



**KENT STATE.**  
UNIVERSITY

**FACULTY SENATE**

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**TO:** Members of the Faculty Senate and Guests      **DATE:** October 5, 2015  
**FROM:** Linda Williams, Chair of the Faculty Senate  
**SUBJECT:** Agenda and Materials for the October 12, 2015 Faculty Senate Meeting

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Attached you will find the agenda and the materials for the October 12<sup>th</sup> 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 September 14, 2015 Faculty Senate Meeting Minutes
4. Chair's Remarks
5. New Business:
  - SSI Norms and Standard Deviations  
(Deborah Smith, Associate Professor, Philosophy)
6. Announcements / Statements for the Record
7. Faculty Senate Meeting Adjournment



**FACULTY SENATE**  
**Minutes of the Meeting**  
September 14, 2015

**Senators Present:** Patti Baller, Vinay Cheruvu, Jeffrey Child, Ed Dauterich, David Dees, Ali Erritouni, Paul Farrell, Christopher Fenk, Mary Ferranto, Lee Fox-Cardamone, George Garrison, Pamela Grimm, Bruce Gunning, Min He, Albert Ingram, Robert Kairis, Kathy Kerns, Jihyun Kim, Darci Kracht, Cynthia Kristof, Tracy Laux, Stephen Minnick, Oana Mocioalca, Jayne Moneysmith, Anne Morrison, Thomas Norton-Smith, Larry Osher, Linda Piccirillo-Smith, Mary Beth Rollick, Andrew Shahriari, Denice Sheehan, Deborah Smith, Fred Smith, Robert Twieg, Terrence Uber, Roberto Uribe, Theresa Walton-Fisette, Donald White, Linda Williams, Kathryn Wilson

**Senators Not Present:** Ann Abraham, Vanessa Earp, Willie Harrell, Todd Hawley, Jay Jahangiri, Susan Roxburgh, David Smeltzer, John Stoker

**Ex-Officio Members Present:** President Beverly Warren; Vice Presidents: Iris Harvey, Deborah Huntsman, Ed Mahon, Charlene Reed; Deans: Sonia Alemagno, James Blank, Allan Boike, James Bracken, Barbara Broome, John Crawford, Donald Palmer, Eboni Pringle, Robert Sines, Deborah Spake, Melody Tankersley

**Ex-Officio Members Not Present:** Senior V.P. for Academic Affairs and Provost Todd Diacon; Vice Presidents: Alfreda Brown, Paul DiCorleto, Gregg Floyd, David Garcia, Shay Little, Jeff McLain, Willis Walker; Deans: Mark Kretovcis, Amy Reynolds, Douglas Steidl, Susan Stocker; Director Robert Walker

**Observers Present:** Fritz Yarrison (GSS), Barb Hipsman (Emeritus Professor)

**Guests Present:** Sue Averill, Ken Burhanna, Edward Collins, Fashaad Crawford, Janis Crowther, Paul Fehrmann, Mary Ann Haley, LuEtt Hanson, Megan Hermensky, Melissa Hunter, Tess Kail, Karen Keenan, Jennifer Kellogg, Stephen Nameth, David Odell-Scott, Katie Smith, Therese Tillett, Jarrod Tudor, Whitney Wenger, Bill Willoughby

**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 July 20, 2015**

Chair Williams called for a motion to approve the minutes of the Faculty Senate meeting of July 20, 2015.

A motion to approve the minutes was made and seconded (Fenk/Mocioalca). A few minor corrections were made. The minutes of the July 20, 2015 meeting were approved as amended.

#### **4. Remarks from President Beverly Warren**

President Warren wanted to highlight a few of the many great and wonderful things going on. We are looking at another record year of freshman enrollment of about 4300. It's the fifth consecutive year we've seen an increase enrollment. That's very healthy in terms of looking at the climate of higher education and declining enrolments in many universities and that's a real credit to the faculty. The GPA and ACT scores in terms of the freshman class also hit record highs so it is a real credit that we are not only increasing our enrollment but also increasing the academic quality of the students.

She indicated that Kent State University catapulted 19 spots up in the US News and World Report rankings from 194 to 175. Despite some negative opinions about the US News & Report, it is used as a marker of the quality of institutions by many people. There are only two Ohio institutions that increased their ranking. The other was Ohio State which increased 2 slots from 54 to 52.

One of our large initiatives this academic year, is the continuation of our strategic visioning and external communications. We are moving to holding Forums for the Future and there will be three of them on the Kent campus and one each at each of the regional campuses. There will be a presentation and a time for Q&A and feedback from you. There will also be an opportunity for electronic feedback on the strategic road map.

Among initiatives in the area of financial management will be the finalization of search for the Senior Vice President for Finance and Administration. The search is currently down to two finalists who will be announced this week. The visits will include open sessions that all may attend. President Warren has also appointed an Effectiveness & Efficiency Task Force Committee. It will be chaired by Vice President Ed Mahon and Vice President Gregg Floyd and it has 38 members. It includes broad based representation from faculty staff students and all campuses. Its charge is to look at efficiencies particularly administratively so that we can realign resources towards strategic priorities and advance academic excellence as our top priority.

President Warren also plans to appoint an advisory committee to assess our current RCM budget model. She does not wish to discard RCM but to adjust the model. She will seek Faculty Senate Executive Committee suggestions for faculty appointments on that committee. The committee will include representation from faculty, staff and students. It will commence when the new Senior Vice President for Finance and Administration has been named, since they would be the appropriate person to lead the initiative.

Questions for President Warren:

Senator Deb Smith made some remarks and asked some questions about RCM. As a co-Chair of the FaSBAC review, she indicated that the two most important recommendations were to increase the number of faculty particularly tenure-track faculty to redress the decreases in past years, and to stop taking money off the top of the budget, which is effectively taxing it at 100%. She inquired if we had stopped doing this. President Warren replied that we will continue with the current RCM model. That she would wait until the appointment of the new Vice President for Finance and Administration to make changes. She also said that we needed to provide funding for research which RCM does not currently do, but that would also wait until the committee would look at RCM in total.

Senator Deb Smith remarked that taking funding off the top was not part of the original model, and that given that the service centers have amassed a surplus of 60 million dollars, the scholarship funds could have been taken from that. She was also dismayed that in 2016 the budget for tenure-track faculty had decreased by 2.57%. She felt that Deans should have the right to hire TT faculty. At the moment it appears to not even be academic affairs that decides but a compensation analyst in HR. President Warren expressed surprise that this would be the case. It would be up to the Dean except maybe in regional campuses where there is decreasing enrollment. If that was the case though, that it would not be an RCM issue.

Senator Laux stated that he would think that FaSBAC, as the committee that is charged with advising the President on the Budget, would be working with the new committee on changes, and asked would it be a charge to FaSBAC. President Warren indicated that it would be a charge to a smaller committee that would then go to FaSBAC. It would not replace FaSBAC.

Senator Twieg inquired about the U.S. Department of Education scorecard on costs of education and salaries of students after graduation. President Warren answered that the APLU, the association of large public universities, was against the scorecard because it does not take account of different admittance policies. She also agreed that it does not take account of regional campus systems, and Ohio is one of few states with such systems.

Chair Williams asked, given the salary savings, why retiring tenure-track faculty were not replaced. President Warren replied that it was a decision for the Deans but that, if we want to be a research university, we need tenure-track faculty.

## **5. Chair's Remarks**

Chair Williams welcomed Senators, and announced that Denice Sheehan was the new Senator from Nursing. She indicated that Senator Dees was chairing the ad hoc committee on re-examining student evaluations. Interested Senators should contact him.

Chair Williams announced that Ed Dauterich volunteered to be representative for the Ohio Faculty Council. She called for a vote by acclamation. The vote to make Ed Dauterich our OFC representative was approved unanimously.

Chair Williams then introduced Senior Associate Provost Melody Tankersley to discuss class scheduling. She indicated that, for next semester, standard times would be required for shared spaces. This would mean 50 minute classes for Monday, Wednesday, Friday classes and 1 hour 15 minute classes for Tuesday Thursday classes. All 3 hour classes scheduled before 2p.m. for Fall 2016 would have to conform to this rule.

Senator Grimm remarked that there was a loss of classroom spaces in the renovated buildings. Senator Uribe remarked that it should be a faculty decision, whether classes are offered in 2 days or 3. Senator Farrell remarked that the problem was partially caused by having 5 and 7 week classes and by the ESL classes. Associate Provost Melody Tankersley agreed that any deviation from 15 week classes causes problems.

## 6. Old Business:

### A. Anonymous Signatures

Chair Williams indicated that she had contacted the University Council and the opinion received indicated that under the Sunshine laws, if there is any "official" group who has the names of the anonymous signers, the requester would be sent the names of signers. There is no way to keep the signatures anonymous once it goes to the Faculty Senate Office to check on the eligibility of the signers. This is also something that will be changed with the re-visiting of the Charter and By-laws. It is the Executive Committee's recommendation that electronic signatures are acceptable, but not anonymous ones.

Senator Garrison stated that processes such as elections in the U.S. are anonymous, and that it was absurd to ask someone to endanger themselves by a public signature. Senator Walton-Fisette expressed agreement. Senator Kerns pointed out that it is not anonymous who voted only how they voted. She said allowing all the signatures be anonymous was problematic but perhaps we should consider allowing some percentage be anonymous. Senator Dauterich said the Charter must reflect the law. Senator Mocioalca remarked that the Charter says, if there are 100 signatures Senate must vote, but it can vote if there are less signatures. Senator Garrison said there were 85 open signatures and 29 anonymous ones. Senator Child said, if 100 people do not sign, we should not consider. Chair Williams turned over the Chair to Vice-Chair Smith and pointed out that if there was a backlash then one would have a case for retaliation. Senator Piccirillo-Smith said this does not mitigate the fear. Senator Garrison said that this case involved a backlash, and as a result the process was flawed. Vice-Chair Smith returned the Chair to Chair Williams. Senator Deb Smith said that faculty with tenure should be willing to stand up, that to allow this was one of the main reasons for tenure. Senator Fred Smith said we needed clarification on what was happening, and that some anonymous signatures should be allowed. Senator Kerns reminded Senate that it could still vote without a petition. Chair Williams confirmed that any Senator can propose a motion.

### B. RCM Discussion (1. Who has the power to hire tenure track faculty and 2. Transparency in administration monies)

Senator Twieg expressed concern that no one seems to know what is going on. He referred to the College of Arts & Science deficit which was caused by the shortfall caused by the taking of scholarship funds off the top of budget. He hoped for more transparency in the future. Senator Fenk expressed concern at the deferring of consideration of changes until the arrival of the new Senior Vice President for Finance and Administration, which might not be until July 2016. Senator Child said FaSBAC had already spent a year on studying RCM and produced a good report, and asked why the President was dismissing the report and forming a new committee.

Senator Grimm remarked that there seems to be differences between the model and what was operationalized. In Europe people are happy to pay high taxes because they get great services. We are paying high taxes in RCM and less and less is included. Senator Deb Smith reiterated that a review committee had already made recommendations, so why are we forming a new committee. Senator Fred Smith supported this position, and indicated that there had already been a lot of input on the matter. Senator Garrison asserted that RCM was seriously flawed, we are unaware how revenue is spent, and that it had led to increases in highly paid administrators and in benefits to companies in the area. Senator Kerns asked the Executive to seek further clarification of the role of the new committee. Senator Twieg said as a scientist he

would like to see it done with precision. He also asked what had happened to the 20 million dollars budgeted for faculty hires and not spent. Senator Deb Smith indicated she had copies of the 2016 E&G original budget and the actual spending and could share that. Senator Norton-Smith reminded Senate that, if it passed approval of the FaSBAC report, then, according to the Charter, the President would have 90 days to indicate her answer. Senator Fox-Cardamone pointed out that the report had been sent to the President and presented to Senate, but Senate had not voted on approval.

**7. New Business: Revisit Charter and Appoint Review Commission (A. Summer meeting, B. Updating language, C. Eligibility for Faculty Senate)**

Chair Williams announced that it was time to revisit the Charter and Bylaws and make changes. Among issues to be considered are whether to eliminate the Summer meeting of Senate. This had been abused by Provost Frank to try to pass important matters when many faculty were off contract. This is no longer being done by Provost Diacon. An issue might be that the Board of Trustees meets around September 9 and Faculty Senate does not meet before that in Fall. That might be problematic.

She proposes to constitute a Charter & Bylaws Revision Committee and Senator Paul Farrell has agreed to Chair it. Other issues to be considered include updating language such as that referring to regular faculty, and clarifying the eligibility to stand and vote for Faculty Senate.

**8. Announcements / Statements for the Record**

Senator Dees announced information about the Center for Teaching and Learning activities in Fall.

Senator Laux expressed concern about the failure to implement the Faculty Senate motion on add/drop in the second week. He considered that it is disingenuous that NTT faculty are being contacted about their DWF rates when we are still allowing students to enroll in week two without the instructors permission.

**9. Adjournment**

Chair Williams adjourned the meeting at 4:57 p.m.

Paul Farrell, Secretary  
Faculty Senate



## Faculty Senate Executive Committee Minutes of the Meeting

August 26, 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)

1. Call to Order

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

2. Discussion on possibility of eliminating the July Faculty Senate meeting

The possibility of eliminating the July Faculty Senate meeting was discussed. This would involve amending the Faculty Senate Bylaws (E)(2)(a) which specifies that "The number of regular meeting in each term shall be at least : fall, four; spring, four; and summer, one" and could require amending the Faculty Senate Charter (F)(2) which specifies 9 meetings per year. The discussion also considered other amendments, which might be considered, including removing the references to "regular faculty" and clarifying the specification of the electorate for Faculty Senate elections. The suggestion was made to consider appointing a charter and bylaws commission to consider these and other revisions.

3. Fall Retreat

Discussion of this was deferred.

4. Response to questions concerning sunshine laws

The Executive was informed of the response from the office of the University Counsel concerning the applicability of the sunshine laws to petitions submitted to Faculty Senate and particularly to the identity of signatories to such petitions. Generally the University responds to requests under the sunshine laws by providing only the information specifically asked for in the request. In the case of a request related to a petition, the response was that, if a University entity such as Faculty Senate, the Faculty Senate Executive or the Faculty Senate office had a record of the signatures to a petition then they could be requested under the sunshine laws. Since such a record would be required in order to certify the validity of the signatures and that they satisfied the criteria specified in the Faculty Senate charter.

5. Student Registration/Deregistration Policy

Concern was expressed that the change in policy passed by Faculty Senate, that required instructor approval for student registration in the second week of the semester, had still not been implemented. The decision was made to request an explanation from Vice President Mahon at the September meeting of Faculty Senate.

6. Fashion Merchandising issues

The Executive was informed of the issues around the proposed Masters in Fashion Merchandising.

7. Electronic Student Evaluations

The Executive was informed of a question concerning the evaluations for the Math emporium. It was confirmed that the Faculty Senate resolution terminated the pilot program, and specified the return to written in class evaluation for all classes, which had been in the pilot. The only cases where electronic evaluations were permitted was for wholly online classes, where they had been authorized by an earlier Faculty Senate resolution.

8. Set Agenda for the Faculty Senate Meeting of September 14, 2015

There are no EPC items for inclusion in the agenda. An agenda including a discussion of anonymous signatures, and of RCM under Old Business, and the proposal to revisit the Charter and Bylaws, in particular relating to the summer meeting, and eligibility for Faculty Senate, as well as updating some of the language was approved.

9. Adjournment

Chair Williams adjourned the meeting at 4:32 p.m.

Paul Farrell, Secretary  
Faculty Senate





## **Faculty Senate Executive Committee Minutes of the Meeting**

**September 16, 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)

**Guests:** President Beverly Warren, Provost Todd Diacon

1. Call to Order

Chair Williams called the meeting to order at 3:30 p.m. in the Urban Conference Room.

2. Meeting Minutes for Approval

Faculty Senate Executive Committee minutes of August 26, 2015

A motion was made to approve the minutes of August 26, 2015 (Smith/Dauterich). The minutes were approved as amended.

3. Homecoming

Senator Dauterich agreed to represent Faculty Senate at the Homecoming Parade.

4. Pass/Fail Committee

This committee is intended to disambiguate some of the language concerning pass/fail grades for courses. Chair Williams indicated her willingness to serve. Senators will be contacted to determine their interest.

5. Fall Retreat

At-Large member Fenk and appointed members Dauterich and Mocioalca will consider topics. The retreat will be scheduled for a Friday in October.

President Warren and Provost arrived at 4.00p.m.

6. RCM Committee Concerns

The Executive Committee expressed their concern that waiting to convene until the new Senior Vice President for Finance arrived might mean that it would not start deliberations until Fall 2016 or later, and that the report produced had recommendations that could be implemented immediately. President Warren indicated that she would like a more thorough review first, and that it was expected that the new Senior Vice-President for Finance would arrive in November or January. She also indicated that implementing recommendations this fiscal year would be difficult, since the budget had already been set.

Vice Chair Smith indicated that should be less of an issue since the non-RCM centers have surpluses. Provost Diacon mentioned that his office had lost its budget officer and the new one was not yet familiar with Kent's process. Chair Williams indicated our concern that the new committee might start from scratch. President Warren said that it has been made clear to the candidates for the Senior Vice-President for Finance position that more transparency and better explanations of the budget were necessary; that the review would be completed this academic year; that she had some idea of faculty concerns but could not promise to do everything the faculty wanted, but would explain decisions. The Executive Committee reiterated the problems that had been caused by the decision to take scholarship funds off the top and concern over the process for hiring new faculty.

Provost Diacon indicated that hiring of new faculty was up to the Deans but that when they approached him he might indicate that it was not a good idea based on program reviews. Vice Chair Smith mentioned that Deans seemed unwilling to mention their concerns in public but approached faculty member of the committee to express them in private.

Secretary Farrell mentioned his concern that one should not confuse increasing funding for research in RCM with increasing funding for the Research Office or only funded research. President said the current method of funding the Research Office from overhead was unsustainable and needed to be changed to enable support of things like professional development for faculty, visits to funding agencies, graduate students, etc. Senator Mocioalca complained that the Research Office was not good at identifying appropriate funding opportunities for individual faculty, that the emails and sign-offs at Kent meant it takes more time to prepare proposals at Kent than elsewhere, and that the funding method meant the Research Office had an incentive to look preferentially for high overhead funding sources.

Senator Fenk indicated that the decrease in tenure-track faculty was particularly disturbing at the regional campuses. President Warren said it would be good to see TT/NTT ratios at comparable high research universities.

7. Fashion Merchandising Master's

Chair Williams inquired about the issues involved. Provost Diacon indicated that it had been approved by the Ohio Board of Regents but not by the Higher Learning Commission. This was a highly unusual occurrence.

8. Attendance of President and Provost at Faculty Senate Meetings

President Warren asked whether the Executive Committee felt that Senate would function more comfortably if the President and Provost did not remain after their presentations. The Executive Committee indicated that they did not believe that and that it was important that the President and Provost attend.

9. Provost's Fellows and Dean Searches

Provost Diacon indicated that Ken Burhanna would be the Provost's Fellow this year, and asked whether he could attend Executive Committee meetings. The Executive Committee agreed. The Provost also consulted the Executive Committee on the Chairs for the searches for Deans of EHHS and Architecture, who will be Dean Blank and Dean Reynolds respectively.

10. State Budget requirement to reduce cost of degree by 5%

Provost Diacon distributed a presentation on the topic and reviewed Kent's answer to this requirement.

11. Adjournment

Chair Williams adjourned the meeting at 5:20 p.m.

Paul Farrell, Secretary  
Faculty Senate