

**KENT STATE UNIVERSITY  
BOARD OF TRUSTEES  
September 13, 2017  
Timken Classroom, Integrated Sciences Building**

**Board Members Present**

Virginia Addicott  
Ralph Della Ratta  
Carly Evans  
Robin Kilbride  
Donald Mason  
Jessica Peck  
Stephen Perry  
Lawrence Pollock, Chair  
Shawn Riley  
Michael Solomon

**KSU President's Cabinet Present**

Beverly Warren, President  
Alfreda Brown  
Karen Clarke  
Paul DiCorleto  
Nick Gattozzi  
Shay Little  
Joel Nielsen  
Mark Polatajko  
Steve Sokany  
Charlene Reed, University Secretary  
Nathan Ritchey  
Willis Walker

**CALL TO ORDER AND ROLL CALL**

Board Chair Larry Pollock called the meeting to order at 7:30 a.m. in Room 251G of the Integrated Sciences Building. Charlene Reed, vice president and university secretary, called the roll, and a quorum was present.

**PROOF OF NOTICE**

Chair Pollock stated that public notification was given pursuant to state law and university policy.

**EXECUTIVE SESSION**

Preceding meetings of the Board standing committees, the Board convened at 7:30 a.m. for the purposes of executive session.

In accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board has 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 matters of real estate for public purposes [121.22 (G) (2)]; and (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment [121.22 (G)(4)].

Trustee Ralph Della Ratta moved, seconded by Trustee Don Mason, that the Board retire into Executive Session. Vice President Reed took a roll call vote of the membership. By virtue of a

unanimous roll call vote, the Board adjourned into Executive Session. The session concluded at 8:50 a.m.

The session was followed by a meeting of the Board as a Committee of the Whole, which focused upon the ongoing comprehensive facilities master planning process. After the Committee of the Whole, the Board met in committees including the Academic Excellence and Student Success Committee, Audit and Compliance Committee, External Relations and Development Committee, and the Finance and Administration Committee. The Board also participated in a luncheon program.

### **APPROVAL OF THE AGENDA**

The Board reconvened for the business portion of the meeting at 2:45 p.m. in the Timken Active Classroom, Room 190 of the Integrated Sciences Building. Before the consideration of the agenda, Chair Pollock welcomed Graduate Student Trustee Jessica Peck, who was attending her first meeting of the Board, having been appointed to the Board on July 14, 2017 by Governor John Kasich. Chair Pollock noted that Trustee Peck was a doctoral student in business administration who brought both corporate experience as an internal auditor and analyst at Owens Corning in Toledo and a Kent State MBA. Chair Pollock then thanked Trustee Peck for her willingness to serve.

Moving to the consideration and approval of the agenda, Chair Pollock requested additions or corrections to the agenda.

Hearing no corrections or additions, the agenda was adopted by general consent.

### **DISPOSITION OF MINUTES**

Chair Pollock requested additions, corrections, or changes to the minutes of the May 31, 2017 Board of Trustees meeting. Hearing none, the minutes were approved by general consent.

### **REPORT OF THE CHAIR**

On behalf of the Board of Trustees, Chair Pollock congratulated President Warren, the faculty, the staff, and the students for launching what promised to be another outstanding year for Kent State. He added that the Board was delighted to hold the Board meeting in the magnificent new Integrated Sciences Building (ISB), which reflected and supported the future of collaborative, cross-disciplinary education and research. He thanked Dr. James Blank, dean of the College of Arts and Sciences, and the college's faculty, staff and students for their great work every day. He explained that he and the other Board member met some of these talented individuals at lunch and would see even more of the building and faculty, staff, and student work on a tour after the meeting. He then expressed his gratitude to the donors and the State of Ohio for helping bring the building project to fruition, and noted that the ISB would be formally dedicated on Friday, September 15, 2017.

Next, Chair Pollock expressed the Board's appreciation to students and faculty members from the Wick Poetry Center's Traveling Stanzas project, who joined trustees for dinner the evening before the meeting. He explained that the trustees had the opportunity to learn more about the innovative collaboration that brings poetry to people's everyday lives through visual arts and digital platforms.

