

November 5, 2021
FCFAC Minutes

Attendees: G. Smith, M. Harding, N. Bowles, T. Courey, R. Blasiman, V. Landingham, P. Shadduck, A. Erritouni

Minutes taken by A. Erritouni

Chair Smith starts meeting at 10:00

Agenda approved

October Minutes approved

- Shadduck reports:
 - Audrey Smith was hired as project director for regional campuses.
 - Announcement: Associate Dean for College of Applied and Technical Studies is now Susan Emmons from Geauga
 - Another announcement: University is looking for a Project Director of Lifelong Learning, any learning that goes beyond the traditional learning Kent offers; this center is meant to facilitate the community's continuing engagement with Kent; it's an umbrella service to connect continuing learners with their fields of interest and learning opportunities
 - Trumbull dean search is ongoing
 - Challenges with enrolment. Total FTE dropped by 40% in the past 10 years. This forces us to look for creative solutions. One of the questions we need to ask is: Why do we have regional campuses? We need to use them to serve missions that jive with the new realities. What educational experiences can we use in these campuses? So, hiring priorities need to reflect these concerns. Can we work together as regional campuses to share resources? The university does not want to grow the number of employees. We need to use what we have in creative ways to achieve our goals. Revenue is going down, so expenditures have to match it. We need to maintain the balance between the two. This is the context driving decisions on hiring.
 - Maybe certain programs and positions can be shifted from one campus to another.
 - Are we trying to do everything everywhere? We may want to grow one program in one campus and cut another program in another.
 - People may be asked to work across campuses and to teach beyond their comfort zone, either by location or subject matter.
 - Small programs may be closed.
 - Hiring may be done as a group, as regional campuses.
- Blasiman asks: How about majors such as English that don't attract a lot of students but that are central to our mission as a university?

- Shadduck explains: All of the decision-making process at the university is driven by student need. The mission is always front and center.
- Harding wonders: Is the Kent campus going through these stringent processes as well?
- Shadduck: Yes. But sometimes things are shifting from one area to another. Declining enrolment is affecting different areas differently.
- Landingham asks: Instead of transitioning, are there ways of sharing loads with Kent?
- Shadduck: Absolutely.
- Bowles asks about Teaching modality and plans for the future.
- Shadduck explains:
 - The Provost has decided that we will have no more fully online sections than we had pre-pandemic. This will cause a challenge for the regional campuses. But the old way has caused a lot of campus-to-campus competition. Kent is choosing to say we are an institution where our identity is person-to-person teaching. We don't want to be mostly online. In regional campuses, we are there to reach our students in their specific locations. If we're online, we wouldn't need regional campuses.
 - Some individuals who want 100% online may not find Kent State University a good match.
 - Maybe a hybrid modality is a good option for Kent.
- Landingham asks: Are Zoom classrooms considered online?
- Shadduck explains: It is V3. It is distance learning. I'm trying to get it defined as in-person.
- Landingham adds: Some students ask, What's the worth of going to the classroom if there is a Zoom component?
- Courey asks: Have you heard anything about the effects of the pandemic mandates?
- Shadduck: There are very few institutions that don't have a vaccine requirement. So, students are finding that they don't have more valid options.
- Smith adds: Related to vaccines, as of Oct 28, 81% of full-time faculty are vaccinated, staff 70 %, and students are 84%.
- Smith reports:
 - The Provost is interested in reducing textbook costs. On average, students pay more than \$1500 in textbook costs. Using customized and e-textbooks may be a way to reduce expenses.
 - Kent continues to reach out to students who are close to finishing up their degree but have stopped for one reason or another. 350 students have returned and finished up their degrees.
- Shadduck: Students who are pursuing a bachelor's at a regional campus won't have to pay their tuition in the last semester.
- Smith resumes:
 - We need to go over regional campus list of faculty to serve at TAB and PAB committees.
- Shadduck collects names of faculty she feels should be on the list of PAB and TAB and she needs to send up to the provost.
- Smith continues:

- A committee on our campus is looking into including adjunct faculty in things such as serving on committees. How are your campuses dealing with adjunct faculty representation?
- Courey: They do not take part in service and committees.
- Bowles: They don't have representation in committees, and they don't get paid enough for us to ask them to do more work.
- Harding: We invite ours, but no one attends.
- Landingham: we have some inclusion but no representation
- Smith:
 - Harding is stepping down from her position as chair. No replacement name yet. Harding is our vice chair, so we need nominations for the position.
- Courey and Blasiman nominate themselves.
- Poll is taken, and Rachel wins. She becomes our new vice chair, starting with our Dec meeting.

Meeting adjourned at 12:22.