



## FACULTY SENATE

### Meeting Minutes

March 13, 2023

**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, Yanhai Du, Vanessa Earp, Julie Evey, Tianyuan Guan, Angela Guercio, David Kaplan, Edgar Kooijman, Darci Kracht, Cynthia Kristof, Janice Kroeger, Velvet Landingham, Tracy Laux, Julia Levashina, Karen Mascolo, Denise McEnroe-Petitte, Mahli Mechenbier, Oana Mocioalca, Abe Osbourne, Vic Perera, Amy Petrines, Linda Piccirillo-Smith, 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:** Tracy Dodson, Claudia Gomez, Todd Hawley, Cathy Marshall

**Ex-Officio Members Present:** President Todd Diacon, 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 Shaddock, Valoree Vargo, Stephen Ward; Deans: Maureen McFarland for Christina Bloebaum, Allan Boike, Ken Burhanna, James Hannon, Versie Johnson-Mallard, Mandy Munro-Stasiuk, Wendy Matthews for Diane Petrella, Eboni Pringle, Amy Reynolds, Alison Smith, Deborah Spake, Manfred van Dulmen  
\*Interim

**Ex-Officio Members Not Present:** Vice Presidents: Willis Walker, Stephen Ward; Deans: Sonia Alemagno, Mark Mistur

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

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

**Guests Present:** Denise Bartell, Sue Clement, Chris Dorsten, Jennifer Hebebrand, Lynette Johnson, Michael Kavulic, Valerie Kelly, Dana Lawless-Andric, Jennifer Marcinkiewicz, Bryan Molnar, Susan Perry, Amy Quillen, Lashonda Taylor, Therese Tillett, Deirdre Warren, Sonya Williams

#### 1. Call to Order

Chair Laux called the meeting to order at 3:22 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 (Smith/Du). The agenda was approved unanimously.

### **4. Approval of the Faculty Senate Meeting Minutes of February 13, 2023**

Chair Laux asked for a motion to approve the minutes from the February 13, 2023, Faculty Senate meeting. A motion was made and seconded (Du/Kristof).

The minutes were approved unanimously as written.

### **5. Chair's Remarks [\[attached\]](#)**

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

President Diacon greeted the audience and began with a presentation that he had previously shown at a joint meeting of Kent State University's Foundation Board and its Board of Trustees. He said that the presentation was a version of what used to be called an economic impact statement. The title of the presentation was "Kent State WORKS."

President Diacon explained that there is skepticism in the state legislature about the value that higher education provides, and the presentation was meant to be, in part, a response to that skepticism. He suggested that in order to understand how and why that skepticism exists, it would help to read a new book by Will Bunch called *After the Ivory Tower Falls*. He summarized the book by saying that in the past, there was a nearly unanimous belief that research and a college degree added value and were the engines that drove America's greatness. Then, the mood changed, and taxpayers, many of them not college graduates, went from supporting higher education to watching their children go to college and earn degrees in humanities and other fields rather than business, engineering, or fields that were thought to lead to greater financial success. This eventually led to the growing belief that higher education is not a good investment.

He said that his presentation is a response to that skepticism, and he presented videos and statistics from the presentation that gave evidence that Kent State adds economic impact value and helps create jobs. The videos were interviews with students and faculty who had shown their success in research, aviation, podiatric medicine, and other areas. The statistics include the following: (1) Kent State's economic "footprint" is roughly the same as that of the state of Connecticut; (2) the combined impact of direct spending at Kent State amounts to about 1.5 billion dollars per year; (3) there is a total economic impact of approximately 4.9 billion dollars per year; (4) Kent State University's employees account for about 33% of the income tax revenue for the city; (5) only 23.5% (about 152 million dollars) of the university's revenue comes from the State Share of Instruction (down from about 66% in the 1960s); (6) two public universities (Kent

State and Ohio State) provide 10% (over 8 billion dollars per year) of the total 2023 state of Ohio all-funds budget; (7) for every dollar invested in the university, there are ten dollars of economic impact benefit for the state; and (8), 63% of Kent State's 10,000 or more yearly graduates stay in Ohio, work in Ohio and pay Ohio taxes.

President Diacon also pointed to the flight program, the nursing program, the Rising Scholars program, the College of Podiatric Medicine, and the many companies we have research partnerships with as examples of the value added by higher education.

He concluded by saying that the presentation helps explain to our legislators why Kent State works and why public higher education works.

He then invited comments or questions.

Senator Smith thanked the president for the presentation and for keeping state legislators aware of the value of higher education. She asked if he was equally advocating with the Inter-University Council (IUC) of Ohio for tenure.

President Diacon replied that he has done so and is willing to continue doing so and that he did not want to work at a university without tenure.

Senator Smith said it would be helpful if the legislators knew what tenure is and how a secretary is as hard or harder to fire than a tenure-track professor.

President Diacon said he will continue to explain what we do better to legislators, but term limits have made it a challenge.

Senator Kaplan thanked the president for the presentation and asked how much of the information about graduation and success can be shared with individual programs.

President Diacon replied that the Kent State WORKS presentation is ongoing, and they can work out who gets the data; more programs could be added to the presentation. He said to send an email to [president@kent.edu](mailto:president@kent.edu) for more about adding to or distributing the information.

Senator Roxburgh commented that the reaction to higher education by the legislature may be due to ideological misconceptions about what we teach. She asked the president what thoughts he had about finding ways to keep legislators from willfully misunderstanding and misrepresenting what we teach in all areas, not just the financially impactful ones.

President Diacon said that he routinely tries to counter bad anecdotal evidence with specific data to prevent the types of misunderstandings that she was concerned about.

Senator Vande Zande thanked the president and asked what the legislators felt about the presentation.

President Diacon responded that they like the items that have been presented, but they are still concerned that Kent State might be a “factory of wokeness.”

There were no further comments or questions.

**7. Educational Policies Council (EPC) Information Item:**

**UNDERGRADUATE POLICY COUNCIL: Grade Point Average (GPA) Adjustment (Fall 2023)**

This item was not elevated for discussion.

**8. Old Business**

**Elections and Procedures**

[Chair Laux presented the remarks attached [here](#).]

**9. New Business**

**Discussion Item: Student Academic Complaint Policy**

Chair Laux invited Senator Roxburgh to outline the changes to the policy.

Senator Roxburgh said it was a minor change to allow faculty to bring non-legal support to complaint procedures in the same way that students can. There were also some typos corrected.

A motion was made and seconded to make the discussion item an action item (Dauterich/Kaplan).

Senator Du asked if that type of policy is used at other universities.

Senator Roxburgh replied that the information was not available, but she let Senator Du know that the policy was being revised to let complaints be handled in a uniform way.

Senior Vice President Hylton added that most universities would have a policy for academic complaints, but it might not be the same as ours.

Senator Smith commented about how many of the student complaints are based on anecdotal evidence and hoped that the state legislature would be aware that those policies exist and that what they often hear from students either was never filed as a formal complaint or was found to have no merit.

Senator Evey thanked Senator Roxburgh for the change and asked for clarification about the time period for the complaint.

Provost Tankersley replied that if the faculty member does not respond to complaints within the fifteen days stated, registration and other student affairs would be impacted negatively.

Senator Evey asked what happens if the event is at the end of a spring class.

Provost Tankersley said that we cannot compel faculty to come in, and it is an issued she wishes we could address.

There were no further comments or questions.

The motion passed unanimously.

Chair Laux said this was another good example of shared governance.

#### **10. Additional Items**

There were no additional items.

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

Chair Laux said that the April meeting will have to be in person for the election of the Executive Committee. He also invited senators to attend the Spring Forum.

Senator Piccirillo-Smith encouraged everyone to watch Kent State in the NCAA men's basketball tournament.

Chair Laux added that everyone should participate in the Evening with the Orchestra on April 15<sup>th</sup>.

#### **12. Adjournment**

Chair Laux adjourned the meeting at 4:37 pm.

Respectfully submitted by Edward Dauterich  
Secretary, Faculty Senate

## 5. Chair's Remarks

From my travels as Senate Chair over the last few months I would like to share a few things I have learned as well as a request or two for the University Community. First, given recent separation plans offered by the University over the past more than several years with a goal of being financially frugal and to deal with the declines in enrollment being suffered by many Universities, there are less faculty now. Please note that of the 515 fewer full-time employees now versus 2017, and this is before the effects of this year's separation plan, the 515 consist of 77 faculty members, 205 "other employees", and 232 administrators. Again 77 fewer full-time faculty members. This means that in our world of shared governance there are fewer faculty to handle the work of shared governance, TTs and FTNTTs alike. Now certainly, most full-time non-tenure track faculty are designated as instructional faculty with a workload requirement of 30 hours per academic year that should consist mostly teaching responsibilities. However, many FTNTTs have engaged in shared governance, because frankly someone has to do it. Thus, my first simple request. Most of the faculty colleagues I know are either teaching 24 or so credit hours at a regional campus as well as engaging in some scholarly activity and service or they are on the Kent Campus, again with a workload of 24 hours per academic year but earning workload equivalencies for sustained research activity or service that then constitutes part of the 24 hour workload. Or they are FTNTT faculty fulfilling our 30 hour workload in an admirable manner. Thank you to those colleagues. However, I have become aware that there are rare cases where workload equivalencies are granted, but there ain't much work being done to earn them. I imagine there are some FTNTT faculty shirking their duties, but I bet that is even a rarer occurrence. Thus, I ask those faculty members to exhibit some of the same integrity that we ask of our students and to either start engaging in research or service or teach more. You are giving all faculty a bad name. I also request that the administration put an end to such behavior as you are the only ones empowered to do so.

The next item that I have noticed is that most everyone at Kent State, faculty, staff and administration alike seem to have a goal of contributing to the greater good in all that they do at Kent State. Most everyone, but not everyone. To those, I request that you stop being jackasses. One way to do this is to stop taking advantage of those you supervise. Whether in the classroom or the office of a Dean, a Director or a Chair. Stop asking FTNTTs to teach 15 contact hours of classes which include 4 or 5 different preps. Stop asking FTNTT faculty and TT faculty to continue to fulfill the same work for an earned workload equivalency while reducing that same workload equivalency because a faculty handbook may allow for that. Becoming more financially frugal needs to NOT be done by taking advantage of employees. Just stop it. You are embarrassing Kent State. That's not how we do things here.

## 8. Old Business:

I would like to update the Senate with the recent results of this year's Faculty Senate Elections. The elected Senators and alternates are:

At Large Constituency

Elected Candidates:

Jennifer Taber (Psychology - Kent)

Athena Salaba (School of Information - Kent)

Alternate:

Josh Albrecht (School of Music - Kent)

College of Aeronautics & Engineering Constituency

Elected Candidate:

Michael Fisch (Aeronautics & Engineering)

College of Architecture and Environmental Design Constituency

Elected Candidate:

Taraneh Meshkani (Architecture and Environmental Design)

College of Arts & Sciences Constituency

Elected Candidates:

David Kaplan (Geography - Kent)

Oana Mocioalca (Mathematics - Kent)

Alternate:

Diane Stroup (Chemistry & Biochemistry - Kent)

Ambassador Crawford College of Business and Entrepreneurship Constituency

Elected Candidate:

Mary Hogue (Management & Information Systems)

Alternate:

Casey Boyd-Swan (Economics)

College of Communication & Information Constituency

Elected Candidate:

Michele Ewing (Media & Journalism - Kent)

College of Podiatric Medicine Constituency

Elected Candidate:

Mark Dalman (Podiatric Medicine)

Alternate:

Nicholas Butler (Podiatric Medicine)

University Libraries Constituency

Elected Candidate:

Sean Kennedy (University Libraries - Kent)

Alternate:

Karen MacDonald (University Libraries - Kent)

Geauga Campus Constituency

Elected Candidate:

Velvet Lingham (Management & Information Systems - Geauga)

Non-Tenure Eligible Faculty Constituency

Elected Candidates:

Julie Evey (Psychology - Geauga)

Ed Dauterich (English - Kent)

Richard Mangrum (Aeronautics & Engineering - Kent)  
Michelle Foster (Sociology & Criminology - Kent)  
Alternates:  
Jasmine Jefferson (University Libraries - Kent)  
Darci Kracht (Mathematics - Kent)  
Aaron Bacue (Communications Studies - Kent)  
Mindy Nett (Accounting - Kent)  
Brett Tippey (Architecture & Environmental Design - Kent)  
Said Shiyab (Modern & Classical Studies - Kent)

Next, although there will be an e-mail follow up to the following, I would like for Senator Kracht or Senator Roxburgh to submit a call for nominations for next year's Executive Committee, which includes the Chair, the Vice-Chair, the Secretary, and one At-Large representative.

So that Senate is aware of the numerous actions required of Senate, here is an update regarding elections of the Faculty Ethics Committee. Each year, several members of this committee are nominated and elected in the following manner. Nominations must be submitted to the Faculty Senate from the College Advisory Committees of various colleges that compose various units as delineated in the committee's description. This year nominees are needed from the CAC's of Unit 1 consisting of the College of Architecture & Environmental Design and the College of the Arts, Unit 3 which consists of the Ambassador Crawford College of Business & Entrepreneurship and Unit 7 which includes the College of Aeronautics and Engineering, the College of Nursing, the College of Public Health and the University Libraries. Also, there will be an At-Large member of the FEC nominated and elected by the Faculty Senate. To that end, I have contacted all of the Deans of the colleges involved as well as the applicable Faculty Senators so that they are aware of this process. I have asked for nominations to be submitted no later than April 7, 2023 so that Faculty Senate can conduct the elections in a timely manner. Thus, I ask Faculty Senators to consider and submit to me nominations for the At-Large position of the Faculty Ethics Committee. I will follow up that call with an e-mail as well.

In recent weeks, a few Faculty Senators contacted me regarding the review of University Centers and Institutes. Such reviews are required every five years per University Policy. Subsequently, at one of our regular meetings with the Provost, the Faculty Senate Executive Committee raised and discussed the issue with the result being that the Provost's office will create a schedule of these reviews and the measures for such reviews with the appropriate parties. This is similar to the schedule that exists for the regular reviews of Deans. As a point of information, please note that currently Kent State enjoys 53 individual Centers and Institutes.

Also, as many of you are aware as this was announced by the Provost in an e-mail, a search has begun for our University's first Faculty Ombudsperson. Associate Provost for Faculty Affairs is chairing the search committee. The goal is for the position to be filled by July, 2023.

Finally, again so that the Senate as a whole is aware of the efforts of its various committees, within the Faculty Senate Budget Advisory Committee, a new sub-committee has been formed to fulfill to support fulfillment of one of the charges to FaSBAC which is to review the impact of RCM upon academic quality and unit performance.