Chair Pollock then stated that the Board met earlier in the day as a Committee of the Whole, and focused on the ongoing comprehensive facilities master plan development. He expressed that as a board, members were pleased to review scenarios that were emerging from the research and consultation with members of the university and Kent communities. He added that the master plan process would continue throughout the fall semester, and he encouraged everyone to get engaged and to keep up to date on the planning at the website, [www.atransformedksu.org](http://www.atransformedksu.org).

Chair Pollock then acknowledged Nora Jacobs, chair of the Kent State University Foundation Board of Directors, who assumed leadership of the foundation board in the summer of 2017. Chair Pollock then invited Chair Jacobs to share a few comments.

On behalf of the Foundation Board, Chair Jacobs, thanked everyone for their commitment to institutional advancement and the comprehensive campaign. She thanked Steve Sokany, vice president of institutional advancement, for his leadership of the division and partnership with the Foundation Board. She also thanked Trustee Michael Solomon for his role as Board of Trustees liaison of the Foundation Board. She continued by acknowledging the three members of the Board of Trustees Chair Pollock, Trustee Ralph Della Ratta, and Trustee Solomon who serve on the Campaign Executive Committee. She noted that Larry and Sandy Armstrong, Campaign Co-Chairs for the university's comprehensive campaign, also appreciate the support and work of the trustees related to the comprehensive campaign. Chair Jacobs also underscored her hope to continue the work of past Foundation Board Chair Gary Brahler to continue to build and reinforce the strong relationship between the Foundation Board and the Board of Trustees. Finally, Chair Jacobs outlined that her goals for the Foundation Board included educating the members on the work taking place at the university, getting them excited about that work, and then engaging them in the efforts to philanthropically support that work. With that, Chair Jacobs once again thanked the Board of Trustees and concluded her remarks.

Chair Pollock thanked Chair Jacobs for joining the Board of Trustees at the day's meeting, for lending her support to the External Relations and Development Committee, and for continuing the boards' partnership to take philanthropy at Kent State to a new level. After thanking Chair Jacobs for sharing her thoughts and remarks, Chair Pollock thanked the trustees who accepted leadership roles for the 2017-18 year and announced them for the record:

- Trustee Margot Copeland—Chair, Academic Excellence and Student Success Committee
- Trustee Steve Perry—Chair, Audit and Compliance Committee
- Trustee Shawn Riley—Chair, Finance and Administration Committee
- Trustee Ralph Della Ratta—Chair, External Relations and Development Committee and Chair, Investment Committee

- Trustee Virginia Addicott—Chair, Nominating and Governance Committee and Chair, Compensation Workgroup
- Trustee Michael Solomon—Board Liaison, Kent State University Foundation Board of Directors.

Trustee Pollock thanked those assuming leadership positions for their commitment and hard work. With that, Trustee Pollock concluded his report and called on President Warren to give her report.

## **REPORT OF THE PRESIDENT**

President Warren commented on Kent State's rising trajectory of excellence as she outlined several achievements from the 2016-17 year and shared key university goals for 2017-18. For the 2016-17 academic year, Kent State enrolled the largest freshman class ever, which also is the most academically talented in the university's history. She continued, stating that Kent State students studied abroad at double the national average as more than 1,200 students studied in 65 different countries. This places Kent State within the top 80 universities in the nation for students who study abroad as a part of their academic programs, she observed. In an innovative approach to study abroad, a cohort of entering freshmen began their college career last fall at the Florence campus. She also cited a 66% increase in participation in the Summer Undergraduate Research Experience program as another example of increasing student participation in high-impact experiences. For the first time, Kent State awarded 10,000 certificates and degrees during the year and both the six-year and four-year graduation rates increased over prior cohorts.

President Warren then highlighted several accomplishments of the university's talented faculty. In the last academic year, many faculty members received national research awards from the National Institutes of Health, the National Science Foundation and the Department of Justice, to name a few. Extramural funding increased by 31% over the last academic year, she reported, as faculty members achieved national recognition in record numbers. For example, two faculty members in the College of the Arts received prestigious Guggenheim Fellowships for 2016. Additionally, faculty members were recognized as fellows in their respective national societies including architecture, physics, chemistry and nursing.

President Warren reported that as a result of its commitment to inclusion, Kent State was awarded its fourth Higher Education Excellence in Diversity (HEED) award, and won the 2017 national Diversity Champion Award from Insight Into Diversity. Kent State was also designated as a Silver-Level Military Friendly Campus and ranked 11<sup>th</sup> of the 2017 Top 100 Safest Colleges in America and number one safest campus in Ohio.

President Warren remarked that as a part of a vibrant student community, the athletics program had another stellar year. For example, Danniell Thomas-Dodd won the national outdoor track and field title for the shot put, the women's golf team finished 5th in the NCAA National Tournament and men's basketball team made a splash on the national stage in their game against UCLA in the first round of the NCAA Tournament. Kent State placed 63rd in the Learfield Cup standings that rank all 357 Division I athletics programs for success across all sports, outpacing

all other MAC programs by 20 spots and ahead of programs such as Georgia Tech, Rutgers, Oregon State, Vanderbilt and Pittsburgh. This high level of success was accomplished while Kent State student-athletes achieved a 12th consecutive term of a 3.0 GPA or better for the entire program.

President Warren reported that Kent State University made an impressive climb up the Best National Universities list released by *U.S. News & World Report* in its new 2018 edition of Best Colleges. Kent State rose 12 spots, once again earning a coveted position on the first-tier list that includes both public and private universities nationwide. Among public universities, Kent State was listed among the Top 100 universities in the U.S.

She stated that one of the university's top goals for 2017-18 will be the continued advancement of its "students first" priority. Kent State is developing new curricular and programmatic offerings to attract a student population that is diverse in all forms. Plans include the development of an innovative initiative with local community colleges for a more seamless transfer to Kent State named "The Flash Transfer Initiative;" a plan to expand executive and graduate academic programs to increase the number of professional development opportunities; and a plan to Take Kent State to the World by offering an innovative general education program in partnership with the Pontifical Catholic University in Parana, Brazil.

Turning her attention to the university's commitment to globally engaged citizens, President Warren observed that the global shift of international students away from study in the U.S. had affected Kent State. Although Kent State's international enrollment was up from all countries except China, India and Saudi Arabia, international enrollment overall was down, primarily at the graduate level. About 73% of the enrollment change from last year to this year is attributed to a decline in the number of international students choosing to study in Kent. She emphasized that despite this current trend, Kent State remains committed to the importance of a diverse community and to the graduation of students who will become globally engaged citizens.

Perhaps most exciting of the 2017-18 goals, she said, was to declare this academic year as The Year of Innovation. She cited the impressive Integrated Sciences Building (ISB) as a new hub for the advancement of multi-disciplinary collaboration in research. The ISB is home of the Brain Health Institute and will serve as an exemplar of the university's commitment to research that makes a difference in lives and communities, she said. President Warren also described the university's plans to enhance its leadership in design innovation. From national recognition in Fashion and the TechStyle lab to new innovations in architecture and digital design, the university is well positioned to be distinctive in design thinking.

As an example of solution-oriented outcomes, Kent State is engaging more intently in a cradle-to-career approach in partnering with pre K-12 public school leaders and community agencies to increase post-secondary attainment in Northeast Ohio, she said. There is exceptional excitement about Kent State's partnership with the Akron Public Schools and Superintendent David James' vision for college and career academies. Kent State will partner with a selected high school to design pathways in innovation and the arts so that students from 9th grade to career or college graduation are focused on a design thinking mindset, she explained. The university is partnering

with school districts throughout Northeast Ohio to ensure that more young people understand the essential importance of achieving a post-secondary certificate or degree in linking careers with purpose and a life of meaning.

She concluded her remarks stating that the university's vision to better society was galvanizing this community and that the Kent State community remained committed to moving on with purpose – the purpose to change lives and communities.

Chair Pollock thanked President Warren for her report and moved to the next order of business.

### **PERSONNEL ACTIONS**

Chair Pollock called on President Warren to present the personnel actions.

President Warren called on Mark Polatajko, senior vice president for finance and administration, to present the non-academic personnel actions. Senior Vice President Polatajko stated that the non-academic personnel actions stood as written and all matters were customary and routine.

President Warren next called on Melody Tankersley, senior associate provost and dean of graduate studies, to present the academic personal actions. Senior Associate Provost Tankersley stated that the academic personnel actions were routine in nature but did call attention to the request for emeritus status for eight faculty members.

**ACTION: There were no objections to placing personnel actions on the consent agenda.**

### **COMMITTEE REPORTS**

Chair Pollock then moved to the committee reports and noted that committee recommendations would be placed on the Consent Agenda and acted upon in one motion, unless any trustee wished to remove an item for further discussion. Chair Pollock then called on Committee Chair Ralph Della Ratta to present the report of the External Relations and Development Committee.

### **EXTERNAL RELATIONS AND DEVELOPMENT COMMITTEE**

Trustee Della Ratta reported that the External Relations and Development Committee met to receive to updates on fundraising and the university's branding efforts.

Trustee Della Ratta stated that the committee learned about the university's brand trajectory and the impact of strategic storytelling, from Karen Clarke, senior vice president of strategic communications and external affairs. Senior Vice President Clarke shared several examples of brand outreach strategies to expand storytelling beyond the campus community. Trustee Della Ratta explained that over the next 18 months, the brand conversation will be expanded more broadly and will illustrate that Kent State's purpose is to help students find theirs and to unlock one's potential to make a difference in the world.

Next, Trustee Della Ratta added that the committee received an update on the final fiscal year (FY) 2017 fundraising results from Steve Sokany, vice president for institutional advancement. He shared that Kent State closed the fiscal year with a record-breaking year of \$38.9 million in new gifts and commitments, representing an increase of 31% over the previous fiscal year. Additionally, Vice President Sokany described a number of elements that contributed to this success, including the successful acquisition of nine commitments of \$1 million or more as well as nearly 9,000 unique annual giving gifts. Building on the momentum from FY17, the dollar goal for FY 18 will be \$45 million, representing an increase of 28% over the previous record year, he said. Vice President Sokany also stressed the continued focus on increasing alumni engagement and participation rates and shared the FY 2018 fundraising report through August 23, 2017. Finally, Vice President Sokany provided an update on the campaign, highlighting that the Campaign Executive Committee held its first meeting on June 1, 2017. Since that time, co-chairs Larry and Sandy Armstrong, President Warren and Vice President Sokany have been meeting with campaign committee members to explore their volunteer activities in greater detail. The next committee meeting is scheduled for Thursday, October 12, 2017.

Finally, Trustee Della Ratta explained that the committee was informed of President Warren's approval, consistent with university naming policy, of four naming actions. These naming actions honor donors who have given substantial support for Athletics, the Integrated Sciences Building, and Kent State at Salem.

With that, Trustee Della Ratta concluded the External Relations and Development Committee report.

Chair Pollock then explained that Trustee Della Ratta would also give the report of the Academic Excellence and Student Success Committee on behalf of Committee Chair Margot Copeland.

#### **ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

Trustee Della Ratta reported that the Academic Excellence and Student Success Committee met that morning and considered Academic Personnel Actions that were routine in nature. He noted the request for emeritus status for eight faculty members.

#### ***CONFERRAL OF DEGREES SPRING 2017***

Trustee Della Ratta Copeland then announced that the committee recommended, for approval by the Board of Trustees the conferral of 5,216 degrees in Spring 2017.

#### **Resolution 2017- 34**

#### **CONFERRAL OF DEGREES SPRING 2017**

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 December 18, 2016, to May 13, 2017 – 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 18, 2016, to May 13, 2017.

*REVISION IN NAME OF THE PHOTO ILLUSTRATION MAJOR TO THE  
PHOTOGRAPHY MAJOR WITHIN THE BACHELOR OF FINE ARTS DEGREE*

The committee recommended approval of the revision in name of the Photo Illustration major – to the Photography major – within the Bachelor of Fine Arts degree as part of the consent agenda, Trustee Della Ratta reported.

**Resolution 2017-35**

**REVISION IN NAME OF THE PHOTO ILLUSTRATION MAJOR  
TO THE PHOTOGRAPHY MAJOR  
WITHIN THE BACHELOR OF FINE ARTS DEGREE**

WHEREAS, the College of Communication and Information seeks approval of the revision in name of the Photo Illustration major to the Photography major within the Bachelor of Fine Arts degree; and

WHEREAS, Kent State University has offered a bachelor's degree in Photo Illustration since 1969; and

WHEREAS, the term "photo illustration" is no longer used by professionals in the field, students interested in photography programs, or employers seeking graduates with a photography degree; and

WHEREAS, top-ranked programs in this field refer to this major as photography,



photography and media, or photography and film; and

WHEREAS, the proposed change will not affect the quality of the program or its faculty, student graduation requirements or curriculum; and

WHEREAS, the proposed name revision has been reviewed and approved by the appropriate school and 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 revision in name of the Photo Illustration major to the Photography major within the Bachelor of Fine Arts degree, effective Fall 2018.

Trustee Della Ratta explained that this action would align with current terminology used by top-ranked programs and professionals in the field, students interested in photography programs, and employers seeking graduates with a photography degree.

**ACTION: There were no objections to placing the management decision items on the consent agenda.**

Trustee Della Ratta added that the committee was provided, for informational purposes, revisions to the Administrative Policy 3342-3-01.10 Regarding Dismissal of Undergraduate Students for Academic Reasons.

Finally, Trustee Della Ratta noted that the committee was provided with four informational presentations. First, Nathan Ritchey, vice president for Kent State system integration, and Denise Seachrist, dean of Kent State University at Stark, provided the committee with an overview and highlights of Kent State University at Stark. Next, Kristin Williams, executive director for career services, provided the committee with a presentation on transforming career services into career exploration and development. Next, David Garcia, senior associate vice president for enrollment management, provided the committee with an update on the status of Fall 2017 enrollment. Finally, Eboni Pringle, dean of the University College, updated the committee on the university's retention efforts.

With that, Trustee Della Ratta concluded his report for the Academic Excellence and Student Success Committee.

Chair Pollock then asked Committee Chair Stephen Perry to present the Audit and Compliance Committee report.

#### **AUDIT AND COMPLIANCE COMMITTEE**

Trustee Perry began his report stating that the Audit and Compliance Committee met that

morning to discuss the internal audit performance report for fiscal year 2017. This report compared the Internal Audit Plan budgeted hours to actual. There were no unusual items to report.

Trustee Perry continued that the committee also discussed the activities performed by the Office of Internal Audit for fiscal year 2017. The office spent more than 7,000 hours providing independent appraisals of the financial and operational controls of the university, he said.

Next, Trustee Perry reported the committee heard a presentation by Bonita Prewitt, gender equity compliance officer and Title IX coordinator, regarding Title IX requirements and responsibilities. Trustee Perry added that providing students with prevention and awareness programs and information is an essential component in the university's strategy to ensure student safety and wellbeing. As part of that strategy, the university deploys numerous delivery methods, including a new online educational module for students, graduate students and student leaders. Furthermore, multiple entities across the university work together to manage risk and ensure compliance through employee training efforts, providing a safe space for students and employees to report violations, policy enforcement, and transparency, he observed.

With that, Trustee Perry concluded his report for the Audit and Compliance Committee.

Chair Pollock then asked Committee Chair Shawn Riley to present the Finance and Administration Committee report.

### **FINANCE AND ADMINISTRATION COMMITTEE**

Trustee Riley reported that the Finance and Administration Committee met that morning and discussed several items to be considered by the Board.

Trustee Riley stated that in addition to the non-academic personnel actions, the committee sought Board action on several items, all of which the committee recommended for inclusion on the consent agenda.

#### ***APPROVAL OF A CAREER SERVICES FEE, EFFECTIVE SPRING 2018***

He introduced the first item, approval of a career services fee.

#### **Resolution 2017-36**

#### **APPROVAL OF A CAREER SERVICES FEE, EFFECTIVE SPRING 2018**

WHEREAS, Career Development is a priority of Governor John Kasich and the Ohio General Assembly, and the final State of Ohio Biennium 2018-19 budget allows for the implementation of a Career Services Fee to sustain and enhance career development services to students; and

WHEREAS, on an annual basis, the university's Kent Campus incurs approximately \$5.9 million in expenses related to career services and the Regional Campuses incur approximately \$387,000 in similar expenses; and

WHEREAS, increasing the annual investment in career exploration and development university-wide will enhance service to undergraduate students and engage them in valuable career development activities throughout their time at Kent State; and

WHEREAS, following an analysis conducted among peer institutions, the university's administration recommends implementing a fee of \$6.00 per credit hour for the Kent Campus and \$3.60 per credit hour for the Regional Campuses, capped at 12 credit hours per semester; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees authorize the Senior Vice President for Finance and Administration to proceed with the implementation of a Career Services Fee at the Kent Campus of \$6.00 per credit hour, and \$3.60 per credit hour for Regional Campuses, capped at 12 credit hours per semester, effective with the Spring 2018 semester, and as permissible by the Ohio Department of Higher Education.

Trustee Riley said that career development is a priority of Governor Kasich and the Ohio General Assembly. He added that the final State of Ohio 2018-19 Biennium budget provides an opportunity for institutions of higher education to implement a career services fee to sustain and enhance career exploration and development services. The proposed resolution sought approval to implement a career services fee, effective with the Spring 2018 semester. Following an analysis among peer institutions and plans to enhance career exploration and development, it was recommended that the university implement a fee of \$6.00 per credit hour for the Kent Campus and \$3.60 per credit hour for the Regional Campuses, capped at 12 credit hours per semester. If approved, the fee would allow the university to provide more robust career exploration and development services to its student population in alignment with state policy and the university's Strategic Roadmap.

#### *APPROVAL OF FISCAL YEAR 2018 UNIVERSITY BUDGET*

Next, Trustee Riley stated that the committee sought approval of the fiscal year 2018 budget.

#### **Resolution 2017-37**

#### **APPROVAL OF FISCAL YEAR 2018 UNIVERSITY BUDGET**

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

WHEREAS, on May 31, 2017, the Kent State University Board of Trustees

adopted an expenditure authorization resolution (2017-14) to permit continuing university operations into the new fiscal year that began July 1, 2017; and

WHEREAS, the university is prepared to approve a final FY 2018 budget now that the State of Ohio budget has been completed including final directives on the state share of instruction and the establishment of tuition and fees; 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 student scholarships and other financial aid, Strategic Roadmap priorities, and the renewal, replacement, and maintenance of the university's physical plant and capital infrastructure; and

WHEREAS, the proposed budget provides for a 2% salary increase pool for unrepresented employees, contractually negotiated wage increases, and projected cost increases in employee healthcare benefits; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached proposed operating budget for fiscal year 2017-18.

Trustee Riley explained that the proposed resolution requested approval of the university's operating budget for fiscal year 2018. The final State of Ohio 2018-19 Biennium budget froze undergraduate tuition as well as held the total state share of instruction (SSI) flat to the amount funded in fiscal year 2017. The recommended university budget recognized the importance of affordability and encouraging student success, he said. Priorities of the proposed university budget included investments in student financial aid; investments in academic programs and research; and funding for Strategic Roadmap priorities. The proposed budget also provided for a 2% salary increase pool for unrepresented employees, contractually negotiated wage increases for represented faculty, and projected cost increases in employee healthcare benefits, he said.

Next, Trustee Riley presented the amendment of pay structure for unrepresented classified civil service staff and the amendment of salary structures for unclassified administrative and professional exempt staff and unclassified nonexempt staff not represented in a bargaining unit.

*AMENDMENT OF PAY STRUCTURE FOR UNREPRESENTED CLASSIFIED CIVIL SERVICE STAFF*

**Resolution 2017- 38**

**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 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 September 1, 2017, and the Classified Unrepresented Civil Service Pay Structure Addendum Market Adjusted Hiring Rates, effective the same date.

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

**Resolution 2017-39**

**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 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 1.5% 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, Institutional Advancement, Information Services, University Relations, Finance and Administration, Student Affairs, Human Resources, Diversity, Cross Divisional, and Athletics – Support Positions and Coaches. This adjustment will be effective September 1, 2017 for Unclassified Administrative and Professional Exempt Staff and for Intercollegiate Athletics. The structure adjustments for Unclassified Nonexempt Staff are effective August 20 (the pay period that includes September 1, 2017).

Trustee Riley explained that the first of these two proposed resolutions sought approval of the revised pay structures for unrepresented classified civil service staff. The recommended changes in pay structures are reasonable and necessary to allow the university to continue to progressively build the compensation structure to remain consistent with local market changes, he said. If approved, the rates would be effective with the pay period inclusive of September 1, 2017. Similarly, the second of the two proposal related to pay structures, requested amendment of salary structures for the unclassified administrative and professional staff, and unclassified nonexempt staff not represented in a bargaining unit. Salary structures unique to each division of the university and the market in which their jobs exist were created in November 2013. If approved, the changes would be effective September 1, 2017, it was noted.

*APPROVAL OF KENT STATE AT TUSCARAWAS ENTRY ROADWAY*

Trustee Riley next presented the consideration of the Kent State Tuscarawas entry roadway project.

**Resolution 2017-40**

**APPROVAL OF KENT STATE AT TUSCARAWAS  
ENTRY ROADWAY**

WHEREAS, the Tuscarawas Campus of Kent State University, in collaboration with the Tuscarawas County University Branch District wishes to construct a new, dynamic entry into the campus; and

WHEREAS, the new entry would connect directly to High Avenue and lead directly into the campus, connecting to Founders Drive and including walkways, lighting and signage matching the standards and goals of the university; and

WHEREAS, the project has been reviewed and approved by the Tuscarawas County University Branch District Board; and

WHEREAS, \$3.1 million in Tuscarawas Campus reserves have been set aside for the project by the campus and the university; and

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

Trustee Riley explained that this resolution sought approval to construct a new entryway at the Tuscarawas Campus. If approved, the new entry would connect the existing Founders Drive

directly to High Avenue, creating a dynamic new front door to the campus and opening new areas of the campus to future university and public/private development opportunities. He added that the campus had set aside \$3.1 million in plant funds for this project, which has the full support of the Tuscarawas County University Branch District Board of Trustees.

Finally, Trustee Riley added that a report from the August 17, 2017 meeting of the Investment Committee was shared. Additionally, the committee was provided with information regarding completion of the university's 2017 affordable and efficiency report, as required by the Ohio Revised Code. He explained that the university administration currently was working to complete the report prior to the October 13, 2017 deadline to the Ohio Department of Higher Education. Furthermore, he stated that other information items routinely provided to the Board were received by the committee.

With that, Trustee Riley concluded the report for the Finance and Administration Committee.

Chair Pollock thanked Trustee Riley for his report.

**ACTION: There were no objections to placing the management decision items on the consent agenda.**

As there were no objections, the resolutions were added to the consent agenda by general consent.

**ACTION: Trustee Della Ratta moved, seconded by Trustee Mason, that the consent agenda be approved. There were no objections. The motion passed.**

## **NEW BUSINESS**

With that, Chair Pollock moved to new business. On behalf of the Board, Chair Pollock presented a resolution regarding the annual review and compensation of the president.

### ***ANNUAL REVIEW AND COMPENSATION OF THE PRESIDENT***

Chair Pollock explained that each year, the Board of Trustees conducts an annual review of the university president's performance. He stated that this action is one of the Board's fundamental responsibilities. Additionally, he explained that the Board looks forward to this opportunity to take stock of what the university has accomplished against agreed-upon goals, and to look ahead in how the board and administration can continue to work together in optimizing institutional results.

Chair Pollock continued that the Board of Trustees has reviewed the President's 2016-17 goals and accomplishments toward those goals. Under the President's outstanding leadership, Kent State had made terrific progress against the Strategic Roadmap in the past year, he said. Chair Pollock also stated that the university hit new heights in terms of its academic reputation, enrollment, the quality of the student body, research funding and fundraising, and its financial



performance was very favorable. Kent State truly is living its “students first” philosophy, he observed. Chair Pollock then said that the Board found that the attainment of university goals all exceeded expectations and that the Board commended President Warren for her outstanding contributions to the wellbeing and advancement of Kent State. Chair Pollock then read the final two sections of the resolution:

### **Resolution 2017-41**

#### **ANNUAL REVIEW AND COMPENSATION OF THE PRESIDENT**

WHEREAS, the Board of Trustees of Kent State University elected Beverly J. Warren as President of Kent State University, effective July 1, 2014; and

WHEREAS, her employment agreement as amended May 11, 2016, includes the opportunity for an annual base salary increase and performance incentive of up to 20 percent of base salary, as determined by the Board of Trustees; and

WHEREAS, in reviewing the President’s 2016-17 goals and accomplishments, the Board commends the university’s progress in advancing its “students first” priority, academic reputation, enrollment, quality of the student body, research funding, fundraising and financial and operational performance; and

WHEREAS, the Board recognizes President Warren’s outstanding contributions to the well-being and advancement of Kent State, finding that she exceeded all of her performance goals for the 2016-17 year: now, therefore,

BE IT RESOLVED, that President Warren shall receive a 2% increase in her base salary and the full amount of her 2016-17 performance incentive effective immediately and that her employment shall continue as previously authorized by the Kent State University Board of Trustees.

Chair Pollock thanked President Warren for her leadership.

**ACTION: Trustee Addicott moved, seconded by Trustee Riley, that the resolution be approved. There were no objections. The motion passed.**

Chair Pollock then asked President Warren if she would like to make any comments. President Warren expressed her gratitude to the Board and the entire university community as she acknowledged that the success of Kent State comes from the effort of the entire community. She noted how fortunate she was to work with an amazing board and with such dedicated and talented faculty, staff, students and alumni who believe and support the value of a Kent State University degree. She observed that being president of Kent State University is an opportunity of a lifetime.

Chair Pollock then presented the appointment of David Dix to the Board of Directors of then

Western Reserve Public Media.

*APPOINTMENT OF DAVID E. DIX AS KENT STATE UNIVERSITY  
COMMUNITY MEMBER TO THE BOARD OF DIRECTORS OF WESTERN  
RESERVE PUBLIC MEDIA (NETO)*

**Resolution 2017-42**

**APPOINTMENT OF DAVID E. DIX AS KENT STATE UNIVERSITY  
COMMUNITY MEMBER TO THE BOARD OF DIRECTORS OF WESTERN  
RESERVE PUBLIC MEDIA (NETO)**

WHEREAS, since 1971 Kent State University, the University of Akron and Youngstown State University have formed the Board of Directors of Northeastern Educational Television of Ohio, Inc. (NETO), a nonprofit corporation overseeing public television stations WNEO/Youngstown and WEAO/Akron; and

WHEREAS, since October 1, 2008, PBS 45 and 49 have been known as Western Reserve Public Media to better reflect the organization's regional coverage and its full range of broadcast, internet, new media, education and print services; and

WHEREAS, the Board of Directors values community participation in the governance of this long-running regional collaboration; and

WHEREAS, to fulfill this objective, each of the three constituent universities appoints three community (non-institutional) members to the Board of Directors; and

WHEREAS, President Beverly J. Warren has appointed David E. Dix to serve as one of Kent State's community members for a three-year term, effective September 1, 2017; and

WHEREAS, Mr. Dix has a distinguished record of community service and civic engagement including membership on the Kent State University Board of Trustees from 1976 to 1985 and a prolific career in communications with more than four decades as publisher of the Record Publishing Company; now, therefore,

BE IT RESOLVED, by the Board of Trustees of Kent State University hereby confirm David E. Dix as a community (non-institutional) member of the Board of Directors of Western Reserve Public Media (NETO) for a three-year term commencing September 1, 2017.

Chair Pollock explained that as recommended by President Warren, the resolution would confirm the appointment of David E. Dix to the Western Reserve Public Media (NETO) Board

of Directors, for a three-year term, effective September 1, 2017. He then called upon President Warren for comments, who stated that she could not think of a better person than David Dix to represent the university on this Board of Directors. She noted Mr. Dix's iconic status in the university and community, and highlighted his previous work in advancing the communications industry.

**ACTION: Trustee Mason moved, seconded by Trustee Della Ratta, that the resolution be approved. There were no objections. The motion passed.**

With that, Chair Pollock announced there was no additional business to come before the Board.

### **ADJOURNMENT**

Chair Pollock then announced that the next regular business meeting of the Board of Trustees was scheduled for Wednesday, December 13, 2017, at the Kent Campus with the exact location and time to be determined. He added that there would also be a social dinner the night before at the University Residence.

On motion duly made and approved, the meeting was adjourned at 3:45 p.m.