FACULTY SENATE

TO: Members of the Faculty Senate and Guests  DATE: August 30, 2019

FROM: Pamela E. Grimm, Chair of the Faculty Senate

SUBJECT: Agenda and Materials for the September 9, 2019 Faculty Senate Meeting

Attached you will find the agenda and the materials for the September 9th 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 May 13, 2019 Faculty Senate Meeting Minutes

5. Chair’s Remarks

6. President’s Remarks

7. Report: Discussion of the Current Work and Future Plans of the Brain Health Research Institute  *(Presented by Michael Lehman - Director, Brain Health Research Institute)*

8. Technology Update:
   a. Learning Management Software  *(Presented by James Raber - Executive Director, Information Technology)*
   b. Security  *(Presented by Robert Eckman - Chief Information Security Officer)*

9. EPC Items from the May 20, 2019 EPC Meeting:
   a. Action Item: EPC Ad Hoc Committee on Academic Policy  *(Melissa Zullo)*: Establishment of a GPA policy for undergraduate majors, minors and certificates.
   b. Action Item: Division of Graduate Studies  *(Manfred van Dulmen)*: Establishment of a policy for graduate minors.
   c. Action Item: College of Education, Health and Human Services  *(James*
Establishment of a Long-Term Care Administration major within the Bachelor of Science degree in the School of Lifespan Development and Educational Sciences. The major replaces the Nursing Home Administration concentration in the Human Development and Family Studies major. Minimum total credit hours to program completion is 120. Effective Fall 2020.

EPC Items from the August 19, 2019 EPC Meeting:

a. Action Item: College of Aeronautics and Engineering (Christina Bloebaum): Revision of name for the Technology major within the Master of Technology degree. Revised name is Engineering Technology major within the Master of Engineering Technology degree. The revised major will have four concentrations: Quality Engineering, Computer Engineering Technology, Mechanical Engineering Technology and Engineering Management Technology. Minimum total credit hours for program completion decrease, from 33 to 30. Effective Fall 2020.

b. Action Item: College of Education, Health and Human Services (James Hannon): Establishment of Sports Medicine major within the Bachelor of Science degree, to be offered at the Kent Campus through the School of Health Sciences. The degree program will replace the B.S. degree in Athletic Training. Minimum total credit hours to program completion are 120. Effective Fall 2020.

c. Information Item: College of Arts and Science, College of Business Administration, College of Communication and Information: Establishment of articulation agreement with Anglo-American University in Prague, Czech Republic. Students admitted to one of three Kent State computer-related baccalaureate majors—Computer Science, Computer Information Systems or Digital Sciences—may attend Anglo-American University for the first two years; and then Kent State for the last two years. Admission, course and graduation requirements for the programs are unchanged. Effective Fall 2020.

10. Old Business
   a. AY 18-19 Faculty Senate Status Report
   b. SSI Update

11. New Business: Discussion on Adding Guests to Blackboard

12. Announcements/Statements for the Record: Faculty Senate Fall Retreat, November 1, 2019

13. Adjournment
FACULTY SENATE
Meeting Minutes
May 13, 2019

Senators Present: Ann Abraham, Patti Baller, Kathy Bergh, Sheryl Chatfield, Jeffrey Child, Michael Chunn, Jeffrey Ciesla, Jennifer Cunningham, Ed Dauterich, Vanessa Earp, Tameka Ellington, Jean Engohang-Ndong, Christopher Fenk, Farid Fouad, Lee Fox, Pamela Grimm, Mariann Harding, Todd Hawley, Robert Kairis, David Kaplan, Darci Kracht, Tracy Laux, Richard Mangrum, Mahli Mechenbier, Lisa Onesko, Rocco Petrozzi, Linda Piccirillo-Smith, Carol Robinson, Mary Beth Rollick, Susan Roxburgh, James Seelye, Denice Sheehan, Deborah Smith, Blake Stringer, Brett Tippey, Robert Twieg, Theresa Walton-Fisette, Molly Wang, Donald White, Melissa Zullo; Senators-Elect Present: Tammy Clewell, Deepraj Mukherjee, Vic Perera, Helen Piontkivska, Teresa Polanski, Haiyan Zhu

Senators Not Present: Simon Adamtey, Rachael Blasiman, Alice Colwell, Edgar Kooijman, Cynthia Kristof, Oana Mocioalca, Kimberly Peer, Robin Vande Zande, Kathryn Wilson

Ex-Officio Members Present: President Beverly Warren; Executive Vice President and Provost Todd Diacon; Senior Vice Presidents: Karen Clarke, Mark Polatajko; Vice Presidents: Alfreda Brown, Paul DiCorleto, Shay Little, Mary Parker, John Rathje, Charlene Reed, Nathan Ritchey, Stephen Sokany, Jack Witt; Deans: Sonia Alemagno, Christina Bloebaum, Barbara Broome, Ken Burhanna, James Hannon, Mark Mistur, Amy Reynolds, Deborah Spake, Melody Tankersley, Manfred van Dulmen for James Blank, Cynthia Stillings for John Crawford-Spinelli, Frank Congin for Alison Smith

Ex-Officio Members Not Present: Vice President Willis Walker; Deans: Allan Boike, Eboni Pringle

Observers Present: Wilma Crawford (Emeritus Professor), Tim Rose (GSS)

Observers Not Present: Morgan Marshall (USS)

Guests Present: Sue Averill, Aimee Bell, Sue Clement, Paul Farrell, Larry Froehlich, Nick Gattozzi, Lynette Johnson, Tess Kail, Mandy Munro-Stasiuk, David Ochmann, Susan Perry, Jennifer Piatt, Gail Rebeta, Bethany Simunich, Therese Tillett

1. Call to Order

Chair Grimm called the meeting to order at 3:25 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 today's agenda. A motion was made and seconded (Sheehan/Rollick). The agenda was approved unanimously.
4. Approval of the Faculty Senate Meeting Minutes of April 8, 2019

Chair Grimm asked for a motion to approve the minutes from the April 8, 2019, Faculty Senate meeting. A motion was made and seconded (Ciesla/Fouad). The minutes were approved unanimously as written.

5. Chair's Remarks

Chair Grimm delivered her remarks. [Attachment]

Chair Grimm invited questions or comments. There were no questions or comments.

6. President Warren's Remarks

President Warren thanked Chair Grimm for her remarks. She then mentioned that she is departing on a gratitude tour instead of a farewell tour. She mentioned that over five years, she has learned that KSU is a strong, committed and talented community, and she wanted to share things she remembered and learned. She reminded faculty that we went about all of the work of the last five years together; there was not just one single change agent at work. She mentioned being impressed by support for students from the faculty; she had not seen anything like this in her previous forty years. He said that it was clear that faculty relish teaching and learning, and she expressed her feelings that this was important to her as well, even if administrators do not always seem to feel the same. She also pointed out amazing things faculty have done: (1) daily challenged students to think critically; (2) provided students with experiential learning opportunities; (3) helped the student to compete at a national level with Fulbright, Goldwater and other scholarships; (4) fostered a culture of research and innovation that values the contribution to scholarship, inquiry, and funded research; (5) had an increase in advanced degrees and students graduating with honors; (6) improved our learning environments with new buildings and renovation; and most importantly (7), had a shift in culture. We are a united university rather than a main campus with a collection of branches, and because of this, our regional campuses are becoming destination campuses for students. The diversity of our community is one of our greatest strengths. She said that we take students from where they are to places they never imagined possible, and she thanked faculty and staff. She also said that we have honored our commitment to shared governance, and while it is never easy, and we have disagreed, we have done it in a civil way in which opinions are expressed based on how to make Kent State the best university to work, learn, and live in. She expressed gratitude for all the respect she had received from faculty in this regard and expressed her full belief that this relationship will continue under future President Diacon.

7. Committee on AdministrativeOfficers (CAO) Election

Tracy Laux and Melissa Zullo were elected to the committee.
8. **Report from the Faculty Senate Budget Advisory Committee (FSBAC) (Presented by Senior Vice President for Finance & Administration, Mark Polatajko and Faculty Senate Chair, Pamela Grimm)**

Chair Grimm began by sharing the charge for the FaSBAC group, which is to advise the president on budgetary issues at the university and division levels. She then pointed out that there is an ongoing task of reviewing the impact of RCM's effect on academic quality, unit performance and allocation procedures. An RCM Committee has been meeting for three years now, and although they are not quite ready to conclude the work, it is likely that it will become a standing committee, because RCM's effects will need to be reviewed on a consistent basis. In addition, FaSBAC should be doing things like recommending funding priorities, reviewing requests for subvention, and reviewing the university's performance.

She said that upon looking back, FaSBAC was not fully meeting the charge or fulfilling the mission. The key impediments were a need for greater transparency and a need for much more consistent reporting that would really address the fact that we need to compensate for what is sometimes a lack of institutional memory.

Chair Grimm then invited Senior Vice President Polatajko to discuss the activities of FaSBAC over the past year.

Senior Vice President Polatajko began by asking how we could best enhance transparency, and how we could continue down the path of establishing consistency in terms of reporting.

He then moved on to a discussion of budget transfers. He said that from an accounting standards perspective we are required to actually initiate and utilize funds transfers in order to comply with the governmental accounting pronouncements and standards that we must abide by in order to have a clean audit and to manage our activities in compliance with those requirements and associated total control.

He said that FaSBAC also discussed the fund structure and examined all the itemized detail related to every transfer coming out of the Kent educational and general fund, where those funds went and what the purpose of the transfers were.

He then moved to the topic of strategic enrollment. He said that when looking at the charge for FaSBAC, they realized that enrollment projections and understanding budgetary parameters related to those was a key requirement. They invited the new Vice President for Enrollment Management (Mary Parker) to facilitate active dialogue that related to two specific concepts as related to strategic enrollment. FaSBAC benefited from the wisdom of the new vice president in terms of how the university is going to enhance and expand the funnel associated with our enrollments for the upcoming year and in identifying the segmented strategies associated with diverse enrollment streams and opportunities. It was also noted that one of the most significant budgetary provisions we have are institutional scholarships that are awarded.

Vice President Parker talked to FaSBAC about her analytical views, her plan with assessing financial aid optimization and how enrollment along with optimization of scholarship funding will yield an improved bottom line meaning net tuition, what is received versus what is discounted, in order to drive net performance.
He also addressed the budget for the 2020 fiscal year. He said that on an ongoing basis, they provide information in terms of what is going on in the state, how the state budget is developing, what the priorities associated with the Inter University Council (the group that leads the 14 public institutions of higher education in Ohio) are, and how the university is tracking associated with a variety of variables. The most important ones from our operating budget perspective are State Share of Instruction (SSI), which is nearly $156 million that we have been receiving over the past several decades associated with operating revenues, and tuition caps. He said that for the first time in over five years, there may be some tuition flexibility that we will have to consider with the Board of Trustees, being mindful in terms of the delicate balance between tuition increases and making sure we have quality, affordable, accessible education.

He also mentioned RCM 2.0, a working group that has been meeting for the last three years. The group worked on three aspects and dimensions. Revenue allocation was the first and foremost. He asked how we could best allocate State Share of Instruction based upon a split related to tuition. He also asked how we could incorporate a component to recognize the importance of research and reward research, as well as developing the incentives in alignment with the RCM model to provide the resources and the reward for actually addressing and moving forward program growth, enrollment growth, and success.

He also mentioned central administrative fees, which are how much the share is between the colleges as well as the service units. We are currently at about a 48.7 percent service fee. Up until our first weeks it was 52 to 53 percent. He said that we need to make sure there is a good balance between the colleges as well as the service units in terms of funding.

He then addressed expense analysis which was a topic related to undertaking program cost review, undertaking a variety of zero based budgetary analytics associated with the non-colleges, and finding how, in a challenging environment of drawing revenue from tuition and SSI coupled with challenges in enrollment, to continue to align operating expenses to projected revenues to make sure that we are delivering on our mission while sustaining our financial viability.

He then moved on to a discussion of consistency and reporting. He said that there is a standard list of reports that is shared with FaSBAC, but that we needed to have consistency in terms of timing and finding that information in advance, so we could have ongoing, open dialogue in terms of what the information was that was presented, and also identifying opportunities to continue to improve. He then moved to the total debt service schedule. This is a standing report which explained to FaSBAC what the timing, payment schedule associated with debt service, the debt capacity, and how much more debt we can secure or should be securing were. This has an impact connected to Senate Bill 6, which is the statutory blended composite metric that the general assembly uses to assess public institutions of higher education in terms of their financial health.

He mentioned that scholarship expense and credit hour enrollment figures help us understand net tuition more fully in terms of what happens on the gross revenue side, but we also have to consider how much are we discounting.

He then said that based on uncertainties related to increased tuition and fees and how much if any increase in SSI would be available, he will propose to the Board of Trustees that the university be given an expenditure authorization that allows us to start the fiscal year in terms of the same expense levels that we had in fiscal year 2019. This will allow us to start the year in terms of
purchase orders and paying employees, as we spend the summer building the budget and preparing for a formal budget proposal at the September board meeting. He anticipates that the state budget will come out of the senate and then get through the joint committee and be available for the governor's review and signature by the end of June.

For June, July, and August they will be reviewing a variety of analytics related to aligning our expense projections to what the projected operating revenues are going to be, working with deans, cabinet members, and various constituencies as these variables begin to take hold. Then, they will utilize that information to prepare budget briefings for the board members and small groups in the month of August and garner support for an operating budget that would be brought forward for their approval in September. He also said with regard to analysis of expense, that alignment to operating expenses and operating revenues is important, but we also have to make sure that we have renewal replacement funds and capital expense funds in order to continue to maintain not only our financial stability and viability but to tackle ongoing deferred maintenance that continues to be a challenge for managing the physical plant of the university.

Chair Grimm added that the biggest thing she had taken away from this year is that budgeting is incredibly complex. She said that taking time to educate those who are appointed to the FaSBAC committee at the beginning of each year is important because it takes a while to get prepared to be able to be a valuable provider of input on the budget. She maintained that we are making progress and recognizing ways we can help keep people informed, and that we all need to understand that the budget matters to faculty because it matters to students, and it matters in terms of the resources that are provided for the educational mission at Kent State University, whether that is defined in a relatively narrow or traditional way or a more expanded way that includes those experiences they have outside the classroom.

Chair Grimm then invited questions and comments.

Senator Smith said she was pleased to see that there is going to be more of a focus on debt services going forward. She said that the past focus on RCM and the Educational and General Programs (E&G) portion of the budget should not overshadow FaSBAC's attention to all aspects of the budget and also the auxiliaries. She also said she was surprised to see in audited financial statements from the university that the various categories mentioned (expenses and revenues) in those were radically different from the categories discussed at FaSBAC. She said that it would help with transparency and also with standardized reporting if we could have a better sense of how those things overlap. She mentioned that the audited financial reports are the actuals, and we see the actuals for E&G. We have access to the budgets and actuals for auxiliaries, but in the other categories of revenues and expenses that are part of our overall budget, we do not always see the actuals. She said that, going forward, she would like a better sense of how a category called instruction or public service in audited financial statements is connected to things happening in the E&G budget, the auxiliary budget, or some part of the budget that is neither of those.

Senior Vice President Polatajko agreed with Senator Smith and said that not only is the financial statement structure promulgated by external regulatory bodies complicated, it is rendered relatively useless because of all of these accruals of unrecorded pension liabilities that we are not responsible for. The pronouncement also prescribes the expense categories by which the university is supposed to organize things. He suggested that we can work on developing a means of translating our financial statement categories into more functional categories, for example,
salaries and wages and printing and utilities. This will help FaSBAC to understand how the financial statements connect to the university's budget.

Senator Twieg asked how we can undertake the 2020 budget development now and over the summer without the contract with faculty for salary and benefits being settled.

Senior Vice President Polatajko responded that because the university is in active negotiations with the faculty, he would not be able to address the question.

There were no further questions or comments.

9. **EPC Action Item: Division of Graduate Studies:** Revision of the academic standing policies for graduate students, including policies on progress toward degree completion, probation, dismissal, appeal and reinstatement. Effective Fall 2019. *(Presented by Senior Associate Provost, Melody Tankersley)*

A motion was made to consider the item (Rollick). Senior Associate Provost Tankersley presented the proposal. The goal was to clarify and to bring consistency to the practices and procedures for graduate students progressing in their programs or facing dismissal from their program. The proposal seeks to define a year as three consecutive terms including summer as a term. It makes the time limit to earn a degree consistent across the policy. It outlines who is responsible for communicating to the student when the student is on probation as well as the role and responsibilities of who determines the dismissal and communicates that to the students. It clarifies that professional standards are academic, and if a student fails to uphold professional standards, then dismissal is part of the academic review process, and that dismissal from a graduate program is dismissal from the University. If the graduate student is in a dual degree program, however, dismissal from one of the degree programs does not dismiss the student from the other degree. It ensures that transcripts will note when the student is dismissed from a graduate program, and it clarifies the appeal process for students and the program and the college. It revises the reinstatement policy to allow options for readmission, and it includes time limits for students in the College of Podiatric Medicine.

She then invited questions or comments.

There were no questions or comments. The proposal passed unanimously.

10. **Old Business: Discussion Item: Proposal to Restructure the Educational Policies Council.** *(Presented by Secretary Edward Dauterich)*

Secretary Dauterich explained the purpose of the ad hoc committee to review the EPC, and mentioned that when the EPC was restructured in 2008 and went from one single body to two separate bodies, the idea was to get more input from graduate faculty, who at the time either did not appear invested or did not really believe they could accomplish much through EPC. Unfortunately, what happened is that there was not that much more vigorous debate or discussion; the council became large and unwieldy, and items were passing through EPC but not making it through committee afterwards.
The proposal seeks to restructure the EPC in many ways including (1) returning one single council with one agenda, (2) adding an Executive Committee that would approve and work with some items before they come to EPC, (3) removing the majority of the administrators from the membership, and (4) suggesting that there should be two faculty members from each degree-granting college on the EPC (one with graduate faculty status and one teaching undergraduate courses).

Secretary Dauterich invited questions or comments.

Senator White asked whether the two members of the EPC listed as being appointed from the Faculty Senate in the proposal were the same as the two Faculty Senate members that would be on the proposed Executive Committee. Secretary Dauterich said that they would be the same members.

There were no further questions or comments.

11. **New Business: Discussion Item: University Policy Regarding Professional Standards for Distance Learning Course Development and Instruction** *(Presented by Deborah Smith, Professional Standards Committee)*

Senator Smith explained that the policy was still a work in progress, but that the Professional Standards Committee (PSC) was seeking input from Faculty Senate. Concerns about distance learning standards that the PSC sought to address included an insufficient amount of real time student/teacher interaction, and instructors using distance learning formats who were not in the state and so were not participating in the life of their departments. She pointed out that the university does not have any policy at all on distance learning in general, and so the PSC is trying to develop a new policy that would address these; the challenge is to put in some rules for distance learning to curb some behavior that we would like to curb but without putting on more restrictions or more scrutiny on distance learning classes than there would be on face-to-face classes.

Senator Smith mentioned that the policy (Section F1) would set out the expectation that instructors would come to campus periodically and participate in the life of their academic units, even if they were solely teaching through distance learning.

She said that in Section G, they wanted to make sure that there was some language that said that anyone assigned a distance learning course needs advance notice in order to have enough time to develop the initial modules of the class. This is of particular concern for adjunct faculty.

Senator Smith then invited questions and comments.

Senator Piccirillo-Smith mentioned that final exam schedules do not provide guidelines for fully online distance learning courses, and she was concerned that a student who is taking more than one these courses could have three courses with finals due on the same day. Having instructors give them the whole week would be an undue burden to instructors.

Senator Smith said that she understands the problem, and something needs to be done.
Senator Mechenbier said that to we need to avoid the situation with Western Governor’s University and avoid fines for not complying with what qualifies as an online course. She encouraged the committee to define in Section D what sufficient professor/student interaction is at Kent State.

Senator Smith said they have not yet been able to find what is sufficient, but they will look into it.

Senator Child said that in F1, we should think about whether there is a way for out-of-state instructors to interact with students through technology rather than being in person.

Smith said the concern was more being a part of the department than with interaction with students.

Senator Kairis questioned the wording in D and asked whether all courses needed to have synchronous interaction.

Senator Smith said there are synchronous courses and some have a synchronous component; those are fine. But many classes are completely asynchronous; they need to build in something that allows for real-time contact with students.

Senator Kairis suggested that this was more about the wording, and the policy could be worded to apply to all courses rather than parsing out synchronous vs. asynchronous.

Senator Sheehan asked for a point of clarification. She said that in nursing, the faculty potential is shrinking as faculty grow older. For full-time faculty, the policy makes sense, but adjunct faculty, for example a great professor in another country, cannot be expected to serve on committees and attend faculty meetings.

Senator Smith said that the section would only apply to full-time faculty.

Senator Roxburgh asked about Section C3 and mentioned that a lot of handbooks do not have best practices guidelines and wondered whether the policy should tell departments that their handbooks should have policies.

Senator Smith said that enrollment maximums for these courses were a concern because some administrators might radically inflate course maximums. PSC wanted a statement that would say whatever a department determined was the maximum enrollment for pedagogical purposes could not be exceeded for an online course. She said PSC would discuss recommendations about handbooks further.

Senator Roxburgh referred to Sections D & E and asked whether there was a way to make the general hours requirement in D clearer since required hours were in both.

Senator Smith said they will look for clarification on what the federal guidelines are that establish the difference between online courses that qualify for college credit and correspondence courses that would not. This is important both to avoid fines and for pedagogical purposes.
Senator Robinson said there should be more concerted effort to meet ADA requirements. Clarification of who has to do things like closed captioning would be helpful. She also suggested that we look beyond Quality Matters and OCDE for help with clarifying the policy.

Senator Smith replied that they had already received some feedback from Interim Associate Provost Val Kelly on this issue and that they will follow up with SAS to see what the requirements are.

Senator Kracht returned to the synchronous/asynchronous question and said that even if we require faculty to be in the same time zone, many students are not available for other reasons. Do we have to have times to accommodate every student in the world?

Senator Smith said that we need separate out real time contact hours from whether students are close to campus. Chat rooms, e-mails, or other solutions need to be examined in order to address the issue.

Senator Cunningham suggested looking into a “community of inquiry framework” that might offer some language to help structure the policy.

Chair Grimm said that clarifying the language to distinguish between full-time and adjunct faculty in Section F1 would be helpful, and she offered a change to the wording. She also suggested that DL courses require more flexibility for faculty/student contact in these courses.

There were no further comments or questions.

12. Announcements / Statements for the Record

Chair Grimm announced that in the spring of 2018, the Faculty Senate approved changes to the student survey of instruction (SSI) which included modification to university-wide standard questions and the electronic distribution of all SSIs. The new electronic student survey of instruction will be launched in fall of 2019. The transition team has been working for the past year to implement the electronic SSI. The team's understanding of the true complexity of the transition continues to evolve and they continue to work with units to try to ensure that the SSIs will serve their primary intended purpose. That purpose is to provide feedback to be used by the faculty member and their unit leadership as one of many tools available to evaluate and reflect on students' real or virtual classroom experiences. The primary goal of this evaluation and reflection is to assist the faculty member in understanding how they might modify their courses or student interactions to improve student experiences.

She continued by saying that because the SSIs are changing in multiple ways, and the process of change is likely to involve a lot of institutional, department, and faculty learning, it is important that any compilation of SSIs that includes SSIs gathered in the 2019 to 2020 academic year include an asterisk and footnote explaining the change in delivery method and questions so that those reviewing SSIs can put the new information into perspective. Also, any course that results in fewer than three students completing an SSI, will not have a report generated because three is not a sufficient number to really know anything.
Senator Tippey mentioned that in February we were presented with the master plan by the University Architect, and that at that time, he had brought up the issue of pedestrian safety on Lincoln Street, the esplanade at College Avenue, and especially at Summit Street. The situation has not gotten better. The response from the Office of the University Architect made it seem that they were unaware of the situation. In another e-mail from the University Architect's Office on the list of all the summer construction projects, there was no mention of Lincoln Street.

Chair Grimm said she would try to find out who to contact about this before the September Faculty Senate meeting.

13. **Adjournment**

Chair Grimm adjourned the meeting at 5:00 p.m.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate

Attachment
Chair’s Remarks for May 13, 2019 Faculty Senate Meeting

I want to tell you about my friend Miss Robertson.

This is about 10 years after I met Miss Elsie Robertson and yes, it was the 80’s. I met Elsie when I was 16 working as a volunteer at Studio Arena Theater. About a year later, I got hired to work in the box office. Elsie and I bonded over Dickens. I was reading Our Mutual Friend during my lunch break in the box office. Elsie was also a 19th century British novel fan. We became lifelong friends.

Elsie was a force. She knew everyone. Her nickname was “the problem lady” because whenever we had especially difficult customers, especially our board of trustees, we gave them to Elsie. She’d get on the phone and you could see her listening, asking questions, trying to understand what the problem was, and find a solution. She’d do the same with the customers who came up to the box office. Look them in the eye, try to understand the situation and respond. Often the response was “no,” especially if the demand was tickets to a sold-out show. But no one could make “no” sound as good as Elsie did.

Elsie was a quiet but commanding presence; sincere, respectful and always engaged. She was my friend until the day she died at the age of 94 - veterans day about 7 years ago, which was fitting given that she was a world war II navy veteran.

I learned so much from Elsie. I learned that I could choose the life I wanted to live and it didn’t have to look like everyone else’s life. I learned that age didn’t have to constrain who I become friends with. And I it was probably my first lesson in the power of listening and the power of approaching and interacting with people as equals.

Elsie was a petite powerhouse.

This is a sad day for me. Another woman of diminutive stature but colossal impact has been part of all of our lives for the past five years. This is President Warren’s last appearance before the faculty senate. As I have reflected on President Warren’s time here, I’ve thought about what it is exactly that has made President Warren such a powerful figure at Kent, not just for our students, but for us. For the faculty.

Listening, not always agreeing but always listening with respect. At her very first appearance in front of this body, poor President Warren had to listen to some serious venting because the Board of Trustees had played fast and loose with the University Policy requirement that the Committee on Administrative Officers meet with at least three finalists. She let the venting go for some time and eventually said in a steady but quiet voice “it wasn’t my choice.” There was a short pause, I think a silent acknowledgement, and we and she moved on. Another lesson in the power of listening.
Since she joined us, President Warren has conveyed frequently that she believes in shared governance and has done so in most sincere and compelling terms. That belief in shared governance really boils down to a belief in us — in faculty. Over my now 27 years at Kent State University, I have often felt that various administrators have viewed faculty as a problem to be "gotten round." I have never felt that way about President Warren. I have always felt that President Warren views faculty as her partners in the education of our students and our university's leaders in fulfilling our academic and research missions.

Our partnership with President Warren is coming to an end and we wish her well for the future. I have no hesitation in saying that President Warren wishes the same for Kent State University. But as she leaves us for her next new adventure, she leaves us with more than wishes. President Warren leaves Kent State University in a better position than it has ever been in, not because of the buildings she's built or the gateway plan, the student success she and Provost Diacon have fostered, the change she has instituted in the University's role in commemorating May 4th or the foundation money she has raised. She's done all of these things and more, but I think the most important and enduring thing she has done is her acknowledgement and re-commitment of Kent State University to shared governance. Nothing speaks more clearly to the value of a leader than that leader's ability to foster a resilient organization that can not only survive, but thrive despite that leader's departure.

Higher education is changing and it will require some degree of change on our part. I don't know what those changes can or should be, but I do know that we faculty are in the best position to inform, shape and advocate for change when its needed. Shared governance is shared responsibility. We are in it together. Thank you, President Warren, for your support for shared governance, support that recognizes and empowers us as committed partners in the wellbeing of Kent State University and lead partners in putting into action the academic and research missions that are the lifeblood of Kent State.

President Warren's partnership with us is coming to a close and we will miss her. I will miss her. But we have a new partner waiting in the wings. And I'm confident that President Elect Diacon is equally committed to shared governance. I hope and expect that Faculty Senate will have a similarly productive partnership with in-coming President Diacon and I look forward to working with him in the coming academic year.

Thank you.
Pamela E. Grimm
Chair, Faculty Senate
Statement for the Record on Student Survey of Instruction

In Spring of 2018, the Faculty Senate Approved changes to the Student Survey of Instruction (SSI) which included modification to university-wide standard questions and electronic distribution of all SSIs. The new electronic Student Survey of Instruction (SSI) will be launched in Fall of 2019. The transition team has been working for the past year to implement the electronic SSI. The team’s understanding of the true complexity of the transition continues to evolve and we continue to work with units to try to ensure that the SSIs will serve their primary intended purpose. That purpose is to provide feedback to be used by the faculty member and their unit leadership as one of many tools available to evaluate and reflect on students’ real or virtual classroom experiences. The primary goal of this evaluation and reflection is to assist the faculty member in understanding how they might modify their courses or student interactions to improve student experiences.

Because the SSIs are changing in multiple ways, and the process of change is likely to involve a lot of institutional, departmental and faculty learning, it is important that any compilation of SSIs that includes SSIs gathered in the 2019-2020 academic year include an asterisk and footnote explaining the change in both the delivery method and questions so that those reviewing SSIs can put the new information into perspective.

It will also be important in the transition year and moving forward that all parties understand that if fewer than 3 students complete SSIs, no report will be generated.

May 13, 2019
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<th>Status</th>
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<tbody>
<tr>
<td>1</td>
<td>9/10/18</td>
<td>Student Affairs</td>
<td>Policy</td>
<td>Revision of Administrative Policy 3342-3-01.2 Regarding Class Attendance and Class Absence.</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Under review</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>9/10/18</td>
<td>Arts and Sciences</td>
<td>Curriculum</td>
<td>Establishment of the Actuarial Mathematics Major within the Bachelor of Science Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 12/5/18.</td>
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<tr>
<td>3</td>
<td>9/10/18</td>
<td>Arts and Sciences</td>
<td>Curriculum</td>
<td>Revision in Name of the Biomedical Sciences-Biological Anthropology Major - to the Biomedical Sciences-Human Evolutionary Biology Major - within the Doctor of Philosophy Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 12/5/18.</td>
</tr>
<tr>
<td>4</td>
<td>9/10/18</td>
<td>CCI</td>
<td>Curriculum</td>
<td>Establishment of the School Library Media K-12 Major within the Master of Library and Information Science Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 12/5/18.</td>
</tr>
<tr>
<td>5</td>
<td>9/10/18</td>
<td>Regional College</td>
<td>Curriculum</td>
<td>Establishment of the Criminology and Justice Studies Major within the Associate of Applied Science Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 12/5/18.</td>
</tr>
<tr>
<td>6</td>
<td>9/10/18</td>
<td>Provost</td>
<td>Other</td>
<td>Revision to the 2019-2020 academic calendar to observe the 50th anniversary of the events of 4 May 1970 (Remembrance Day)</td>
<td>Fall 2019</td>
<td>N/A - Information Item</td>
<td>Approved</td>
<td>Included in the official Academic Calendar for Spring 2020.</td>
</tr>
<tr>
<td>7</td>
<td>12/10/18</td>
<td>Aeronautics and Engineering</td>
<td>Curriculum</td>
<td>Establishment of the Aviation Management and Logistics major within the Master of Science degree.</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 3/6/19.</td>
</tr>
<tr>
<td>8</td>
<td>12/10/18</td>
<td>Regional College</td>
<td>Curriculum</td>
<td>Revision in Name of the Regional College to the College of Applied and Technical Studies</td>
<td>7/1/2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 3/6/19.</td>
</tr>
<tr>
<td>9</td>
<td>2/11/19</td>
<td>RASP</td>
<td>Policy</td>
<td>Revision of Administrative Policy and Procedures 3342-10-07.1 Regarding Allegations and Instances of Misconduct in Research and Scholarship</td>
<td>7/1/2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by Cabinet on 3/18/19. Scheduled to be presented to BOT 9/11/19.</td>
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<tr>
<td>10</td>
<td>2/11/19</td>
<td>EPC Task Force</td>
<td>Other</td>
<td>Approval of a task force to carry out the revision of the structure of the Educational Policies Council</td>
<td>N/A</td>
<td>Approved</td>
<td>N/A</td>
<td>N/A</td>
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<td>11</td>
<td>2/11/19</td>
<td>EPC Ad Hoc Committee for Academic Policies</td>
<td>Policy</td>
<td>Revision of the Court Reprint Policy (Academic Policy) to allow all repeated undergraduate courses to be eligible for GPA recalculation for graduation only.</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Will be updated with the University Catalog 2019-2020</td>
</tr>
<tr>
<td>12</td>
<td>2/11/19</td>
<td>URCC</td>
<td>Curriculum</td>
<td>Inclusion of three new courses in the Kent Core mathematics and critical reasoning category: MATH 10040 Introductory Statistics Plus (5); MATH 10050 Quantitative Reasoning Plus (5); and MATH 10675 Algebra for Calculus Boost (5).</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>14</td>
<td>2/11/19</td>
<td>University College</td>
<td>Policy</td>
<td>Revision of the University Readiness Standards Policy (Academic Policy)</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Will be updated with the 2019-20 University Catalog</td>
</tr>
<tr>
<td>15</td>
<td>2/11/19</td>
<td>Architecture and Environmental Design</td>
<td>Curriculum</td>
<td>Revision in Name of the Health Care Design Major within the Health Care Design Degree to the Healthcare Design Major within the Healthcare Design Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 3/6/19.</td>
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<td>16</td>
<td>2/11/19</td>
<td>Arts and Sciences</td>
<td>Curriculum</td>
<td>Revision in Name of the French Literatue, Culture and Translation Major to the French Major within the Bachelor of Arts Degree.</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Approved by BOT 3/6/19.</td>
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<tr>
<td>18</td>
<td>4/8/19</td>
<td>Faculty Senate</td>
<td>Other</td>
<td>Election of 2019-2020 Faculty Senate Officers: Pamela Grimm (Chair); Robin Vande Zande (Vice-Chair); Edward Dauterich (Secretary); and Tracy LaLx (At-Large).</td>
<td>2019-20</td>
<td>Approved</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>19</td>
<td>4/8/19</td>
<td>EPC Ad Hoc Committee for Academic Policies</td>
<td>Policy</td>
<td>Revision of the Institutional Honors Policy (for the bachelor’s degree) and the Distinction Policy (for the associate degree).</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Will be updated with the 2019-20 University Catalog.</td>
</tr>
<tr>
<td>20</td>
<td>5/13/19</td>
<td>Graduate Studies</td>
<td>Policy</td>
<td>Revision of the Academic Standing policies for graduate students.</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Will be updated with the 2019-20 University Catalog.</td>
</tr>
<tr>
<td>21</td>
<td>5/13/19</td>
<td>Regional College</td>
<td>Curriculum</td>
<td>Inactivation of the Engineering of Information Technology Major within the Associate of Applied Science Degree</td>
<td>Fall 2019</td>
<td>Approved</td>
<td>Approved</td>
<td>Scheduled to be presented to BOT 9/11/19.</td>
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