KENT STATE
UNIVERSITY

FACULTY SENATE

TO:	Members of the Faculty Senate and Guests	**DATE:**	December 1, 2015
FROM:	Linda Williams, Chair of the Faculty Senate		
SUBJECT:	Agenda and Materials for the December 7, 2015 Faculty Senate Meeting		

Attached you will find the agenda and the materials for the December 7th Faculty Senate meeting. As always, we will meet in the Governance Chambers at 3:20 p.m. Refreshments will be provided.

1. Call to Order
2. Roll Call
3. Approval of the November 9, 2015 Faculty Senate Meeting Minutes
4. President's Remarks
5. Chair's Remarks
6. Old Business: IT Concerns (Dr. Ed Mahon - VP, Information Services & CIO)
7. EPC Items from the November 16, 2015 meeting:
   a. Action Items: O 1,2,4,5,6,7,8,9,10,14,15,16,18,19 (from T.Tillett's memo and the EPC Agenda pages from the November EPC meeting)
   b. Information Items: ☐ 3,11,12,13,17,20 (also from T.Tillett's memo and the EPC Agenda pages from the November EPC meeting) and two letters of intent: (1) BS in Aeronautical Systems Engineering Technology, and (2) BS in American Sign Language/English Interpreting in EHHS.
8. New Business
9. Announcements / Statements for the Record
10. Meeting Adjournment

KENT STATE
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FACULTY SENATE
Minutes of the Meeting
November 9, 2015

Senators Present: Patti Baller, Vinay Cheruvu, Jeffrey Child, Ed Dauterich, David Dees, Vanessa Earp, Ali Erritouni, Paul Farrell, Christopher Fenk, Mary Lou Ferranto, Lee Fox-Cardamone, Albert Ingram, Jay Jahangiri, Robert Kairis, Kathy Kerns, Jihyun Kim, Darci Kracht, Cynthia Kristof, Satyendra Kumar, Tracy Laux, Stephen Minnick, Oana Mocioalca, Jayne Moneysmith, Mary Mooney, Larry Osher, Linda Piccirillo-Smith, Mary Beth Rollick, Arden Ruttan, Andrew Shahriari, Denice Sheehan, Deborah Smith, Robert Twieg, Roberto Uribe, Theresa Walton-Fisette, Donald White, Linda Williams, Kathryn Wilson

Senators Not Present: Ann Abraham, George Garrison, Pamela Grimm, Bruce Gunning, Todd Hawley, Min He, Thomas Norton-Smith, David Smeltzer, Fred Smith, John Stoker, Terrence Uber

Ex-Officio Members Present: President Beverly Warren; Senior V.P. for Academic Affairs and Provost Todd Diacon; Vice Presidents: Alfreda Brown, Deborah Huntsman, Shay Little, Charlene Reed; Deans: Sonia Alemagno, James Blank, James Bracken, Barbara Broome, Donald Palmer, Amy Reynolds, Robert Sines, Deborah Spake, Douglas Steidl, Melody Tankersley, Charity Snyder for Eboni Pringle; Director Robert Walker

Ex-Officio Members Not Present: Vice Presidents: Paul DiCorleto, Gregg Floyd, David Garcia, Iris Harvey, Ed Mahon, Jeff McLain, Willis Walker; Deans: Allan Boike, John Crawford, Mark Kretovics, Susan Stocker, Melody Tankersley

Observers Present: Fritz Yarrison (GSS), Brian Cannon (USS), Jerry Feezel (Emeritus Professor)

Guests Present: Sue Averill, Ken Burhanna, Fashaad Crawford, Janis Crowther, Joanne Goodell, Mary Ann Haley, Megan Hermensky, Melissa Hunter, Lynette Johnson, Tess Kail, Michael Kavulic, Karen Keenan, Jennifer Kellogg, Jaime Kennedy, Dana Lawless-Andric, Steve Nameth, Willie Oglesby, Ken Slenkovich, Jarrod Tudor, Whitney Wenger

1. Call to Order

Chair Williams called the meeting to order at 3:20 p.m. in the Governance Chambers located on the second floor of the Kent Student Center.

2. Roll Call

Secretary Farrell called the roll.

3. Approval of the Faculty Senate Meeting Minutes of October 12, 2015

Chair Williams called for a motion to approve the minutes of the Faculty Senate meeting of September 14, 2015.

A motion to approve the minutes was made and seconded (Kracht/Rollick). Some corrections to the attendance were requested. The minutes of the October 12, 2015 meeting were approved as amended.

4. Provost's Remarks

Provost Diacon made a presentation on the response to the Ohio Budget law, which mandated by January 1, 2016 and every five years thereafter that the Board of Trustees of all Ohio universities should review all programs and courses based on enrollment and performance of each class and program. For those with low enrollment, the Board will evaluate the benefits of collaboration with other institutions in the region.

Kent State's response indicated that, in the last four years in a faculty led initiative, it had eliminated one Ph.D. program, seven master's programs, twenty bachelor's programs, and three associate degree programs. In any semester, Kent offers many courses with under ten students at the undergraduate level and under five at the graduate level. However, there are good reasons for these; for example, whenever a student takes an individual training flight, it is considered a separate section. A similar case exists in Music. Also for accreditation reasons, certain Nursing courses are limited to five students. Many courses also have cross listed sections, and this leads to the appearance of low enrollments in the individual sections. Also at the graduate level, thesis and dissertation sections appear to have low enrollment. Low enrollment undergraduate courses, which cannot be explained in a similar manner, account for less than 2% of the total number offered. In the case of program enrollments, with very few exceptions, the graduation rates are healthy.

Some low and marginal enrollment courses are duplicated on regional campuses. The assistant campus deans have developed a plan to coordinate offerings to address this issue starting in Summer 2016. In addition, they will examine the duplication of courses and the sharing of faculty and administrative staff between campuses. It is also our belief that because of our eight campus system, the mandate to cooperate with other institutions can be satisfied internally.

With respect to the performance aspect of the mandate, for undergraduate courses, Kent considered the percentage of D, F, and W grades. We have seen a dramatic reduction in these rates over the past three years in courses with over 100 students. There are still over 250 courses, with enrollments of between 10 and 100 students, which have D/F/W rates in above 30%. Many of these are distance learning courses. For programs, we refer to the existing reviews of academic programs. It is planned to undertake a survey of students intending to enroll in distance learning courses to try to filter out those who would be unsuccessful. The College of Arts and Sciences has had significant success in reducing these rates. The University of Cincinnati has had a lot of success by having books delivered electronically to enrolled students. We will explore this option.

The Provost invited questions. Senator Laux inquired if anyone at the University really knows why students withdraw from courses. When faculty had to sign sheets for the students withdrawing, they used to be able to discuss the reason with them, but now the students can withdraw online. He noted that some NTT faculty are being held harshly accountable for withdrawal rates. When no one knows why they happen, this seems disingenuous. Provost Diacon responded that we do not know the reasons why students withdraw. He had heard that Penn State is now requiring students to fill out a questionnaire online before withdrawing.

Senator Laux also pointed out that, in Mathematics, students are allowed to enter courses with prerequisites which they took five years previously. If they have had no contact with Mathematics for that long, they really no longer satisfy the prerequisites. Provost Diacon acknowledges the issue and the difficulty in balancing between adequate and onerous requirements.

Senator Laux opined that, besides not being prepared, another reason for students getting D/F/W grades was that they were not participating in their own education. He would like to see the culture changed to also require excellence in action of our students. It is expected that the climate survey will be repeated every three to five years.

5. Chair's Remarks

Chair Williams remarks are attached.

6. Report: Climate Study (Kathryn Wilson, Professor Economics and Shay Little, Interim VP, Student Affairs)

Senator Wilson and Shay Little gave a Powerpoint presentation on the proposed climate study. Shay Little presented first, outlining that the climate includes attitudes, behaviors, standards, and practices of employees and students at an institution and how they are shaped through personal experiences and perceptions. The reasons why a positive climate is important are to provide positive educational experiences and healthy identity development for students and productivity and a sense of value for faculty and staff. The goals of the study are to identify successful initiatives, uncover challenges facing members of our university community, and develop strategic initiatives to build on the successes and address the challenges.

Senator Wilson indicated that the study was part of a long ongoing process that would come to fruition in Spring 2016. The aim is to identify challenges and develop a strategic initiative. She outlined the membership of the steering committee and indicated that they had chosen to bring in Rankin & Associates Consulting, which has conducted climate studies at more than 130 institutions, including the University of California system. She indicated that climate surveys are complex and outside expertise is needed, but that the questions were shaped by Kent State from a large range of questions presented by the consultants. Another advantage is that the information supplied will be kept confidential on Rankin & Associates Consulting servers. It will also enable us to use climate study data from other institutions across the country as a benchmark when interpreting our climate study data. She indicated that it was intended to send the survey to everyone on campus, but the surveys would be tailored to the individual constituency. So for students, it will relate to their academic experience, and for faculty and staff to their work-life experience. There are also questions related to Kent policies, and perceptions of issues such as bullying, harassment, discrimination, and unwanted sexual contact. She presented examples of some of these questions. She indicated the intention to gather demographic data so that they could examine the differences in perceptions based on gender, race, etc. Finally she outlined the timeline, which involves publicity beginning in February with launch intended for March. The results should be available by Fall 2016, with development of strategic actions and initial implementation of action scheduled for 2016-2017. Ms. Little asked for help in obtaining broad participation and indicated that the administrative support was being provided out of Dr. Alfreda Brown's office.

Senator Child asked whether the committee has looked at the data from the many surveys also done recently. Senator Wilson answered that none of the previous surveys were as comprehensive as this one in that it asks questions of faculty, staff, and students at all eight campuses.

Senator Kerns asked about overlap with the COPE survey last year and the extent to which this one is informed by them and indicated that there were too many surveys and there was a need for inter-office coordination. Assistant Provost Crawford indicated that they were trying to address this. Senator Laux inquired whether there were questions specific to the experience of NTT faculty and were there any NTT faculty on the steering committee. Senator Wilson replied that there were not but that NTT faculty had been in the focus groups, but the steering committee would be interested in any such specific questions if they can be formulated quickly. Senator Laux asked whether there were any open ended questions. Senator Wilson said that there were.

7. EPC Action Items:

a. College of Communication and Information - School of Visual Communication Design - Revision of degree designation for the Photo-Illustration major. Degree changes from a Bachelor of Science to a Bachelor of Fine Arts. Effective Fall 2016. (presented by Dean Amy L. Reynolds)

Dean Reynolds outlined the proposal and indicated that it was a result of the move of the major from Journalism to VCD where the Bachelor of Fine Arts is a more standard degree in the School. It will also make graduate school more accessible and improve recruitment. The total number of credit hours decreases from 126 to 120, and a number of courses in photo-journalism and entrepreneurship have been added.

Senator Kerns expressed alarm at having a program with 65 credit hours and only two full-time faculty. Dr. Jaime Kennedy, the Interim Director of the School of Visual Communication Design, answered that the foundation courses are taught by other VCD faculty, and the two full-time faculty work with juniors and seniors. There is also one new NTT faculty member and three adjunct faculty.

The motion was proposed by Senator Child and seconded by Senator Rollick and passed without dissent.

b. Regional College - Inactivation of Associate of Arts and Associate of Science degrees jointly administered by Kent State and Stark State College. Enrollment in both joint degrees has been low since their establishments in Spring 2006 and Fall 1999, respectively; only 24 students have graduated, in total, in the past 15 years. The AA and AS degrees administered solely by Kent State will continue to be offered. Effective Fall 2016. (presented by Dean Susan J. Stocker)

Chair Williams clarified the background and motion. This results from Stark State gaining the right to offer associate degrees and thus no longer needing to partner with Kent State to offer them.

The motion was proposed by Senator Karis and seconded by Senator Dauterich and passed without dissent.

8. Announcements / Statements for the Record

Senator Earp indicated that registration was still available for the Library Live Conference on Thursday November 12.

Senator Dees reminded Senate that the SSI review committee still needs input at ssireview.kent.edu. Please encourage your colleagues to give feedback. The current question is "What do you see as the purpose of the SSI survey?"

Dr. Ogelsby, who was an alternate for Public Health, indicated that the school has received accreditation for five years, which is longer than he knows of for an initial accreditation elsewhere. He expressed thanks to Dean Alemagno and to Faculty Senate for working to create the college and programs. Chair Williams indicated kudos to the school, and Senate concurred by acclamation.

Chair Williams gave a warning to beware of what will likely be a long agenda for the December meeting and be prepared to stay late next month.

9. Adjournment

Chair Williams adjourned the meeting at 4:22 p.m.

Paul A. Farrell, Secretary
Faculty Senate

attachment: Chair's Remarks

FACULTY SENATE CHAIR'S REMARKS
NOVEMBER 2015

1. Welcome to the November meeting! This is an exciting meeting today because we have two action items! (We could have three if someone moves to remove the norms and standard deviation numbers from the SEI's.)

2. Some of you expressed a desire to speak with Dr. Ed Mahon about IT issues. We will be able to speak with him at the December/February meeting. If you have specific concerns you'd like him to address, please let me know, so I can alert him to them.

3. As you all know, President Warren has been quite keen on branding ourselves anew and getting our brand out into the world and recognized globally. The first two priorities in this endeavor are (1) To provide an inclusive and engaged living-learning environment where students thrive and graduate as informed citizens and productive leaders; and (2) To drive innovation, idea generation, and national distinction through top-tier academic and research programs and the recruitment and support of talented faculty and staff. These priorities are part of a six-year plan to enhance the university. To these priorities, especially the second, I challenge the administration to make a commitment to faculty tenure-track hires so that by the end of the six years, Kent State University's ratio of tenure-track to non-tenure-track and adjunct faculty is 70:30. That is something that would set us apart from all other Ohio universities. That is something you could market and support your claim that KSU is dedicated to research. You cannot make a commitment to research and not make tenure-track hiring your first priority—regardless of the RCM implications. There are many NTT and part-time faculty who engage in research (bless their hearts) even with their exploitive teaching demands, but it is only tenure-track faculty who have research demands as part of their contract for successful tenure and continued employment. It is these tenure-track hires who must commit themselves to research and who lay the foundation for the future renown of the university.

4. I know nobody can talk about the contract negotiations, but I'm going to. You can't have the position that you value the faculty without giving them their proper wages. We've been told that we've contributed mightily to the increase in persistence, retention, and graduation rates. Well then let us receive our due for that. We all understand the basic principle of capitalism: pay the workers the lowest salaries you can get away with as an employer. But at a university, the workers who are faculty have PhDs. We, as a general rule, are not stupid people. We're not going to fall for a pay increase that gets swallowed up in increased faculty contributions to benefits. Give us our due. And that's what I have to say about that.

5. I'd now like to introduce Kathy Wilson and Shay Little, who will be informing us about the Climate Study.

Chair Linda Williams

Discussion about Kent State's IT policies and their implementation [1]

We asked faculty members in three departments - Biological Sciences, Chemistry and Physics - to share their experience related to Kent State's IT policies, support the IT office provides, and what they liked/disliked about them. The email sent to faculty soliciting their comments appears on page 2.

The responses we received are pasted on pages 3-7, with some edits to keep the names of the respondents and others confidential. Some text has been removed for brevity's sake.

These responses raise a number of serious questions/issues that need to be answered/addressed by the IT office. We have attempted to distill these *Issues*/**Questions** down into a smaller number, so they could be addressed in a coherent manner.

Question 1: *Apparently, IT staff has modified the operating systems and implemented disk encryption on faculty office and laboratory computers.*

How were these policies developed? Were the people who are most affected by these changes, namely the faculty members and research staff, ever consulted? Were they even made aware of the policies and the consequences of their implementation?

Question 2: *There are many instances of the changes made to the computers without the knowledge, permission, and consultations with the primary user(s). In some cases, the changes were made behind their back(s) and administrative privileges taken away from the primary user(s) of the computers.*

Does the IT office consider this to be the correct approach and, if not, what is being done to make it more user friendly? Why can't the researchers be given control of their own laboratory?

Question 3: *Changes made by the IT office, be it hard drive encryption and/or installation of monitoring software, has crippled a number of experiments and equipment in several laboratories. Proper operation of these experiments is essential to continue research and meet the objectives of federally funded projects.*

Why were such computers not exempted, or the changes implemented in a manner so as to not to cause disruption?

Question 4: *It is because of ad hoc policies and inflexibility of the IT office that several faculty members were forced to personally purchase computers to continue the research. They are, in essence, partially funding their research.*

Is this one mechanism to increase research funding at Kent State under the president's new initiative? Should Kent State not reimburse them for these computers from their own grants?

Question 5: *Some research groups must use Linux and public domain software because the national laboratories and their collaborators use them for data analysis. Also, national laboratories do not often allow Kent researchers to connect to their nodes.*

Does the IT office plan to acquire expertise in Linux systems to support these researchers? When will Kent's network be made secure so researchers can connect to national laboratories?

Question 6: *Classroom and education impacts.*

Are there any plans to make the use of classroom IT more uniform and RELIABLE across the campus so that the teachers and students focus on rewarding teaching/learning experience?

Here is the text of an email soliciting comments about KSU IT practices which was sent to faculty members in the three science departments:

Dear Colleagues:

The Vice President for Information Technology, Dr. Edward Mahon (https://www.kent.edu/is/dr-edward-g-mahon) will appear in Faculty Senate's December meeting to report on and discuss IT related issues.

The members of the campus science community may have some specific issues or concern and questions about IT for Dr. Mahon.

Please share your questions and concerns with us (at your earliest convenience) so they can be discussed at the December senate meeting. The scope of questions might include:

Questions/issues about university wide IT policy.

What has already happened to your lab/office computers?

What you hope will never happen to your lab/office computers and software?

Anything else?

We will summarize the information and questions received from you without identifying the respondents.

Thank you.

Regards,

Responses to the solicitation which were received from faculty[1]

Response 1:

Encryptation of a computer in my lab which was connected to a high speed camera led to my not being able to use the camera (the camera costs about $ 10, 000).

New software for the camera was also not available – unless I buy a new camera.

I am now using an old computer to get by.

Because of all this I have decided to buy computers (and all the software) using my own money.

I have two iMacs – on from in my lab and the other in my office bought with my money.
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Response 2:

During a conference in Europe, .. I was unable to connect to my office iMac. I assumed that it did not reboot after a power failure or something.

I was surprised ..., found a note on my keyboard telling me that my password has been been changed to "passsword1"! When this was mentioned on our faculty meeting, many of my colleagues gasped. They did not know that anyone else had the right/means to change the password.

It was done to encrypt the hard drive so my computer could be centrally administered. Why? I was never told ... let alone be consulted. ... I could have given them my password to make things less messy .... Why was it done in a sneaky way?

After changing the password, ... It kept asking me the "local keychain password" that it never did before, and would not accept my new or old passwords. IT persons came over and could not help in spite of their best efforts. For about seven days, I could do thing but try to revive the computer.

... the computer sits in my office unused, essentially like a piece of junk. Several times a day, it revs up it fans and runs on the hard drive by itself. I wonder if someone is monitoring me, scanning the files, or even using the built in camera to see if I am dozing off in my office!? :-) Is my credit card info used to purchase airline ticket to travel to conferences accessible to people in IT or anyone else?

I was forced to buy a replacement from my personal funds because I was told that a new computer even if purchased with my faculty incentives money, would be subjected to the same crippling treatment.

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Response 3:

.. My comments have more to do with teaching IT than with individual faculty computers. .. I am often scheduled in various rooms and auditoriums .. ... and without fail there

are multiple issues that come each semester .... Some semesters it is so bad that I often loose valuable teaching time due to equipment failure. I mention this each year to my Chair and Dean in the hope that something can be done. There has been some improvement over the last five ..., but it is still a major issue. Every semester I have to put in multiple support tickets to get issues fixed.

Problems include: missing software, internet connectivity problems, hardware issues such as malfunctioning writing tablets/screens, update notifications popping up on the screen interrupting your lecture, problems with logging onto the computers, cables that are not secured or arranged properly to where they often come out, IT persons making changes to the computers or software without notifying the instructors who teach in the rooms, ...

I believe the main issue is that there are separate IT persons in charge for each of these common use lecture halls, so you end up with vastly different hardware and software in each room. .... The type of teaching hardware, such as document cameras and sympodium writing screens varies with each room. ...

Lastly, there are other issues .. outside of the realm of IT (audio visual, lighting, etc.) and when you couple these with IT problems, it makes for an abysmal teaching experience and a poor learning experience for the students.
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Response 4:

... there are a couple of things to share

1) Some time ago I had to 'beg' to allow my students to have their personal Macs registered on the network (and connect to network via Ethernet). At the time instabilities on our WiFi made us loose days of work because the connection to Brookhaven was interrupted w/out obvious reasons. Finally I got permission and my students can connect to the network via a hard line. This is relevant to see a 'theme' in a bigger picture.

2) I got the (then) latest iMac as a refresh computer on my desk. It is got encryption that I cannot disable, even from the root account, plus 'tracking' (and who knows what else) software hidden. Bottom line: this computer is for show only, useless. It boots and shuts-down in funny way (scripts popping up) and it get into loops that even a web browser will not open for half hour. I have the skills to wipe out everything but for how long? People can enter the room and install software w/out me knowing.
-If security is a concern then implement a multi-level password system.
-If compliance with Univ. policies is a concern let me sign an agreement form [like I do with every national lab I visit] instead of installing tracking/spying software w/out my knowledge. Monitor activity at a global level and take action if needed for specific instances.
- the faculty needs to be informed and the one that needs to be served not the other way around

3) ... to discuss/ask whether there are plan to have some centralized computing power researchers can use. Nothing big but something. They ask for research grants but I do not see any move towards the infrastructure. Instead we encounter more and more restrictions and limitations when we even try to setup small analysis workstations. Other people can tell you more on this. Also PC expertise is the only on existing in IT. linux is not supported and discouraged. ....

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Response 5:

On occasion, I wanted to give a university-owned Windows computer to a student for the purpose of doing research. Even when it was a computer that never had confidential information on it, I was told that under KSU rules, disk encryption had to stay. For an on-campus student, this rule make things needlessly complicated, and for an off-campus student, it's impossible (the first login needs to be on-campus). Why can't the encryption be removed if there is zero danger to confidential information? To add to the perception that the rules are capricious, during a 5-year period when Windows computers with no confidential data had to have encryption, Mac computers WITH confidential information were totally exempt from encryption.

****

Response 6:

Our experience in general with that group has not been very positive. We have to say that [name] has been very helpful with some basics and that he has a very good attitude.

To avoid hustle, frustration, and complete wasting of time with work orders to change hardwired features or install generic software in our computers etc, and, in particular, to be able to install physics software from national labs without any problems, we have bought our own laptops (...) with our own (personal) money.

For heavy-duty research, we have 2 Linux workstations for the analysis ..... We were lucky to have [name] as system manager who made sure that some planned system changes - that would make custom-made JLab and CERN software unusable with catastrophic consequences to our data analyses - did not happen!

... We do not think that the IT group has experience with Linux systems, necessary for ... research. Unless the group hires experts in that area, our research will suffer tremendously.

****

Response 7:

... they are multifold. One major issue was IT's insistence of putting an internet connection in the temperature control room where I run some of my experiments. Despite me telling them many times that this was not needed, they still showed up one day with a host of folks to see what needed to be done. My impression was that they were there to drill holes right there and then but I can't be certain of that. I kicked them out of the lab before I could

really figure it out.

... recently ... I lost several files one Sunday while I worked on a grant or paper. I don't remember exactly what. But I save all of my materials to the network drive now, that IT maintains. ... I have had to reboot my desktop ... so many times that I really needed a better way to control my documents. .... But recently even that wasn't safe it seems. Eventually files were found again, but it took long, and by that time I had started from scratch from an older version.

****

Response 8:

It was very unfortunate for me to lose several files while one IT member was updating my laptop. It may not be his fault. He thought once he updates the softwares in my laptop, all files will be automatically saved in newer versions of the softwares. Apparently, it did not. He tried to recover some of the files almost for two weeks but got <1% of what being lost. I had a doc. File where I put hundreds of hours of writing but could not get anything at all.

... mention this ... but I do not want that IT member to be punished for his mistake.

****

Response 9:

We have very nice and friendly people in computer support... That said, problems do creep up occasionally. At one time, saved files started disappearing from the server. That was eventually fixed. Now the same drive turned out to be 100% full, and even small text files cannot be saved there (let alone confocal image files that can be saved or retrieved ONLY from the server). I reported the problem about a week ago, now they are apparently working on it...
But I am happy with their fast response with smaller-scale issues.
****

Response 10:

My experience has been one of frustration and fear. To date, my computers have been largely immune (Linux). The fear comes from the supposed desire of the university to hire someone to mess with Linux systems. The frustration arises when I use instruments in other labs (...) that are crippled by the university people. For example, I purchased a new ccd camera for [name's] microscope. It took at least 3 visits before they could get the software to work. What makes this notable is that the entire process was trivial - I could do it in 60 seconds. However, since I didn't have permissions on the computer, I had to rely on overworked (and perhaps less capable) people. Similarly, there have been times I needed to load some freeware onto a machine - again, no permissions, no software, delayed research.

The university should be there to help, NOT to hinder. There intervention should be at the request of faculty. This would greatly benefit our work while relieving the IT people of a lot of useless (or worse than useless) effort.

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Response 11:

IT activities significantly affected the performance of instrument control software, especially in our Linux instrument controlling computers. This resulted in loss of many number of hours of instrument usage and inconvenient to users (under grads, grad students, and postdocs). Also, I spent large amount of time to consult instrument vendors to get help to solve the performance loss. IT was able to correct some of the problems, but some of the problems still exist.

Need to have administrative privileges (super user password) for office computers and for computers used for controlling instruments.
Required software and operating system has to be configured according to instruments manufacture's specification without any changes.
When addressing a security problem of an instrument controlling computer, need to consult the person responsible for the instrument.

****

Response 12:

We had rather frustrating experience with IT. The computers that came with an equipment decided not to boot up one day. My group members called the IT office and someone came over, told us that he needs to change a jumper on the mother board, and it should work after that.

He took the computer to IT's facility and a few days later told us that its mother board got fried ... and returned the computer to us. The equipment manufacturer told us that it needed a new computer, new OS, new controller boards, and new software to run the experiments. The estimated cost was in the neighborhood of $18,000!

Eventually, we approached our department support engineer who purchased an old mother board from eBay for $200 and rebuilt the Windows NT operation system piece by piece saving us a bundle!

What IT person did in this case hardly qualifies to be called "support", and yet indirect cost on our grants, in part, pays their salaries.

Reference for this Response section:

[1] Some underlining has been added to the responses for emphasis. As noted, some edits were made to keep the names of the respondents and others confidential. Some text has been removed for brevity's sake, otherwise the responses are provided pretty much "as is", including the spelling and typographical errors.

Item 7.

KENT STATE UNIVERSITY

OFFICE OF THE PROVOST

O Action Items

☐ Info Items

TO: Linda L. Williams
Chair, Faculty Senate

FROM: Therese E. Tillett
Executive Director, Curriculum Services

SUBJECT: Transmittal of items from the Educational Policies Council

DATE: 17 November 2015

In accordance with Faculty Senate Bylaws, I formally convey to you, with this memorandum, the following motions passed on 16 November 2015 by the Educational Policies Council for appropriate review by the Faculty Senate. Although the Senate may not want to review these items, it is helpful to have the Senate's consideration of the recommendations related to policy formation or substantial changes to programs.

Page # from 11/16/15 Agenda

College of the Arts

School of Art

p. 2

1. Revision of name for the Crafts or Fine Arts major—to Studio Arts—within the Bachelor of Arts degree. The change consolidates the two concentrations in the present major to one program of study in the proposed major (with no concentrations). Minimum total credit hours to program completion are unchanged at 120.
Effective Fall 2016 | Proposal

2. Consolidation of Crafts and Fine Arts majors into one major—renamed Studio Arts—within the Bachelor of Fine Arts degree. The Studio Arts major will have eight concentrations: Glass; Textiles; Painting; Drawing; Ceramics; Sculpture; Print Media and Photography; and Jewelry, Metals and Enameling. Minimum total credit hours to program completion are unchanged at 120.
Effective Fall 2016 | Proposal

School of Music

p. 21

3. Inactivation of Musicology major within the Master of Arts degree. Admission to this program has been suspended since fall 2012.
Effective Fall 2016 | Proposal

College of Arts and Sciences / Regional College

Department of Biological Sciences

p. 2

4. Revision of administrative oversight for the Bachelor of Applied Horticulture degree, the Horticulture Technology major within the Associate of Applied Science degree and their associated HORT courses, from their present home in the Department of Biological Sciences within the College of Arts and Sciences to their proposed home in the Regional College.
Effective Fall 2016 | Proposal

Page # from 11/16/15 Agenda

College of Arts and Sciences

p.1

5. Establishment of a Center for the Study of Gender and Sexuality. The proposed center will provide faculty and students with a structure to pursue individual and collaborative multidisciplinary research and creative projects in the study of gender and sexuality. The center will administer the existing minors in Women Studies and Lesbian, Gay, Bisexual and Transgendered Studies and related courses (10 WMST courses)—presently administered by the Center for Comparative and Integrative Programs.
Effective Fall 2016 | Proposal

p.21

Department of Geography

6. Establishment of Cyber Geographic Information Science post-baccalaureate certificate to be offered 100 percent online only. Minimum total credit hours to program completion are 15.
Effective Fall 2016 | Proposal

7. Establishment of Environmental Geographic Information Science post-baccalaureate certificate to be offered 100 percent online only. Minimum total credit hours to program completion are 15.
Effective Fall 2016 | Proposal

Department of Psychological Sciences

8. Revision of name for the Experimental Psychology [major within the Master of Arts degree. Name changes to Psychological Science.
Effective Fall 2016 | Proposal

* 9. Revision of name for the Experimental Psychology major within the Doctor of Philosophy degree. Name changes to Psychological Science.
Effective Fall 2016 | Proposal

* In addition, a lesser action item, admission and course requirement are revised to include removing MA or MS degree in psychology from admission criteria, and adding PSYC 71651, 71654, 72685, 71894, 81199 and add'l program electives as required. Minimum total credit hours to program completion are 60 (post-masters) + 90 (post-bachelors)

College of Business Administration

Department of Economics

p.2

10. Establishment of Data Analytics minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Proposal

College of Education, Health and Human Services

School of Teaching, Learning and Curriculum Studies

p.21

11. Inactivation of Curriculum and Instruction–Mathematics Specialization major within the Master of Arts and Master of Education degrees. The curriculum for the program is duplicated in the Mathematics Education concentration in the Curriculum and Instruction major; there is no need for two majors with the same curriculum.
Effective Fall 2016 | Proposal

12. Inactivation of the Early Childhood Education major within the Master of Arts degree. The major within the Master of Education degree will continue to be offered.
Effective Fall 2016 | Proposal

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College of Nursing

p.22 13. Inactivation of the Advanced Nursing Practice major within the Doctor of Nursing Practice degree. This major functioned as a post-baccalaureate doctorate; post-BSN degree students will earn the MSN degree before matriculating to the DNP degree.
Effective Fall 2016 | Proposal

p.22 14. Substantial revision of course requirements for the Advanced Practice Nursing major within the Doctor of Nursing Practice degree. Revision includes replacing all required courses and removing 34 credits of master's coursework from total hours required for graduation. Minimum total credit hours to program completion decrease, from 37 to 30 (doctoral credits).
Effective Fall 2016 | Proposal

College of Public Health

p.2 15. Establishment of Environmental Health Sciences minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Proposal

16. Establishment of Health Services Administration minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Proposal

Regional College

p.2 17. Inactivation of Aviation Management Technology major within the Associate of Applied Science [AAS] degree. The degree program was established on the Ashtabula Campus and has never been offered. All AMRT courses were inactivated Spring 2015.
Effective Fall 2016 | Proposal

p.2 18. Establishment of Floriculture post-secondary certificate to be offered at the Geauga and Salem campuses. Minimum total credit hours to program completion are 19.
Effective Fall 2016 | Proposal

p.3 19. Establishment of Greenhouse Production post-secondary certificate to be offered at the Geauga and Salem campuses. Minimum total credit hours to program completion are 19.
Effective Fall 2016 | Proposal

p.3 20. Inactivation of Systems/Industrial Engineering Technology major within the Associate of Applied Science degree. Student enrollment in the program, offered on the Trumbull and Tuscarawas campuses, has been low, graduation rate even lower, and there are no full-time faculty. The last student enrolled was in Fall 2014.
Effective Fall 2016 | Proposal

EC: Todd A. Diacon, senior vice president for academic affairs and provost
Teresa L. Kail, secretary for Faculty Senate
Karen M. Keenan, project director for academic affairs
Emily S. Myers, assistant to the senior vice president for academic affairs

KENT STATE UNIVERSITY

Item 7.

EPC Agenda pages from 11/16/15 mtg.

TO: Educational Policies Council

FROM: Senior Vice President and Provost Todd A. Diacon

SUBJECT: Agenda for Monday, 16 November 2015
3:20 p.m., Governance Chambers, 2nd floor of Kent Student Center

DATE: 9 November 2015 ***UPDATED 10-Nov-15***

In the event that any of the action item proposals require corrections or create consequences not addressed in the response memos, please bring these matters to the attention of the Office of Curriculum Services before the meeting. If you wish to elevate an information item or lesser action item on the agenda to an action or discussion item, please notify the Office of Curriculum Services by 13 November 2015, to ensure that the materials are available at the meeting for review.

Joint Educational Policies Council Agenda
Undergraduate Educational Policies Council Agenda
Graduate Educational Policies Council Agenda
University Requirements Course Changes
Course Changes

JOINT EDUCATIONAL POLICIES COUNCIL

ACTION ITEMS

1. Approval of minutes of 19 October 2015.
   Attachment 1

College of Arts and Sciences *(presented by Dean James L. Blank)*

5

2. Establishment of a Center for the Study of Gender and Sexuality [CSGS]. The proposed center will provide faculty and students with a structure to pursue individual and collaborative multidisciplinary research and creative projects in the study of gender and sexuality. The center will administer the existing minors in Women Studies [WMST] and Lesbian, Gay, Bisexual and Transgendered Studies [LGBT] and related courses (10 WMST courses)—presently administered by the Center for Comparative and Integrative Programs.
   Effective Fall 2016 | Attachment 2

UNDERGRADUATE EDUCATIONAL POLICIES COUNCIL

ACTION ITEMS

University Requirements Curriculum Committee *(presented by Dean Donald F. Palmer)*

WITHDRAWN

1. Designation of Kent Core status for PH 10002 Introduction to Global Health (3) in the basic sciences category. Title is revised to Introduction to Global Health Science.
   Effective Fall 2016 | Attachment 3

WITHDRAWN

2. Designation of Kent Core status for new PH 10003 Global Health Science Laboratory (1) in the basic sciences category.
   Effective Fall 2016 | Attachment 3

UNDERGRADUATE EPC AGENDA

ACTION ITEMS *continued*

College of the Arts *(presented by Dean John R. Crawford)*

School of Art

1 3. Revision of name for the Crafts or Fine Arts [CFA] major—to Studio Arts [STAR]—within the Bachelor of Arts [BA] degree. The change consolidates the two concentrations in the present major to one program of study in the proposed major (with no concentrations). Minimum total credit hours to program completion are unchanged at 120.
Effective Fall 2016 | Attachment 4

2 4. Consolidation of Crafts [CRFT] and Fine Arts [ARTS] majors into one major—renamed Studio Arts [STAR]—within the Bachelor of Fine Arts [BFA] degree. The Studio Arts major will have eight concentrations: Glass [GLSS]; Textiles [TEXT]; Painting [PNTG]; Drawing [DRWG]; Ceramics [CERM]; Sculpture [SCLP]; Print Media and Photography [PMP]; and Jewelry, Metals and Enameling [JME]. Minimum total credit hours to program completion are unchanged at 120.
Effective Fall 2016 | Attachment 5

College of Arts and Sciences/Regional College *(Presented by Deans James L. Blank, Susan J. Stocker)*

Department of Biological Sciences

4 5. Revision of administrative oversight for the Bachelor of Applied Horticulture [BAH] degree, the Horticulture Technology [HORT] major within the Associate of Applied Science [AAS] degree and their associated HORT courses, from their present home in the Department of Biological Sciences within the College of Arts and Sciences to their proposed home in the Regional College.
Effective Fall 2016 | Attachment 6

College of Business Administration *(presented by Dean Deborah F. Spake)*

Department of Economics

10 6. Establishment of Data Analytics [DAAN] minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Attachment 7

College of Public Health *(Presented by Dean Sonia Alemagno)*

15 7. Establishment of Environmental Health Sciences [EHS] minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Attachment 8

16 8. Establishment of Health Services Administration [HSVA] minor to be offered at the Kent Campus. Minimum total credit hours to program completion are 18.
Effective Fall 2016 | Attachment 9

Regional College *(Presented by Dean Susan J. Stocker)*

17 9. Inactivation of Aviation Management Technology [AMRT] major within the Associate of Applied Science [AAS] degree. The degree program was established on the Ashtabula Campus and has never been offered. All AMRT courses were inactivated Spring 2015.
Effective Fall 2016 | Attachment 10

18 10. Establishment of Floriculture post-secondary [C150] certificate to be offered at the Geauga and Salem campuses. Minimum total credit hours to program completion are 19.
Effective Fall 2016 | Attachment 11

UNDERGRADUATE EPC AGENDA

ACTION ITEMS *continued*

Regional College *continued*

19

11. Establishment of Greenhouse Production post-secondary [C151] certificate to be offered at the Geauga and Salem campuses. Minimum total credit hours to program completion are 19.
    Effective Fall 2016 | Attachment 12

20

12. Inactivation of Systems/Industrial Engineering Technology [IERT] major within the Associate of Applied Science [AAS] degree. Student enrollment in the program, offered on the Trumbull and Tuscarawas campuses, has been low, graduation rate even lower, and there are no full-time faculty. The last student enrolled was in Fall 2014.
    Effective Fall 2016 | Attachment 13

INFORMATION ITEMS

College of Applied Engineering, Sustainability and Technology

1. Initial inquiry to establish an Aeronautical Systems Engineering Technology major within the Bachelor of Science degree. The program is presently a concentration in the Aeronautics major . (A full proposal will come for a vote at a future EPC meeting.)
   Attachment 14

College of Education, Health and Human Services

School of Lifespan Development and Educational Sciences

2. Initial inquiry to establish an American Sign Language/English Interpreting major within the Bachelor of Science degree. The program is presently a concentration in the Special Education major. (A full proposal will come for a vote at a future EPC meeting.)
   Attachment 15

LESSER ACTION ITEMS

Office of the Provost

1. Revision of Retroactive Credit policy to include the following courses—requested by Regional College—to allow students to earn lower-level coursework in the same subject: COMT 11009, COMT 12000, COMT 21002, COMT 21005, COMT 21011, COMT 21036, COMT 36301, COMT 36302, COMT 36311, COMT 46300, COMT 46308, COMT 46309.
   Effective Fall 2016

College of Applied Engineering, Sustainability and Technology

2. Revision of course requirements for the Aerospace Engineering [AERS] major within the Bachelor of Science [BS] degree. Revision includes removing AERN 35150, MATH 21001, MATH 22005, MATH 32044, MATH 42045, TECH 36620; and adding AERN 20000, AERN 30000, MATH 32051, MATH 32052 and TECH 20002 as required. Minimum total credit hours to program completion decrease, from 128 to 121.
   Effective Fall 2016

3. Revision of course requirements for the Aircraft Dispatch [ACD] minor. Revision includes replacing AERN 35746 with AERN 45791. Minimum total credit hours to program completion increase from 25 to 26.
   Effective Fall 2016

GRADUATE EDUCATIONAL POLICIES COUNCIL

ACTION ITEMS

College of the Arts *(presented by Dean John R. Crawford)*

School of Music

3

1. Inactivation of Musicology [MSCL] major within the Master of Arts [MA] degree. Admission to this program has been suspended since fall 2012.
   Effective Fall 2016 | Attachment 16

College of Arts and Sciences *(presented by Dean James L. Blank)*

Department of Geography

6

2. Establishment of Cyber Geographic Information Science [C638] post-baccalaureate certificate to be offered 100 percent online only. Minimum total credit hours to program completion are 15.
   Effective Fall 2016 | Attachment 17

7

3. Establishment of Environmental Geographic Information Science [C639] post-baccalaureate certificate to be offered 100 percent online only. Minimum total credit hours to program completion are 15.
   Effective Fall 2016 | Attachment 18

Department of Psychological Sciences

8

4. Revision of name for the Experimental Psychology [EPYC] major within the Master of Arts [MA] degree. Name changes to Psychological Science [PYSC]. In addition, a lesser action item, the optional Gerontology [GERO] concentration is inactivated, and course requirements are revised to include adding a thesis requirement, PSYC 61199 as required; adding PSYC 61685 (or PSYC 62685) as required; removing minimum 9 credit hours from four groups of specific program electives and reducing additional program electives from 17 to 15. Minimum total credit hours to program completion decrease, from 32 to 30
   Effective Fall 2016 | Attachment 19

9

5. Revision of name for the Experimental Psychology [EPYC] major within the Doctor of Philosophy [PHD] degree. Name changes to Psychological Science [PYSC]. In addition, a lesser action item, admission and course requirements are revised to include removing MA or MS degree in psychology from admission criteria, and adding PSYC 71651, PSYC 71654, PSYC 72685, PSYC 71894, PSYC 81199 and additional program electives as required. Minimum total credit hours to program completion are 60 (post-master's) and 90 (post-bachelor's).
   Effective Fall 2016 | Attachment 20

College of Education, Health and Human Services *(presented by Dean Mark A. Kretovics)*

School of Teaching, Learning and Curriculum Studies

11

6. Inactivation of Curriculum and Instruction–Mathematics Specialization [CIMT] major within the Master of Arts [MA] and Master of Education [MED] degrees. The curriculum for the program is duplicated in the Mathematics Education concentration in the Curriculum and Instruction major; there is no need for two majors with the same curriculum.
   Effective Fall 2016 | Attachment 21

12

7. Inactivation of the Early Childhood Education [ECDE] major within the Master of Arts [MA] degree. The major within the Master of Education [MED] degree will continue to be offered.
   Effective Fall 2016 | Attachment 22

GRADUATE EPC AGENDA

ACTION ITEMS *continued*

College of Nursing *(presented by Dean Barbara A. Broome)*

13

8. Inactivation of the Advanced Nursing Practice [ANP] major within the Doctor of Nursing Practice [DNP] degree. This major functioned as a post-baccalaureate doctorate; post-BSN degree students will earn the MSN degree before matriculating to the DNP degree.
   Effective Fall 2016 | Attachment 23

14

9. Substantial revision of course requirements for the Advanced Practice Nursing [APN] major within the Doctor of Nursing Practice [DNP] degree. Revision includes replacing all required courses and removing 34 credits of master's coursework from total hours required for graduation. Minimum total credit hours to program completion decrease, from 37 to 30 (doctoral credits).
   Effective Fall 2016 | Attachment 23

INFORMATION ITEMS

College of Arts and Sciences

Department of Psychological Sciences

1. Temporary suspension of admission for the Clinical Psychology [CPYC] major within the Master of Arts [MA] degree. Suspension will last for maximum three years, at which time the program will be reevaluated and a decision made to either reopen admission or to inactivate the program. In addition, a lesser action item, inactivation of the optional Gerontology [GERO] concentration of the major.
   Effective Fall 2016 | Attachment 24

College of Education, Health and Human Services

School of Health Sciences

2. Program development plan to establish an Athletic Training major within the Master of Science degree. The program is presently a concentration within the Exercise Physiology major. (A full proposal will come for a vote at a future EPC meeting.)
   Effective Fall 2016 | Attachment 25

School of Lifespan Development and Educational Sciences

3. Extension of the Nursing Home Administration [C637] post-baccalaureate certificate to the Stark Campus. Admission, course and graduation requirements are unchanged.
   Effective Fall 2016 | Attachment 26

4. Establishment of 100 percent online instructional delivery for the Behavioral Intervention Specialist [C605] post-baccalaureate certificate. Course and graduation requirements for the program are unchanged. In addition, establishment of admission requirements for the certificate (no matter delivery). Applicants must hold master's or doctoral degree in special education or related field, and submit official transcript(s), two letters of recommendation and goal statement.
   Effective Fall 2016 | Attachment 27

KENT STATE
UNIVERSITY

Faculty Senate Executive Committee
Minutes of the Meeting

October 28, 2015

Present: Linda Williams (Chair), Deb Smith (Vice Chair), Paul Farrell (Secretary), Chris Fenk (At-Large), Ed Dauterich (Appointed), Oana Mocioalca (Appointed), Tess Kail (Office Secretary)

Guest(s): President Beverly Warren

1. Call to Order

   Chair Williams called the meeting to order at 3:00 p.m. in the Faculty Senate Conference Room.

2. Meeting Minutes for Approval

   A. Faculty Senate minutes of October 12, 2015

      A motion was made to approve the minutes of October 12, 2015 (Senators Fenk/Smith). The minutes were approved as amended.

3. Response from Vice-President Mahon

   Chair Williams informed the committee that Vice-President Mahon was unable to attend the November meeting. His email indicated that in close cooperation with the Provost office, the IT department had completed the work necessary to implement the new automated system and it is scheduled to begin January 2016. Its scope is to automate a current paper process and place it online. Though the multi-facet project had taken longer than he would have preferred, the team is pleased to complete the task. He suggested that, if we have any additional questions, to contact Melody Tankersley for further details.

4. Request from Senator Wilson to make Climate Study Presentation at December meeting

   Due to the expected volume of items from EPC at the December meeting, it was decided to schedule it for the November meeting instead.

5. EPC Items

A. College of Communication and Information. Revision of degree designation for the Photo-Illustration [PHOI] major within the Bachelor of Science [BS] degree. Degree changes to a Bachelor of Fine Arts [BFA]. Effective Fall 2016.

B. Regional College. Inactivation of Associate of Arts [AA] and Associate of Science [AS] degrees jointly administered by Kent State and Stark State College [KSST]. Enrollment in both joint degrees has been low since their establishments in spring 2006 and fall 1999, respectively; only 24 students have graduated, in total, in the past 15 years. The AA and AS degrees administered solely by Kent State will continue to be offered. Effective Fall 2016.

The Executive decided to schedule both items as action items at the November Faculty Senate meeting.

In the process of examining these proposals, the Executive attempted to access the online description of courses. The difficulty experienced in doing so led to a discussion of the lack of functionality for advising and governance purposes in the current web pages and, in particular, in the search functionality therein. A similar difficulty in accessing a description of the Kent Core was also mentioned.

The Regional College proposal also led to a discussion of the Regional College and its anomalous role in the governance structure.

President Warren arrived at 4.00p.m. Provost Diacon was unable to attend due to an unforeseen circumstance.

6. Discussion with President Warren

The Executive Committee inquired about the opportunities to reduce the cost of a degree by 5%, which were presented at Senate. President Warren confirmed that these had been approved by the Board of Trustees in September since that was required by the legislative action.

There was some discussion about the format and level of detail of the minutes of discussions with the President and Provost. It was agreed that the level of detail included should vary depending on whether the discussion was in response to specific requests from Senate or faculty or was just a general discussion.

The Executive Committee reiterated its concern about the deferral of the RCM review until the new Vice-President arrived in January. President Warren expected that the committee would not start from scratch and that the existing input would be a starting point. Changes would likely be in the AY 16-17. Potential schedules for the Executive to meet with the new Vice-President during his visits this semester were discussed.

The Executive Committee expressed some concern with the initial vision statement developed by the 160over90 group, particularly with the use of buzz words and phrases which were not unique to Kent and its ethos and which had been used in other contexts by other entities. Discussion ensued on the aims and objectives of the visioning and marketing initiative. President Warren shared that the cost included advertising rather than just developing the slogans and vision statements.

The Executive Committee expressed their concern with the failure of Vice-President Mahon to address Senate in November as requested and explain why the change to the add/drop date to the end of the first week of classes had not been accomplished two years after the change was mandated by Senate. The President explained some of the background to this. The Executive Committee also explained that this was not an isolated case where mandates of Senate were ignored or where the input of faculty or the impact on them was not taken into account by the non-academic divisions in implementing or not implementing policies and procedures. In addition to the issue with second week registration, there have also been many changes that have made the computer based environment less convenient for faculty and students. These include issues such as the failure to implement automatic transfers from Blackboard to Banner, changes to the web pages, and difficulties with the search functionality. Secretary Farrell pointed out that these were not necessarily the fault of Information Technology only, but were a result of failed interactions among Information Technology, University Communications and Marketing, and the Registrar's Office. It seems that their concerns are treated as more important than the impact on faculty and existing students.

7. Fall Retreat

The Executive reviewed the plans and agenda for the Fall Retreat.

8. Set Agenda for the Faculty Senate meeting of November 9, 2015

The Executive approved the agenda for the Faculty Senate meeting of November 9, 2015.

9. Adjournment

Chair Williams adjourned the meeting at 6:08 p.m.

Paul Farrell, Secretary
Faculty Senate