella, Eboni Pringle, Matthew Rollyson for Amy Reynolds, Alison Smith, Emmanuel Dechenaux for Deborah Spake, Manfred van Dulmen
*Interim

Ex-Officio Members Not Present: President Todd Diacon; Vice Presidents: Valoree Vargo, Willis Walker

Observers Present: Victoria Akinkuolie (GSS)

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

Guests Present: Sue Clement, Lique Coolen, Chris Dorsten, Cathy DuBois, Jennifer, Hebebrand, Jocelyn Holtsberry, Thomas Janson, Lynette Johnson, Michael Kavulic, Valerie Kelly, Dana Lawless-Andric, Jennifer Marcinkiewicz, Bryan Molnar, Susan Perry, Amy Quillen, Sarah Smiley, Therese Tillett, Deirdre Warren, Kevin West, Sonya Williams

1. Call to Order

Chair Laux called the meeting to order at 3:21 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 and a second to approve the agenda (Mocioalca/Smith). The agenda was approved unanimously.

4. Approval of the Faculty Senate Meeting Minutes of December 12, 2022

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

The minutes were approved unanimously as written.

5. Chair's Remarks

Chair Laux presented his remarks. He told senators to look for senate ballots and for the call for nominations for the Executive Committee and other subcommittees. He also mentioned the land acknowledgment statement and racial equity statement endorsed by the senate. He said that he appreciated the statements and mentioned that more could be done than reflecting on it as the land acknowledgment statement suggests. He suggested we could offer more scholarship opportunities for Native Americans and also offer more financial assistance to underrepresented populations to increase admission and retention. He also mentioned that some training for faculty in being inclusive in the classroom is available. He further suggested that the Office of the Provost could help train people for how to review RTP and re-appointment files to help reviewers recognize that faculty attention to inclusivity could be rewarded at a higher level.

6. Provost's Remarks

Provost Tankersley thanked Chair Laux for his suggestions and ceded her time to Vice President Amoaba Gooden (Diversity, Equity and Inclusion). Vice President Gooden updated the audience on the work of the Anti-Racism Task Force. She read the land acknowledgment statement mentioned by Chair Laux and made suggestions for ways that could help promote the values behind the statement including some currently running anti-bias workshops for faculty.

Vice President Gooden said that the goal of the Anti-Racism Task Force is to create an anti-racist university where all individuals are treated equitably with respect to their varied racial experience and to foster that aim throughout the fabric of our institutional culture and community. She continued by saying that our shared effort to improve racial equity involves not only internal, structural, programmatic, environmental, and policy decisions, but also the recognition of the university's role as an economic driver and community partner.

She recognized the Department of Africana Studies where black history has been taught on the Kent Campus since 1968. She also recognized the past and continuing efforts of Black United

Students (BUS) and the contributions of former Dean Milton E. Wilson, who collaborated with faculty in Africana Studies and BUS to make Black History Month possible.

Vice President Gooden then presented the history and the rationale behind creating the task force in Fall 2020. She added that the task force was composed of 26 core team members, 165 subcommittees across all campuses (including members of administration, all levels of staff, and graduate and undergraduate students). In April 2021, the committee submitted a total of 108 recommendations. President Diacon also committed to spending one million dollars toward advancing equity and anti-racism at Kent State University.

She said that the results of the work so far are that 25 of the 108 recommendations have been completed, and that others are ongoing. Some recommendations will always remain in the improving and advancing stage.

Some recommendations that have been completed include the development of a formal diversity statement for syllabi, a formal mentoring plan for faculty, and increased awareness of mental health for faculty, staff, and students across campus.

Ongoing efforts include creating new pipelines for recruiting more black and indigenous faculty and students, eliminating barriers to application and enrollment processes, and increasing a sense of belonging for our faculty, staff, and students of color.

She continued by saying that despite the positive outcomes, we need to be aware of ongoing points of tension at the university. She encouraged the listeners to be aware of microaggressions and to talk to faculty in order to encourage a sense of belonging, which data shows can have a strong impact.

Vice President Gooden concluded by reminding faculty that although many of the recommendations will never be achieved, they will still provide evidence that racism is an ongoing and unfinished business that we need to continue to describe and fully understand.

She thanked the audience and then invited comments or questions.

There were no comments or questions.

7. Educational Policies Council (EPC) Action Items

a. GRADUATE DEANS ADVISORY COUNCIL (presented by Associate Dean Cathy DuBois) Transfer of graduate credit: Revise policy to allow Kent State Students pursuing subsequent degrees to double count courses (Fall 2023)

Associate Dean DuBois explained the item. There are increasing numbers of dual degree programs, but the current transfer policy previously prevented a student from applying credits for one degree to progress toward another degree. The policy was changed to

prevent returning students from being penalized. It will also now allow 12 prior credits from a degree at Kent State to be applied to another Kent State graduate degree. Courses from outside the university are not eligible for this transfer of credit.

She then invited comments or questions.

Senator Du asked how the credits were evaluated.

Associate Dean DuBois said some policy is specified in the course catalog for formal degrees. Advisors are involved for informal dual degrees.

There were no further comments or questions.

A motion was made to approve the revision (Du).

The motion passed unanimously.

b. COLLEGE OF ARTS AND SCIENCES: Department of Chemistry and Biochemistry (presented by Associate Professor Diane Stroup) Biochemistry B.S.: Establish program (Fall 2023)

Associate Professor Stroup explained the establishment of the program. This was approved by the department and college curriculum committees (September 16, 2022, and December 8, 2022). Previously, concentrations in the former major were out of compliance with the state. Changing the concentrations from the old major and making them a new major helps to solve some of these problems.

She then invited comments or questions.

There were no comments or questions.

A motion was made to approve the establishment of the program (Kooijman).

The motion passed unanimously.

8. Old Business

Action Item: University Policy for Postdoctoral Scholars, Research Associates, and Senior Research Associates (3342-6-20)

Vice President Delahanty presented the changes to the policy which had been discussed at the previous senate meeting. Changes had been made based on the previous discussion comments and consultation with legal counsel.

A motion was made and seconded to approve the policy (Du/Vande Zande).

Senator Smith said that she had concerns about language in part C1 of the statement and some of the language in C2. She moved to present the following friendly amendment:

In C2:

Replace 'shall include appropriate faculty consultation' with

'shall include consultation with the appropriate faculty governance body of the academic unit'

Add parallel language at the appropriate place in C1.

Senator Roxburgh seconded the motion for the friendly amendment.

Senator Du recommended that grants be approved more quickly when hiring postdoctoral students.

Senator Smith said that faculty bodies could be consulted quickly to prevent the sort of delays that concerned Senator Du.

Senator Walton-Fisette added that the appropriate consultation bodies are FACs, CACs, or the FCs as part of shared governance.

Dean Bloebaum asked what is being asked of the consultation bodies and wanted to make sure faculty members were not overridden with procedural work.

Senator Smith answered that the contract only requires consultation, not necessarily a formal procedure.

Dean Bloebaum asked if it always needs to go to the faculty body for consultation.

Senator Smith said that it may be a rubber stamp, but the consultation was still necessary.

Chair Laux reminded the audience that the consultation is advisory.

Senator Walton-Fisette added that consultation helps with communication and shared governance.

Senator Kooijman said he supported it as long as it is just advisory, and other faculty cannot dictate the research being performed by their colleagues.

Senator Smith reiterated that the consultation is advisory.

Senator Stroup echoed Senator Kooijman's concerns.

Chair Laux responded that the faculty advisory body does not get to make decisions, veto, or override the work of another faculty member. Their role is advisory.

Interim Vice President Murray said that as a newcomer, she would not have guessed that this would go to a consulting body when reading the policy.

Senator Smith replied that the appointment and renewal of academic staff and faculty positions also require consultation, so this is typical of academic employment when working with Human Resources.

Senator Walton-Fisette pointed out that the university administration still has approval power while faculty do not.

Senator De La Cruz Cabrera added that some postdoctoral students might have fewer reasons for faculty consultation depending on the size of labs, the amount of funding available, or the amount of interaction they will have with colleagues.

Senator Walton-Fisette said that if the job is central to the academic mission, it needs to go for consultation.

Senator Du reiterated that the process for making offers needs to happen more quickly.

Dean Bloebaum said that strategic hiring has improved, and postdocs no longer have to go through as lengthy a process. She added that as a dean, it is her job to support faculty and that she wants them kept in the loop; they are definitely not trying to cut anyone out of the process.

Senator Mocioalca reiterated that the requirement for consultation applies to C1, but she was unsure how the funding of a position by grants rather than academic funding would affect the process. She felt they should both take about the same amount of time.

There were no further comments or questions.

The amendment passed.

The revised policy passed.

9. New Business

There was no new business.

10. Announcements/ Statements for the Record

Chair Laux announced that the annual Spring Forum will take place on April 14, 2023, at 3:30 p.m. in the Schwebel Room. Guests from Human Resources will be there to explain benefits that we might not be aware of.

Dean Pringle announced that recruitment of faculty for Flashes 101 is moving forward, and applications will be sent out. There will also be an instructor academy on May 18th and 19th from 9-4 to help faculty hired for those courses to create a sense of belonging in the classroom. They are looking to recruit about 200 faculty instructors for the course.

Senator Kooijman asked how that would work with faculty workload.

Dean Pringle said that workload would be a conversation for the individual faculty member and their department. A stipend from outside will be given to faculty to attend the instructor academy.

11. Adjournment

Chair Laux adjourned the meeting at 4:36 pm.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate