



FACULTY SENATE

TO: Members of the Faculty Senate and Guests **DATE:** October 2, 2018
FROM: Pamela E. Grimm, Chair of the Faculty Senate
SUBJECT: Agenda and Materials for the October 8, 2018 Faculty Senate Meeting

Attached you will find the agenda and the materials for the October 8th 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 Agenda
4. Approval of the September 10, 2018 Faculty Senate Meeting Minutes
5. Chair's Remarks
6. Provost's Remarks
7. Reports:
 - Aramark Update *(presented by Shay Little, Vice President for Student Affairs)*
 - Faculty Institute for Student Success (FISS) *(presented by Eboni Pringle, Dean of the University College and Jennifer Marcinkiewicz, Director of the Center for Teaching and Learning)*
8. Old Business:
 - Budget *(presented by Mark Polatajko, Senior Vice President for Finance and Administration)*
9. New Business
10. Announcements/Statements for the Record:
 - Faculty Senate Fall Retreat "A Liberal Arts Education and the Kent Core" October 26, 2018 from 12:00-2:00 at Bricco (210 S. Depeyster Street)
11. Adjournment



FACULTY SENATE

Meeting Minutes

September 10, 2018

Senators Present: Ann Abraham, Simon Adamtey, Patti Baller, Kathy Bergh, Rachael Blasiman, Sheryl Chatfield, Jeffrey Child, Michael Chunn, Jeffrey Ciesla, Sue Clement, Alice Colwell, Jennifer Cunningham, Ed Dauterich, Vanessa Earp, Tameka Ellington, Christopher Fenk, Farid Fouad, Lee Fox, Pamela Grimm, Todd Hawley, Robert Kairis, David Kaplan, Edgar Kooijman, Darci Kracht, Cynthia Kristof, Tracy Laux, Mahli Mechenbier, Oana Mocioalca, Kimberly Peer, Rocco Petrozzi, Linda Piccirillo-Smith, Mary Beth Rollick, Susan Roxburgh, James Seelye, Denice Sheehan, Deborah Smith, Brett Tippey, Robert Twieg, Robin Vande Zande, Theresa Walton-Fisette, Molly Wang, Donald White, Kathryn Wilson, Melissa Zullo

Senators Not Present: Jean Engohang-Ndong, Richard Mangrum, Carol Robinson, Blake Stringer, Regional College representative (not yet appointed)

Ex-Officio Members Present: President Beverly Warren; Senior Vice Presidents: Karen Clarke, Mark Polatajko; Vice Presidents: Alfreda Brown, Paul DiCorleto, Shay Little, John Rathje, Charlene Reed, Jack Witt; Deans: Sonia Alemagno, Christina Bloebaum, Allan Boike, Barbara Broome, Ken Burhanna, James Hannon, Mark Mistur, Eboni Pringle, Deborah Spake, Melody Tankersley, Manfred van Dulmen for James Blank, Cynthia Stillings for John Crawford-Spinelli

Ex-Officio Members Not Present: Executive Vice President and Provost Todd Diacon; Vice Presidents: Nathan Ritchey, Stephen Sokany, Willis Walker; Deans: Amy Reynolds, Alison Smith

Observers Present: Thomas Janson (Emeritus Professor), Morgan Marshall (USS), Mark Rhodes (GSS)

Guests Present: Sue Averill, Aimee Bell, Cathy DuBois, Paul Farrell, Ernest Freeman, Larry Froehlich, Rachel Hale, Mary Ann Haley, Lynette Johnson, Tess Kail, Karen Keenan, Dana Lawless-Andric, Jennifer Marcinkiewicz, Kayla McMillen, Mandy Munro-Stasiuk, Rebecca Murphy, Daniel Palmer, Jennifer Piatt, Amy Quillin, Gail Rebata, Therese Tillett, Andrew Tonge, Mary Wilson

1. Call to Order

Chair Grimm called the meeting to order at 3:20 p.m. in the Governance Chambers, Kent Student Center.

2. Roll Call

Secretary Dauterich called the roll.

3. Approval of the Agenda

Chair Grimm asked for a motion to approve the agenda. A motion was made and seconded (Seelye/Kristof). No additional changes to the agenda were offered. The agenda was approved.

4. Approval of the Faculty Senate Meeting Minutes of May 14, 2018

Chair Grimm asked for a motion to approve the minutes from the May 14 Faculty Senate meeting. A motion was made and seconded (Laux/Kracht). One correction to the minutes was offered. The minutes were approved.

5. Chair's Remarks

Chair Grimm delivered her remarks. [Attachment A]

6. President's Remarks

President Warren reported that for Fall 2018, Kent State has its largest freshman class at 4,365 students, 49% of whom earned an average of 16.9 college credits in high school. She also addressed the enrollment of continuing students. Of those students, the university has an 89% retention rate from Spring 2018. Kent State students earned 5,758 bachelor's degrees in Spring 2018 and 11,000 over the last two years. President Warren reported that the overall four-year graduation rate at the university stands at 47.3%, but that the 2014-2018 cohort showed a 10% improvement over the 2012-2016 cohort in that rate. She also announced that the projected enrollment to be announced on September 12 may be down by 800 students following an all-time high in 2016. This is due to students graduating in record time and a continuing decline in international student enrollment. President Warren also addressed the search that is in progress for a new position titled Vice President for Enrollment Management and asked that faculty be involved in supporting a reorganization of the enrollment management area.

President Warren then reported on the university's budget. She mentioned that the biggest driver of the budget is enrollment, but that our tuition and fees have been flattened by state regulations. There has also been a flat, if not declining, State Share of Instruction. Because of the level of funding, President Warren suggested that the university needs to find proactive ways of providing revenue rather than continuing to cut existing budgets. She thanked everyone for doing what it took to absorb the most recent budget cuts and acknowledged Chair Grimm's previously stated concerns about the cuts.

The President also reported that the university will continue to invest in faculty hiring. Faculty numbers are currently down 24 faculty from 2017-2018, and we stand at a total of 61% tenure-track faculty on the Kent campus after 94 faculty members took the UESP. This is a decrease of 1%, and system-wide, Kent is at 58% tenure-track faculty, also a decrease of 1% from the previous year. She remarked that the university remains committed to raising that total to 65% and that faculty hiring plans for this academic year include acquiring 30 new tenure-track faculty.

The President's third update involved the facilities master plan. The plan has been finalized for the Design Innovation Hub to be located in the former Art building, and it should be on track for completion by May of 2020. The president suggested that the Design Innovation Hub is not the typical maker's space. Instead it is for social entrepreneurs, idea generation, and for gathering of groups of students from differing backgrounds, differing cultures, and differing majors to challenge each other to new ideas and new discoveries. J.R. Campbell will be leading this initiative. The first new building on campus will be the College of Business, followed by building out the Integrated Sciences Building to provide additional faculty research space. President Warren also reported that The Williamson House will be preserved for housing the Women's Center.

The President's fourth update was about the university position on guns on campus. The President explained that the 2nd Constitutional Amendment and Ohio law require the university to permit open carry on campus outside of buildings only; at the insistence of the Board of Trustees, carrying guns in enclosed spaces is prohibited. All groups interested in gun education must follow various university procedures. Students, faculty and staff are prohibited from carrying guns on campus, a prohibition which the President fully supports. The President said that there is a planned 2nd Amendment demonstration scheduled for September 29, and that the university is abiding by Ohio law, engaging the Public Safety Department on campus, and working with University Counsel to address any legal issues. Kent State will abide by policy and will welcome freedom of expression and freedom of speech within university guidelines.

The President then reported on the 50th Celebration of May 4, which is scheduled for 2020. AY2018-19 is the planning year, and the organization for the event will be headed by Rod Flauhaus. The university website may be updated with a specific place for the commemoration. Each college will be asked to prepare a signature event to be presented during the 50th year. The President then requested questions and comments from the Faculty Senate.

Senator Roxburgh asked about the state of the Faculty Associates for Diversity Program in the Division of Diversity, Equity, and Inclusion (DEI) and whether there was an evaluation of the value added by the program before it was canceled. She also pointed out that the program's costs were mostly covered. President Warren responded that all division leaders were asked to accommodate budget reduction and that to know directly why the program was canceled, going to Academic Affairs and DEI would be the best way to inquire about the changes. Senator Laux asked about the connection between Faculty Associates program being cut and the current state of the Great Place Initiative (GPI) faculty subcommittee. President Warren suggested that for the best answers, Senator Laux should contact Associate Provost Mandy Munro-Stasiuk and Associate Vice President Dana Lawless-Andric, who are co-chairing the initiative. There were no further questions or comments for President Warren.

7. Year-End Report for the Center for Teaching and Learning (Jennifer Marcinkiewicz, Director)

Director Marcinkiewicz updated Faculty Senate on the work of the Center for Teaching and Learning (CTL) in the AY 2017-2018 (a full report was attached to the agenda for the meeting). Workshops, faculty consultations, observations of instruction, the Teaching Scholars program, the Faculty Fellows program, the Intercultural Faculty Scholars program, the Innovation Intercession, and outside presenters from the past were described, as well as Working Lunches and other programs provided by the center. Availability of other resources (Teaching Tools in a Flash, Change-in-a-Minute blog) and the purpose and content of those resources were explained. Other

initiations and collaborations (Flashport, UTC, Zoom rooms, career development efforts, and efforts to influence campus climate) were also discussed as were the research efforts of the CTL staff. Faculty was also reminded of keynote speaker Cia Verschelden's upcoming address on "Bandwidth Recovery."

8. EPC Items:

Discussion/Action Items:

- a. Division of Student Affairs: Revision of the administrative policy regarding class attendance and class absence (3341-3-01.2). Revision seeks to provide greater clarity as to what constitutes a medical illness or injury to be an approved excuse, and what is expected from a medical provider in regard to documentation of the medical illness/ injury. Effective Fall 2019.

Vice President Little said she was there to answer any questions about the policy, which is meant to help faculty and students understand the process better. There were no questions asked. The motion passed unanimously.

- b. College of Arts and Sciences: Establishment of an Actuarial Mathematics major within the Bachelor of Science degree in the Department of Mathematical Sciences. The major will be offered at the Kent Campus and replaces the Actuarial Mathematics concentration in the Mathematics major. Minimum total credit hours for program completion are 120. Effective Fall 2019, pending state and accreditor approvals.

Senator Kracht moved to discuss the motion. She then explained what actuarial scientists do and pointed out that as a concentration, the current program does not comply with requirements. No changes will be made over what was earlier approved by Faculty Senate. There were no questions. The item was approved unanimously.

- c. College of Arts and Sciences: Revision of the name of the Biomedical Sciences–Biological Anthropology major within the Doctor of Philosophy degree in the School of Biomedical Sciences. Revised major name is Biomedical Sciences–Human Evolutionary Biology. Effective Fall 2019.

Senator Mocioalca moved to discuss the motion. Director Ernest Freeman of the School of Biomedical Sciences explained that the name needed to be changed to accurately reflect the content and specialization of the discipline. There were no questions. The item was approved unanimously.

- d. College of Communication and Information: Establishment of a School Library Media K-12 major within the Master of Library and Information Science degree in the School of Information. The major will be offered online only and replaces the School Library Media concentration in the Library and Information Science major. Minimum total credit hours for program completion are 37. Effective Fall 2019, pending state and accreditor approvals.

Senator Petrozzi moved to discuss the motion. Chair Grimm explained that this item involved the establishment of a School Library Media K-12 major, similar to what Faculty

Senate had just seen with Actuarial Sciences. The program was not in complete compliance as a concentration, and therefore, it has been transformed into a major, and offered online, exclusively replacing the School Library Media concentration. There were no questions. The item was approved unanimously.

- e. Regional College: Establishment of the Criminology and Justice Studies major within the Associate of Applied Science degree, to be offered fully online and on-ground at the Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull and Tuscarawas campuses, and the Regional Academic Center in Twinsburg. The major will include one optional concentration, the Peace Officers Training Academy, which will be offered on-ground only at the Trumbull Campus. The major replaces the Justice Studies major within the Associate of Arts degree. Minimum total credit hours for program completion are 60. Effective Fall 2019, pending state and accreditor approvals.

Senator Kracht moved to address the item. Professor Larry Froehlich explained the benefits to students. There were no questions. The item was approved unanimously.

Information Items:

- f. Office of the Provost: Revision to the 2019-2020 academic calendar to observe the 50th anniversary of the events of 4 May 1970 (Remembrance Day). Effective Fall 2019.
- g. At the May 2018, Faculty Senate meeting, a motion was approved to include MCLS 20001 in the Kent Core with the following amendment: As part of the approval process, the College of Arts & Sciences will take the following action: Remove Kent Core status from PSYCH 22221: Multicultural Psychology by the September meeting of the Faculty Senate and replace it with core status for MCLS 20001: Global Literacy and Cultural Awareness. The conditions for approval have been met. The item is now approved.

There was no discussion of the information items.

9. Old Business

There was no old business.

10. New Business

There was no new business.

11. Announcements / Statements for the Record

Immediate Past Chair Smith discussed budget shortfalls and the rationale provided for them by the university and her own findings on the situation. The full text of her statement is attached. [Attachment B]

Senator Laux announced that the Faculty Senate Fall Retreat will be held on October 26, 2018, from noon until 2:00 p.m. at a place to be determined.

Vice President Polatajko responded to Immediate Past Chair Smith's observations. He said he welcomes conversations with any senator who would like to have a transparent discussion about financing.

Chair Grimm responded that a meeting will be scheduled with Vice President Polatajko and the Faculty Senate Executive Committee.

Emeritus Senator Janson asked about whether teaching days are being lost due to schedule changes in the information items. Senior Associate Provost Tankersley explained the changes have already been approved, and that the academic calendar is available from Therese Tillett. Spring 2020 will be the full start of the permanent version of the academic calendar reflecting the new Fall Break.

Dean Pringle announced that the Council for Opportunity in Education is sponsoring a national celebration of first-generation students on November 8th, and that we will have a celebration of our own on the Kent State Campus. Invitations will be sent by e-mail. A survey will be sent out to ask if recipients were first-generation students, and then also if they are interested in participating in the celebration on November 8th.

There were no further announcements or statements for the record.

12. Adjournment

Chair Grimm adjourned the meeting at 4:44 p.m.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate

attachments

Chair's Remarks for September 10, 2018 Senate Meeting

We come together at the start of the academic year with a common purpose: to educate our students and work to provide a quality experiences for them at Kent State University today and in the future. Some faculty serve our educational mission primarily through teaching, some through research, but most through some combination of the two, as well as service they provide through bodies such as the faculty senate. Our students' experience go well beyond the classroom and virtually everyone on this campus, either directly or indirectly, is here to help our students succeed. We each have our own perspectives, biases, frames of reference that shape our response to our common purpose and we don't always agree on the ways in which we achieve it, but I truly believe that, fundamentally, we all want the same thing.

Ujima.

It's the third principle of Kwanzaa and means "collective work and responsibility."

Ujima is also the name of a brilliant Theater Company in Buffalo, NY that I was privileged to work with in the early 1980s. It's headed up by a woman named Lorna Hill. She is one of the most remarkable women I know. She is a woman of drive, purpose and determination. She gathered to her company people with a common purpose: to produce excellent theatrical experiences for the people of Western New York with specific attention to providing a platform for artists, actors, writers and directors of color.

In its earlier days, Ujima moved into a new space. It was a shell. We purchased used seats from a movie theater to install into our space. The seats had been in use for about 40 years. They were in sad and sorry shape. They needed major work – cleaning, painting and reupholstering.

I think it was about 10 days before our first production was opening that we received a request from Lorna to come to the theater. We were a motley crew of actors, a few front of the house people and a group of supporters who believed in the mission of Ujima and Lorna's ability to make it happen. We were assembled in the large cavernous space with our movie theater seats lined up, waiting to be transformed. The only thing missing was a maintenance crew.

Lorna waited a few minutes for the last stragglers to trickle in, then closed the door to the theater, turned, and with great emphasis said "no one here gets out alive until these seats are cleaned and painted!" It was not as surprising a statement as it perhaps should have been. Lorna's passion for the theater, for acting, for writing and for Ujima was a familiar force in our lives. No one missed a beat. We got to work and 10 days later, in a newly created space with sparkling, rejuvenated theater seats, the show went on.

I wanted to share this story with you because I believe the best way to achieve just about any goal is collectively. Ujima is a relatively small regional theater in Buffalo NY. The 2019 budget for Kent State University passed by the Board of Trustees is almost 645 million. There's an enormous difference in scale, yet I still believe the same principle holds for Kent State University: we are better when we act in a collaborative manner. The collective nature of what we do is reflected in Kent State University policy and the faculty senate bylaws. These are structural manifestation of a commitment to shared governance and acknowledgment of our common purpose. I believe that President Warren and Provost Diacon, unlike some predecessors, have met with the requirements of shared governance stipulated in Kent State University Policy. However, I believe they have missed an opportunity to more fully engage us

in considering action for the long-term well-being of Kent State University as they have reacted to some of the challenges on the horizon.

The challenge which has been at the forefront for everyone in the university community for at least the past four months is budgetary. We have been told about a shortfall in the 2018 budget, generally attributed to declining enrollments, that has necessitated cuts. Many of these cuts have resulted in decreased opportunities for student employment, cancellation of signed assistantship contracts, open positions going unfilled resulting in increased workloads for some staff, promotions among staff being deferred to a later time, decreased support for faculty research, and an increased sense of uncertainty regarding continuing employment, especially among our non-tenure track and adjunct faculty. The speed and unilateral manner in which budget cut decisions seem to have been made, what appears to be conflicting information about what the cuts entail and what their long-term impact on units will be, and what appear to be one set of rules for the central administration regarding "extreme position control" with a completely different set of rules for other units has been demoralizing to many people and, as a result, I'm afraid we will suffer an exodus of talent at a time at which we can least afford it.

On the other hand, anyone who thinks enrollment, in the long-term, is something we don't have to worry about isn't paying attention. It is a complex problem that will require complex solutions. President Warren has every right to hire a new VP for Enrollment Management and clearly a number of other institutions have chosen to address their enrollment concerns using exactly that approach. Yet, we have faculty and staff at Kent State University who have enormous expertise and experience in highly relevant areas: forecasting, demography, communications, customer relationship management. How much more creative and innovative an approach it would be to try to muster our internal human resources: our faculty, staff and students to understand the challenges we face and develop innovative solutions to them. These wouldn't be a neat, clean and tidy solutions to the challenges we face in the future. I don't think hiring a new VP for Enrollment Management will result in neat, clean and tidy solutions either. But by galvanizing relevant participants across campus and bringing them together to address enrollment challenges, we could be sure that the institutional knowledge that makes Kent State a distinctive place would be reflected in the solutions developed. This is an opportunity to engage our human resources in a way that renews and strengthens the connections we already share as people with a common purpose.

Democratic processes are messy and time consuming, but I think the outcomes are usually pretty good. I would ask the administration to consider engaging in a more democratic process as it comes to terms with the enrollment challenges we will be facing in the future. Respect for a democratic process is likely to translate into perceived respect for faculty and staff and a commitment to Ujima – a commitment to collective work and responsibility.

Thank you.
Pamela E. Grimm
Chair, Faculty Senate

Statement for the Record, September 10, 2018

As the then Chair of FaSBAC, I took serious note last semester when the President, the Provost, and others started expressing concern about a \$24M revenue shortfall in the FY 2018 budget. Expressions of this concern were generally tied to the fact that our enrollment has decreased from what were record heights a few years ago and that a substantial portion of our revenue comes from tuition and from State subsidies. However, I was also hearing at our RCM 2.0 meetings that we actually received more funds from the State than expected in FY 2018.

Confused, I decided to take a look at the Board Books to understand exactly what had happened between the time the Original FY 2018 budget was proposed in the Summer of 2017 and the time the Restated FY 2018 budget was included along with the proposal for the FY 2019 budget this past June.

I was surprised to see that projected revenue coming from tuition and state subsidies was actually up \$6M between the Original and Restated FY 2018 Budgets and that the \$24M revenue decrease was entirely due to a \$30M revenue decrease on the Auxiliary side of the ledger. (Auxiliaries include residence halls, dining services, athletics, parking, the book store, etc.)

In one of my non-Senate rolls, I requested information concerning the Auxiliaries' Original and Restated FY 2018 Budgets. (This information was not in fact, but could have been obtained through a Freedom of Information Act request by literally anyone.) What I found out was that the \$30M shortfall in the Auxiliaries' revenue was entirely in Dining Services and was entirely due to our contract with Aramark. Dining Services was originally projected to bring in nearly \$32.6M in FY 2018. The Restated FY Budget projects revenue of only a little over \$2M. However, there was a corresponding offset in the Restated Expenditures for Dining Services and, if I am reading the information that I received correctly, Dining Services was expected to be nearly \$300,000 in the black for FY 2018. If I had to guess, I would guess that the Aramark contract was restructured after there were so many problems so that they took on most of the expenses, but got to keep most of the revenue.

So, ultimately I'm confused about why there was so much handwringing over the \$24M revenue shortfall when it i) wasn't apparently connected to declining enrollment, ii) wasn't on the Educational & General side of the ledger in any case, and iii) was made up for by corresponding decreases in expenditures. I am disappointed that the University wasn't more transparent about what was actually going on in this case.

Senator Deborah Smith



Faculty Senate Executive Committee

Minutes of the Meeting

August 7, 2018

Present: Pam Grimm (Chair), Robin Vande Zande (Vice Chair), Ed Dauterich (Secretary), Tracy Laux (At-Large), Blake Stringer (Appointed), Molly Wang (Appointed), Deb Smith (Ex-Officio), Tess Kail (Office Secretary)

Guests: President Beverly Warren and Provost Todd Diacon

1. Call to Order

Chair Grimm called the meeting to order at 12:41 p.m. in the Urban Conference Room on the second floor of the Main Library.

2. Approval of Minutes: Executive Committee Meeting Minutes of July 18, 2018

Members of the Executive Committee reviewed the July 18, 2018, Executive Committee meeting minutes. A motion was made to approve the minutes (Stringer/Dauterich). The minutes were approved.

3. Recap Items for Discussion with the President and the Provost

Members of the Executive Committee discussed two new upcoming hires at the university: the Vice President for Enrollment Management, and the Director of Research Strategic Initiatives. The committee had questions about both positions including the following: (1) what roles are being duplicated by other positions; (2) where was the funding coming from for the new positions; (3) how will the success of the new hires to these positions be measured; and (4) what is the status of the Research Centers of Distinction (The Brain Health Research Institute, the Center for Interprofessional Health Care Education and Practice, the Research Institute of Distinction in Advanced Materials, the School of Peace and Conflict Studies, and the Center for Design Innovation)?

4. Meeting with the President and the Provost (1:00 p.m.)

The President and the Provost arrived at 1:02 p.m. The Executive Committee informed them that meetings will be recorded this year. Recordings will be kept for 48 hours to keep accurate notes, then destroyed. If anyone wants to be off the record at any time, that is what will happen.

The Executive Committee asked about the two new positions. President Warren explained why the hires were needed: (1) enrollment has declined over the last two years and may be down for the upcoming year by around 800; (2) more students are graduating within four years, which is positive, but that also means fewer incoming students; (3) there is no current coordinated approach to the student life cycle at Kent State; and (4) Ohio is 43rd in the country for state support of higher education, which has hurt our ability to determine tuition and fees, and the marketplace is competitive, so we need a new paradigm for enrollment management. President Warren said that over the summer, salary savings within enrollment management will be looked for, and they should find savings to cover funding within 20,000 dollars of the new VP salary. If enrollment management is successful, it will be obvious; more students will be here, and the university will have more revenue. Chair Grimm asked about the enrollment management position and how it differed from other administrative enrollment positions at the university. President Warren suggested the new administrator would be responsible for looking at transfer, continuing, and graduate student recruitment rather than focusing solely on incoming freshmen. Chair Grimm asked whether all the costs would be covered by reallocation in administration and whether new hires would be needed. President Warren replied that personnel was one place to look for savings, but the university is also looking into replacing outdated technology in the enrollment management area, and that none of the funding should be coming from academic affairs. Immediate Past Chair Smith asked for clarification on whether retention has already been improving. President Warren responded that our numbers are good for 1st and 2nd year students, but they start to slip after that, even with deans, staff, and faculty reaching out to students individually, which has helped the enrollment numbers overall. The Executive Committee also inquired about how enrollment management is evaluated, and how the new position would help market individual academic units if the hire was not directly connected to those units. President Warren pointed out that the new Vice President would be closely tied to Academic Affairs and the Provost. Provost Diacon stressed that the university's enrollment is down by 2,400 students over the last two years and that upper Midwest demographics made upcoming enrollment look even more dire. Additionally, he indicated that the university could change the way that names of potential students are purchased and make this more of an in-house process, rather than relying extensively on outside sources. Immediate Past Chair Smith asked again about the associated staff needed for the new position. President Warren said there should not be a large increase in staff, but one marketing and analytics person would be necessary and possibly more if marketing needs to be segmented. No other structural or support staff have been approved at this time. Chair Grimm asked why some of this is not being done by the existing marketing department. President Warren replied that there is some blending, but enrollment needs are specialized to the point where we need someone with a focus on enrollment marketing. The recent budget cut/exercise was also discussed. Provost Diacon explained that the budget will be improved if the university is only about 500 students down by the time the academic year starts, rather than earlier predictions that were based on losing 1,600 students.

The Executive Committee also asked about the new Director of Research Strategic Initiatives, inquiring about whether it is a new position and where the funding would come from. President Warren said the committee should follow up with Vice President DiCorleto for answers. She also said the return on investment for the position would be high because the new director could find more grant opportunities and help disparate faculty get better support for finding external funding. The Executive Committee will follow up with Vice President DiCorleto about this position and the Research Centers for Distinction.

Chair Grimm also asked about possible upcoming changes to the Kent Core. Provost Diacon will address this at the next Executive Committee meeting. The President and Provost left the meeting at 2:04 p.m.

5. Educational Policies Council

The Executive Committee reviewed the EPC agenda from the May meeting that was canceled and looked over the EPC meeting dates and deadlines for AY18-19.

6. Revisions to Administrative Policy and Procedures 3342-10-07.1 Regarding Allegations and Instances of Misconduct in Research and Scholarship

The Executive Committee determined that this document needs to go to the Professional Standards Committee (PSC) first, and when that committee convenes in September, they will be charged with electing a chair and then looking at this policy. Then, PSC will make a recommendation to the Executive Committee before it goes to Faculty Senate (administrative policies are not approved by the board of trustees).

7. Tentative Agenda for September Faculty Senate Meeting

The agenda for the meeting was set.

8. Finalize Appointment of Committee Members

The Executive Committee looked into the appointment of new members of the Committee on Committees, the Educational Policies Council, and the Faculty Senate Budget Advisory Committee.

9. Planning Items

The Executive Committee discussed potential issues and goals for AY18-19.

Assessment and review of online courses and qualifications for instructors in these courses were discussed. An ad hoc committee may be convened to bring a policy to Faculty Senate. Some additional training or evaluation may need to be done for all online instructors.

Concern was also expressed about addressing the perception that students at Kent State and other universities are indoctrinated to be liberal thinkers.

It was proposed that the university needs to find a way to assess the structural need for and end results of individual administrative posts.

Possible revisions to the Kent Core and assessment of the Kent Core were also discussed.

Topics and dates for the Fall Faculty Senate Retreat were discussed.

10. Housekeeping

The Fall 2018 Executive Committee Meeting Schedule was revised; keys to the Michael Schwarz Center were distributed to committee members, and information on load release for committee members was updated.

11. Adjournment

The committee adjourned at 3:54 p.m.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate



Faculty Senate Executive Committee

Minutes of the Meeting

August 27, 2018

Present: Pam Grimm (Chair), Robin Vande Zande (Vice Chair), Ed Dauterich (Secretary), Tracy Laux (At-Large), Blake Stringer (Appointed), Molly Wang (Appointed), Deb Smith (Ex-Officio), Tess Kail (Office Secretary)

Guests: President Beverly Warren, Provost Todd Diacon, Alison Smith (Dean of the Honors College and Co-chair of URCC), Jennifer Marcinkiewicz (Director for the Center for Teaching and Learning)

1. Call to Order

Chair Grimm called the meeting to order at 2:10 p.m. in the Urban Conference Room on the second floor of the Main Library.

2. Approval of Minutes: Executive Committee Meeting Minutes of August 7, 2018

Members of the Executive Committee reviewed the August 7, 2018, Executive Committee meeting minutes. A motion was made to approve the minutes (Stringer/Vande Zande). The minutes were approved.

3. Year-End Report from the Center for Teaching and Learning, Jennifer Marcinkiewicz

Director Marcinkiewicz arrived at 2:17 p.m. to give an overview of CTL activities. She gave the report for AY 17-18, which showed how the CTL supports faculty in their teaching, supports research about teaching, provides peer review and guidance for faculty, and administers FlashPort. Past events held by the center were discussed, as were the revisions to SSIs. Final recommendations about SSIs were made and adopted last year and are moving forward quickly.

4. Recap Items for Discussion with the President and the Provost

The Executive Committee determined that the Kent Core would be discussed with Dean Alison Smith, and the final budget cut percentage for each college would be addressed with the President and Provost. Interest was also expressed in finding out more about the process for achieving emeritus status.

5. Meeting with the President and the Provost (3:00 p.m.)

President Warren, Provost Diacon, and Dean Smith arrived at 3:00 p.m. Dean Smith (Dean of Honors College and co-chair of the University Requirements Curriculum Committee (URCC)) presented information on the ongoing assessment of the Kent Core and provided recommendations that the URCC will make about the Kent Core and the reasons for doing it. Reasons for assessment of and reform of the Kent Core were discussed including the Higher Learning Commission's (HLC—our accreditor for the central U.S.) request for the university to provide assessment of core by June of 2019. The assessment will come with recommendations to reform the general education model, so it can compete within the state and with national trends, and so we can have a general education program aligned with the university mission. It was stressed by Dean Smith that this should be a faculty driven endeavor. The current state of the Kent Core, recommendations for the assessment of it, and recommendations for restructuring it were discussed, as were possible revision of learning outcomes for the program. The URCC will post a link on their website that will show many general education models for faculty to consider. Dean Smith reported that The Ohio State University and the University of Cincinnati have completed their processes, as have Miami, Akron, BGSU, and others. All the revised models are tied to the universities' missions. Questions were also asked about state requirements, RCM and RTP and how those would be dealt with if the Core is revised. Dean Smith explained that the faculty first need to agree on a new model, and then those things can be addressed. The Executive Committee stressed that the sooner faculty can be consulted, the better. Chair Grimm asked the Provost about the final reduction in budgets, and the Provost responded that Arts and Sciences had a 1.8% reduction, and all other colleges' budgets were reduced by 5%. The President and Provost left the meeting at 4:00 p.m.

6. EPC Items from the August 20, 2018, Meeting

Items from the August 20, 2018, EPC meeting were discussed. Five (5) items will be brought to Faculty Senate as action items.

7. Finalize Agenda for September Faculty Senate Meeting

The agenda was set for the September 10, 2018, Faculty Senate meeting.

8. Appoint an Observer for Graduate Student Senate

The Executive Committee decided that we welcome having a representative from the Graduate Student Senate, but we will no longer send a representative from the Faculty Senate to their meetings. The same decision applies to the Undergraduate Student Senate.

9. Finalize Appointments of Committee Members

Recommendations were made for faculty to be appointed to the Committee on Committees (CoC), the Educational Policies Council (EPC), and the Faculty Senate Budget Advisory Committee (FaSBAC).

10. Fall Retreat

The date for the Faculty Senate Fall Retreat was set: Friday October 26, from 12:00 p.m. until 2:00 p.m.

11. Salary Redistribution Forms

Chair Grimm explained that these forms for the Executive Committee were still in progress.

12. Additional Items

There were no additional items.

13. Adjournment

The committee adjourned at 5:22 p.m.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate