

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
December 5, 2018
Library, Urban Conference Room**

Board Members Present

Virginia Addicott
Margot James Copeland
Todd Davidson
Ralph Della Ratta
Robert Frost
Robin Kilbride
Nick Kollar
Donald Mason
Jessica Peck
Stephen Perry
Shawn Riley
Catherine Ross
Michael Solomon

KSU President's Cabinet Present

Beverly Warren, President
Alfreda Brown
Todd Diacon
Paul DiCorleto
Nick Gattozzi
Shay Little
Joel Nielsen
Mark Polatajko
John Rathje
Charlene Reed, University Secretary
Nathan Ritchey
Steve Sokany
Willis Walker

CALL TO ORDER AND ROLL CALL

Board Chair Ralph Della Ratta called the meeting to order at 8:00 a.m. in the Urban Conference Room. Trustee Copeland called the roll, and a quorum was present.

PROOF OF NOTICE

Chair Della Ratta stated that public notification was given pursuant to state law and university policy.

EXECUTIVE SESSION

Preceding meetings of the Board standing committees, the Board convened at 8:00 a.m. for the purposes of executive session. Chair Della Ratta announced that in accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board had a need to meet in Executive Session for the purposes of: (i) considering the employment and compensation of a public employee or official [121.22(G) (1)]; (ii) considering matters of real estate for public purposes [121.22 (G) (2)]; (iii) conference with attorney for the public body concerning disputes involving the public body that are the subject of court action [121.22 (G)(3)]; and (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment [121.22 (G)(4)].

Representatives of the university's external auditors, Plante & Moran, also were present to meet with trustees in audit conference as permitted under Ohio law.

Trustee Copeland moved, seconded by Trustee Riley, that the Board retire into Executive Session. Board Secretary Copeland then took a roll call vote of the membership. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session. The session concluded at 11:55 a.m.

The Board then held meetings of the Academic Excellence and Student Success Committee, Audit and Compliance Committee, External Relations and Development Committee, and the Finance and Administration Committee. Following the committee meetings, the Board participated in a luncheon program.

APPROVAL OF THE AGENDA

The Board reconvened for the business portion of the meeting at 2:30 p.m. in the Urban Conference Room of the Library. Before the consideration of the agenda, Chair Della Ratta called on Trustee Frost to lead a moment of silence for President George H.W. Bush, 41st President of the United States. Observing that this was a national day of mourning, Trustee Frost spoke about the former president and then all in the room were silent. Chair Della Ratta then recognized four special guests: Dr. Mary Parker, incoming vice president for enrollment management; Dr. Pamela Grimm, Chair of Faculty Senate; Nora Jacobs, Chair of the Kent State University Foundation Board of Directors; and Mrs. Joan Marsh. Chair Della Ratta introduced Mrs. Marsh as the wife of the late trustee Richard Marsh. He noted that Trustee Marsh was a great friend and a Kent State Board leader who chaired the university's 2013 presidential search that recruited Dr. Beverly Warren.

Chair Della Ratta noted one addition to the agenda. Upon recommendation of the Finance and Administration Committee, the Board will consider the purchase of the property at 224 S. Willow Street in the City of Kent. This recommendation will come forth in the report of committee chair Shawn Riley. Chair Della Ratta then asked if there were any further additions or corrections to the agenda. Hearing no corrections or additions, the agenda was adopted by general consent.

DISPOSITION OF MINUTES

Chair Della Ratta then moved on to the disposition of the minutes. He asked if there were corrections to the minutes from the September 12, 2018, business meeting of the Board, explaining that they were located behind tab 1 in the board book. Hearing none, the minutes were approved by general consent.

REPORT OF THE CHAIR

Chair Della Ratta began by thanking President Warren for her superb service to Kent State University. He expressed the Board's collective support and understanding of her recent decision, as much as he didn't like to hear it, to step down from the presidency as of July 1, 2019. While President Warren always prefers to shine the light on others, trustees and the

university community will properly celebrate her leadership at the end of the year when the time is appropriate. Dr. Warren has stressed that she will run hard until her final moment on the job and anyone who knows her, knows this will be true. Chair Della Ratta remarked that President Warren has done a terrific job in so many ways, which has been recognized in the Board's annual reviews. Her many contributions include leading the development of an ambitious strategic roadmap, creation of the Gateway to a Distinctive Kent State master plan, taking fundraising to the next level to position Kent State for the largest comprehensive campaign in its history, investing in the university's research talent and enterprise, and strengthening our connection as One Kent State across the university system. All were formidable tasks, completed in exemplary fashion, he noted. Chair Della Ratta expressed his belief that all trustees agree her most powerful and rewarding accomplishment has been advancing Kent State as a university that truly puts students first in everything that we do. He assured her that the trustees, too, are rolling up their sleeves for the next seven months together.

In closing, Chair Della Ratta expressed a few gratitudes. First, on behalf of the Board, he offered congratulations to recipients of the 2,158 degrees that will be awarded at Fall commencement ceremonies December 14-15. He continued with thanks to trustees Jessica Peck and Nick Kollar for attending the 2018 Statewide Trustees Conference convened by the Ohio Department of Higher Education on November 15, and asked them to share a few words about their experience.

Trustee Peck thanked Chair Della Ratta, noting that it was a really interesting conference. Of particular note was a focus on the future of work, she said. This session stressed that the future of work is about lifelong learning—it is about preparing students to be agile, adaptable and open to change because 35-65% of the jobs of the future don't even exist right now, she said. Trustee Kollar agreed that the conference was a great opportunity to learn and to network. The experience reinforced how much of a presence Kent State is developing, not just within the community, but statewide, he said. Trustee Kollar said a student trustee from Bowling Green State University remarked to him, in discussing the presidential search, "You know, that's a shame. I know how much Kent State loves Bev." While he was surprised to hear a student from a different school use the same terminology as Kent State students praising our president, this example is a testament to the influence President Warren has had not just in our community but across Ohio, Trustee Kollar commented.

Chair Della Ratta thanked trustees Peck and Kollar for taking time out of their busy schedules to represent the Board. With that, Chair Della Ratta concluded his remarks and called on President Warren to give her report.

REPORT OF THE PRESIDENT

President Warren thanked Trustee Della Ratta for his introduction. She remarked that, as she has stated publicly on a number of occasions, this fall has been full of bittersweet moments for her. President Warren said it truly has been the opportunity of a lifetime to serve Kent State. The outpouring of kindness and support from this community since her announcement has been overwhelming and it only affirms and even elevates her deep confidence in Kent State University's positive and continuing upward trajectory, she observed.

She remarked that the university has always been driven forward with purpose and that we are well positioned to attract the next leader for Kent State. She then shared three proof points for why Kent State's vision for a forever brighter future is more than a slogan. Point number one, as a university where students first is the top priority, Kent State has received national recognition for its commitment to academic progress and student success.

Under the outstanding leadership of Provost Todd Diacon, Kent State has elevated its focus and support for student success. In 2014, Kent State launched the University College, home to more than 1,200 exploratory majors each year. Through critical support from the KeyBank Foundation and donors' support of student success programs like the Summer Advantage program, Kupita Transiciones, the Completion Fund and the Summer Undergraduate Research Experience, the university has supported and encouraged countless students to reach the finish line of an undergraduate degree. President Warren stated that evidence of Kent State's great success can be seen in significant increases in the four-, five- and six-year graduation rates; increases in the number of honors students; and record numbers of degrees awarded annually. Our record number of graduates each year are not just graduating with a degree, they are leaving with an understanding of how to harness their passion and how to be nimble and agile in the workforce of the global economy. That is why the university's top priority of the comprehensive campaign is student success, she observed.

President Warren went on to point number two. She said the university has launched a priority to attract and retain outstanding talent – outstanding faculty and staff who elevate our programs and drive innovation at Kent State. Kent State is attracting the best and the brightest, and there are too many stellar faculty and staff to highlight during this report. She shared a few examples of outstanding leaders and scholars who have been attracted to Kent State recently including Dr. Christina Bloebaum, dean of the College of Aeronautics and Engineering, and Dr. Michael Lehman, inaugural director of the Brain Health Research Institute.

President Warren then shared point number three: the university's forward-thinking facilities master plan that is focused on providing 21st century learning environments and building an ever-brighter future for Kent State.

President Warren remarked that when she looked at proof points of the upward trajectory of Kent State, she could think of no better example than three student-athletes present that day. Through their unique journeys and experiences, one can get a glimpse into Kent State's rising trajectory of distinction. First, President Warren introduced Will Matthews, senior captain of the football team, as an entrepreneur at heart and amazing chef. He is a senior majoring in entrepreneurship and a couple of months ago he hosted a pop-up fundraising event at Water Street Tavern to promote his southern comfort food business. President Warren then introduced his faculty mentor, Mary Heidler. The next student she introduced was Margaux Eibel, who came to Kent State from Carlsbad, California. President Warren shared that Ms. Eibel was drawn to Kent State by the reputation of our fashion school and she's now a proud major in fashion design. During her freshman year she walked onto the basketball team and through her hard work, determination and team spirit, she earned a basketball scholarship at the beginning of her sophomore year.

President Warren then introduced Morgan White, who discovered Kent State by watching our men's basketball team on television during the 2017 NCAA national tournament. She joined Kent State from Hartland, Vermont, and is a javelin thrower on the women's track and field team. President Warren remarked that these students showcase what a unique and integral part that athletics plays in the life of our institution as well as the far reach of Kent State's academic reputation.

President Warren observed she has been so fortunate to be a part of this university and as we work to lay the groundwork for the next president's future success, she knows that we will remember these proud moments and we have the trajectory to move forward. With that, President Warren concluded her report.

Chair Della Ratta thanked President Warren for her report and remarked that these were special students and congratulated them on their accomplishments.

PERSONNEL ACTIONS

Chair Della Ratta then called on President Warren to present the personnel actions.

President Warren called on Provost and Executive Vice President Todd Diacon to present the academic personnel actions. He noted that while many of the academic personnel actions were routine in nature, the report also included the awarding of emeritus status to several retired faculty members. This honor is certainly not routine in any way and recognizes their distinguished service and exemplary achievements, he said.

President Warren next called on Senior Vice President Mark Polatajko to present the non-academic personnel actions. He stated that the non-academic personnel actions stood as written and all matters were customary and routine.

ACTION: There were no objections to placing personnel actions on the consent agenda.

COMMITTEE REPORTS

Chair Della Ratta then moved to the committee reports and noted that committee recommendations would be placed on the consent agenda and acted upon in one motion, unless any trustee wished to remove an item for further discussion.

Chair Della Ratta then called on Committee Chair Robin Kilbride to present the report of the External Relations and Development Committee.

EXTERNAL RELATIONS AND DEVELOPMENT COMMITTEE

Trustee Robin Kilbride reported that the External Relations and Development Committee met to receive updates on the 2018 election results and fiscal year 2018 giving and fundraising trends.

Trustee Kilbride stated that Executive Director of Government and Community Relations Nick Gattozzi provided the committee with a review of November 2018 election results and changes to the Kent State legislative delegation. The delegation includes 44 state legislators in the Ohio General Assembly and all of the Ohio's federal legislative delegation. Additionally, Executive Director Gattozzi discussed legislative issues being considered during lame duck sessions in Columbus and Washington D.C. as well as the outlook for legislative action on issues affecting higher education as the next sessions of the General Assembly and the Congress will convene after the first of the year.

She next stated that following this report, the committee received an update on fiscal year 2018 fundraising trends from Vice President of Institutional Advancement Steve Sokany. It was a record year for fundraising, with attainment of nearly \$45 million. Vice President Sokany provided further information with respect to overall donor behavior, an analysis of alumni donor trends, and shared examples of the impact campaign giving has had on Kent State University, specifically student success initiatives, faculty support, capital projects, and programmatic support. Trustees received an update on current fundraising results and learned of the record-breaking success of the 2018 Giving Tuesday campaign, which generated \$1.03 million and more than 1,350 new donors and featured 40 funds across the university system.

Trustee Kilbride concluded the External Relations and Development Committee report.

Chair Della Ratta then called on Committee Chair Margot Copeland to present the report of the Academic Excellence and Student Success Committee.

ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

Trustee Copeland stated that the Academic Excellence and Student Success Committee met earlier that day.

CONFERRAL OF DEGREES, SUMMER 2018

Trustee Copeland then reported that the committee recommended the conferral of 1,567 degrees completed during the summer of 2018.

Resolution 2018-72

CONFERRAL OF DEGREES, SUMMER 2018

WHEREAS, Section 3341.05 of The Revised Code of Ohio provides that "...On the recommendation of the (KSU) faculty, the (KSU) Board of Trustees may confer such honorary and academic degrees as are customarily conferred by colleges and universities in the United States..."; and

WHEREAS, the faculties, deans and directors of Kent State University's colleges and

schools recommend that appropriate degrees be conferred on those Kent State students who completed – during the period May 13, 2018, to August 18, 2018 – the various requirements of the respective programs of study they pursued; and

WHEREAS, the university has recognized completion of said programs of study by awarding diplomas as appropriate at a suitable time, during the period cited, upon such persons listed in the accompanying Summary of Candidates for Degrees; now, therefore,

BE IT RESOLVED that the Kent State University Board of Trustees hereby confirms the conferral of their respective degrees upon those persons who have been officially recorded by the Kent State University Registrar as having completed the requirements during said period May 13, 2018, to August 18, 2018.

Additionally, Trustee Copeland reported that the committee recommended four curricular actions for approval by the Board, to become effective in the upcoming academic year. These actions included revising the name of one major and the recommendation to establish three new majors in the areas of actuarial mathematics, school library media K-12, and criminology and justice studies.

ESTABLISHMENT OF THE ACTUARIAL MATHEMATICS MAJOR WITHIN THE BACHELOR OF SCIENCE DEGREE

The first curricular action item presented by Trustee Copeland was the establishment of the Actuarial Mathematics major within the Bachelor of Science degree.

Resolution 2018-73

**ESTABLISHMENT OF THE ACTUARIAL MATHEMATICS MAJOR
WITHIN THE BACHELOR OF SCIENCE DEGREE**

WHEREAS, the College of Arts and Sciences requests the establishment of the Actuarial Mathematics major within the Bachelor of Science degree; and

WHEREAS, Actuarial Mathematics currently exists as a concentration in the Mathematics major within the Bachelor of Science degree; and

WHEREAS, the College of Arts and Sciences proposes elevating the concentration to a major; and

WHEREAS, actuaries analyze statistical data to forecast risk and advise industry on how to reduce likely financial impact of adverse events, and

WHEREAS, graduates are employed in insurance, financial, transportation, environmental, medical and manufacturing industries as well as government; and

WHEREAS, the demand for actuaries indicates a projected 22-percent growth in employment from 2016-2026, with Ohio ranked fifth in the country with the highest employment levels in this occupation; and

WHEREAS, the proposed program will be administered with existing faculty, courses and facilities, with the expectation that the program will be financially self-sufficient from the onset; and

WHEREAS, the proposed major has been reviewed and approved by the appropriate department and college faculty and curriculum committees, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the establishment of the Actuarial Mathematics major within the Bachelor of Science degree, effective Fall 2019, pending approval of the Ohio Department of Higher Education.

ESTABLISHMENT OF THE SCHOOL LIBRARY MEDIA K-12 MAJOR WITHIN THE MASTER OF LIBRARY AND INFORMATION SCIENCE DEGREE

The next curricular action item presented by Trustee Copeland was the establishment of the School Library Media K-12 major within the Master of Library and Information Science degree.

Resolution 2018-74

**ESTABLISHMENT OF THE SCHOOL LIBRARY MEDIA K-12 MAJOR
WITHIN THE MASTER OF LIBRARY AND INFORMATION SCIENCE
DEGREE**

WHEREAS, the College of Communication and Information requests the establishment of the School Library Media K-12 major within the Master of Library and Information Science degree; and

WHEREAS, a master's level program in school library media has existed at Kent State since 1998 as a concentration; and

WHEREAS, the College of Communication and Information proposes elevating the concentration to a major that will be offered fully online; and

WHEREAS, Kent State is the only university in Ohio offering licensure in school library media that is accredited by the American Library Association; and

WHEREAS, the major prepares students with teaching credentials for the state

licensure exam to become certified librarians in the K-12 school system; and

WHEREAS, graduates who have work experience and hold a degree that is accredited by the American Library Association have more job opportunities as librarians, with Ohio ranked 10th in the country for the highest employment level of librarians; and

WHEREAS, offering a fully online program will open additional avenues for student recruitment outside of Ohio; and

WHEREAS, the proposed program will be administered with existing faculty, courses, resources, and facilities with the expectation that the program will be financially self-sufficient from the onset; and

WHEREAS, the proposed major has been reviewed and approved by the appropriate school and college faculty and curriculum committees, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the establishment of the School Library K-12 major within the Master of Library and Information Science degree, effective Fall 2019, pending approval of the Ohio Department of Higher Education.

*ESTABLISHMENT OF THE CRIMINOLOGY AND JUSTICE STUDIES MAJOR
WITHIN THE ASSOCIATE OF APPLIED SCIENCE DEGREE*

Next, Trustee Copeland presented the proposed establishment of the Criminology and Justice Studies major within the Associate of Applied Science degree.

Resolution 2018-75

**ESTABLISHMENT OF THE CRIMINOLOGY AND JUSTICE STUDIES MAJOR
WITHIN THE ASSOCIATE OF APPLIED SCIENCE DEGREE**

WHEREAS, the Regional College requests the establishment of the Criminology and Justice Studies major within the Associate of Applied Science degree; and

WHEREAS, Kent State has offered a generalized Associate of Arts degree in Justice Studies since 1985 on the regional campuses designed as the first two years of the Bachelor of Arts degree in Criminology and Justice Studies, a major that produced the sixth highest number of graduates in 2017-18; and

WHEREAS, the proposed Criminology and Justice Studies major within the Associate of Applied Science degree will continue to offer this pathway for students to matriculate to the Bachelor of Arts degree; and

WHEREAS, the major will also enable students enrolled in the Kent State Basic Police Academy to be admitted to the university, earn college credit for their police academy training, and apply these credit hours toward a degree program; and

WHEREAS, the proposed degree program prepares graduates for para-professional employment in the field of justice studies including probation offices, social service agencies, courts, law enforcement offices, and crime labs; and

WHEREAS, the program will also serve as a foundation for advanced study in areas including law, forensics, corrections, industrial security, and retail security; and

WHEREAS, the proposed program will be administered with existing faculty, courses and facilities, with the expectation that the program will be financially self-sufficient in two years; and

WHEREAS, the proposed major has been reviewed and approved by the appropriate campus and college faculty and curriculum committees, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the establishment of the Criminology and Justice Studies major within the Associate of Applied Science degree, effective Fall 2019, pending approval of the Ohio Department of Higher Education and the Higher Learning Commission.

*REVISION IN NAME OF THE BIOMEDICAL SCIENCES-BIOLOGICAL
ANTHROPOLOGY MAJOR*

Finally, Trustee Copeland presented the committee's recommended revision in the name of the Biomedical Sciences-Biological Anthropology major to the Biomedical Sciences-Human Evolutionary Biology major within the Doctor of Philosophy degree.

Resolution 2018-76

**REVISION IN NAME OF THE BIOMEDICAL SCIENCES-BIOLOGICAL
ANTHROPOLOGY MAJOR TO THE BIOMEDICAL SCIENCES-HUMAN
EVOLUTIONARY BIOLOGY MAJOR WITHIN THE DOCTOR OF PHILOSOPHY
DEGREE**

WHEREAS, the College of Arts and Sciences seeks approval to revise the name of the Biomedical Sciences-Biological Anthropology Major to the Biomedical Sciences-Human Evolutionary Biology major within the Doctor of Philosophy degree; and

WHEREAS, Biomedical Sciences-Biological Anthropology is a long-standing graduate degree program at Kent State University, with the Doctor of Philosophy degree established in 1986; and

WHEREAS, the term “anthropology” has become less understood by a large percentage of the public and within the modern academy; and

WHEREAS, the proposed degree name better represents the nature of the discipline and the strengths of Kent State’s faculty while providing a readily understood, accessible, and valued title for students and their potential employers; and

WHEREAS, the proposed name revision has been reviewed and approved by the appropriate school and college faculty and curriculum committees, the Educational Policies Council, and the Faculty Senate, and also carries the endorsement of the Provost and the President; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the revision in name of the Biomedical Sciences-Biological Anthropology Major to the Biomedical Sciences-Human Evolutionary Biology major within the Doctor of Philosophy degree, effective Fall 2019.

Trustee Copeland asked that the above recommended items have been included on the consent agenda.

Trustee Copeland then reported that the committee was provided with two informational presentations. Provost Diacon gave an update on enrollment management and introduced incoming Vice President for Enrollment Management Mary Parker. Vice President for Diversity, Equity, and Inclusion Alfreda Brown and Associate Vice President Dana Lawless-Andric also provided the committee with updates on diversity, equity and inclusion, focusing primarily on the LGBTQ community and its engagement.

With that Trustee Copeland concluded the Academic Excellence and Student Success Committee report.

ACTION: There were no objections to placing the management decision items on the consent agenda.

Chair Della Ratta then called on Committee Chair Stephen Perry to present the report of the Audit and Compliance Committee.

AUDIT AND COMPLIANCE COMMITTEE

Trustee Perry reported the Audit and Compliance Committee met that afternoon and started by having representatives from Plante & Moran discuss the firm’s external audit of the university’s fiscal year 2018 financial statements. He remarked that once again, Kent State received an

unqualified or clean opinion on its financial statements, which is quite an accomplishment. He commended Mark Polatajko and other members of the finance and administration team for their exemplary work that is reflected in the clean opinion from the auditors. Following that report, Senior Associate Vice President Jeannie Reifsnyder presented financial highlights for fiscal year 2018 that demonstrated the university's continued strong financial position, he said. Trustee Perry also shared that the committee received an audit report by Director of Internal Audit Jo Ann Gustafson.

Trustee Perry concluded the Audit and Compliance Committee report.

Chair Della Ratta then called on Committee Chair Shawn Riley to present the report of the Finance and Administration Committee.

FINANCE AND ADMINISTRATION COMMITTEE

Trustee Riley reported that the Finance and Administration Committee met earlier that day and discussed several items to be considered by the Board. The committee recommended approval of the following seven items for inclusion for the consent agenda.

Trustee Riley first presented a proposed resolution that sought approval of a revised pay structure for unrepresented classified civil service staff.

AMENDMENT OF PAY STRUCTURE FOR UNREPRESENTED CLASSIFIED CIVIL SERVICE STAFF

Trustee Riley announced that the changes in the pay structures are reasonable and necessary to allow the university to continue to progressively build the compensation structure to remain consistent with local markets. If approved, the rates would be effective with the pay period inclusive of September 1, 2018.

Resolution 2018-77

AMENDMENT OF PAY STRUCTURE FOR UNREPRESENTED CLASSIFIED CIVIL SERVICE STAFF

WHEREAS, Section 3345.31 of the *Ohio Revised Code* authorizes the Board of Trustees of Kent State University to establish compensation plans, including pay structures for all employees not represented in a bargaining unit, and to establish rules or policies for the administration of the compensation plans; and

WHEREAS, the Board of Trustees authorized a compensation plan for classified civil service staff, who are not in a recognized bargaining unit, effective June 30, 1991; and

WHEREAS, the pay structure associated with the plan is reviewed and amended periodically to reflect changes in economic and market conditions; and

WHEREAS, the attached pay structure has been recommended by the Vice President for Human Resources and approved by the Senior Vice President for Finance and Administration; and

WHEREAS, Administrative Policy 6-07.2 regarding the compensation plan for classified civil service staff who are not in a recognized bargaining unit requires that the Board of Trustees of Kent State University authorize this amendment to the pay structure for unrepresented classified civil service staff, on behalf of the university; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached Pay Structures for Unrepresented Classified Civil Service Staff, effective with the pay period inclusive of September 1, 2018, and the Classified Unrepresented Civil Service Pay Structure Addendum Market-Adjusted Hiring Rates, effective the same date.

RATIFICATION OF FISCAL YEAR 2018 EFFICIENCY REPORTING AND MASTER RECOMMENDATIONS REPORT

Trustee Riley noted that the State of Ohio requires public colleges and universities to submit an annual report authorized by the board of trustees, which demonstrates the institution's progress and realized savings from the previous year. He requested that the Board formally ratify Kent State's report for fiscal year 2018. During the year the university realized a savings of approximately \$22 million, he noted.

Resolution 2018-78

RATIFICATION OF FISCAL YEAR 2018 EFFICIENCY REPORTING AND MASTER RECOMMENDATIONS REPORT

WHEREAS, Section 3333.95 of the Ohio Revised Code requires the Chancellor to maintain an Efficiency Advisory Committee to generate optimal efficiency plans for campuses, identify shared services opportunities, streamline administrative operations, and share best practices in efficiencies among Ohio's colleges and universities; and

WHEREAS, the law additionally requires an annual report be completed by the Ohio Department of Higher Education (ODHE), which has created the Fiscal Year 2018 Efficiency Reporting Template to capture the data required to produce the 2018 Efficiency Advisory Committee Report; and

WHEREAS, per Ohio Revised Code 381.550, an annual report must be completed by each institution, authorized by its board of trustees and submitted to the ODHE, which demonstrates progress and realized savings from the previous year; and

WHEREAS, effectiveness and efficiency savings for fiscal year 2018 were \$22,350,706, more than \$4.7 million higher than originally estimated; and

WHEREAS, in order to meet the Chancellor's stated deadline of September 28, 2018, the university's Fiscal Year 2018 Efficiency Reporting and Master Recommendations report was completed and submitted on that date, following a review by the Chair of the Finance and Administration Committee; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University hereby ratifies the Fiscal Year 2018 Efficiency Report and Master Recommendations report as submitted to the Chancellor of the Ohio Department of Higher Education on September 28, 2018, in accordance with Ohio Revised Code 381.550.

AUTHORIZATION TO EFFECT SALE OF SURPLUS REAL PROPERTY

Trustee Riley noted that trustees reviewed surplus real estate owned by the university at a prior meeting, and at this time the Board was asked to approve a resolution that would allow university officials to proceed with the marketing and disposition of the identified parcels. Kent State must secure approval of the Ohio General Assembly to sell university-owned land and any sale of any parcel would come back to the Board of Trustees for final approval, he explained.

Resolution 2018-79

AUTHORIZATION TO EFFECT SALE OF SURPLUS REAL PROPERTY

WHEREAS, Kent State University has completed its Gateway to a Distinctive Kent State master plan; and

WHEREAS, certain real estate parcels listed in Exhibit A hereto have been identified as surplus real estate assets by the university and available for disposition; and

WHEREAS, Kent State is interested in potentially marketing and monetizing the parcels for the purpose of enhancing its investment potential in priorities identified in the Kent Gateway Plan; and

WHEREAS, the approval of the Ohio General Assembly is required for the sale or disposition of these parcels in accordance with Ohio Department of Administration rules; and

WHEREAS, any purchase agreement for a specific parcel will be for fair market value and approved by the Board of Trustees at the time a buyer is identified; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to seek legislative approval for disposition, retain broker services, and commence marketing of the surplus parcels

listed in Exhibit A.

Trustee Riley then presented the committee's recommendation that land previously donated to Kent State be returned to the original owner.

RECONVEYANCE OF VACANT LAND ON RAVENNA ROAD/SR 82 IN TWINSBURG, OHIO

In 2015 the university accepted a contribution of land in close proximity to the Twinsburg Regional Academic Center as a possible additional entrance to that center. Since the university accepted the parcel, it learned that the property has restrictions that prevent its intended use. As there is no strategic use for the property and at the request of the donor, the university would like to reconvey the parcel to the donor.

Resolution 2018-80

**RECONVEYANCE OF VACANT LAND ON RAVENNA ROAD/SR 82
IN TWINSBURG, OHIO**

WHEREAS, Kent State University accepted a gift of vacant real property in 2015 located on Ravenna Road/State Route 82 in Twinsburg, Ohio; and

WHEREAS, the donor of said real property has requested reconveyance of the donated property; and

WHEREAS, Kent State University has been unable to identify a strategic use for the donated real property, given its location and restrictions on use; and

WHEREAS, Kent State University desires to reconvey vacant real property to the donor, CK Properties, Ltd., provided it can obtain approvals from the appropriate state agencies; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to take action to reconvey the vacant parcel of land on Ravenna Road/SR 82 in Twinsburg, Ohio to CK Properties, Ltd., subject to approvals required by the State of Ohio.

Trustee Riley presented a resolution seeking approval to provide air conditioning to all student rooms in Dunbar Hall.

APPROVAL OF DUNBAR HALL AIR CONDITIONING

Trustee Riley further reported that if the resolution was approved, the university would immediately initiate design for the improvement and anticipate completing the project during the summer of 2019. Residence Services has set aside \$2.125 million in facility maintenance funding for the improvements contemplated by this resolution, he said.

Resolution 2018-81

APPROVAL OF DUNBAR HALL AIR CONDITIONING

WHEREAS, during the past 10 years, Kent State University's Department of Residence Services strategically has invested in renovations and improvements to reduce deferred maintenance within the residence halls, following the guidelines outlined in facility reviews and master plans completed in 2008 and 2009; and

WHEREAS, Dunbar Hall, constructed in 1957, is home to 260 students and one of the last remaining residence halls without air conditioning; and

WHEREAS, the university plans to continue residence halls improvements by extending chilled water infrastructure, and providing air conditioning to all student rooms in Dunbar Hall; and

WHEREAS, Residence Services has set aside \$2.125 million in facility maintenance funding for the improvements required within the project scope; and

WHEREAS, the design, bidding, and construction of this project will follow all state laws and regulations; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to proceed with this project in accordance with University Policy 3342-7-04.

Trustee Riley recommended Board approval to upgrade the air handlers and reheat system in the Founder's Hall at the Kent State University at Tuscarawas campus.

APPROVAL OF KENT STATE UNIVERSITY AT TUSCARAWAS FOUNDERS HALL HVAC UPGRADES, PHASE 1

He announced that if approved, the proposed project would replace the heating, hot water boilers and air handlers with a more efficient hydronic reheating source. Total cost of the project is \$1.5 million funded through state capital appropriations and it will be completed by the fall of 2019.

Resolution 2018-82

APPROVAL OF KENT STATE UNIVERSITY AT TUSCARAWAS FOUNDERS HALL HVAC UPGRADES, PHASE 1

WHEREAS, the air handlers and re-heat system in Founders Hall on the Kent State University at Tuscarawas Campus are original to the 1968 building construction; and

WHEREAS, the air handlers and re-heat system are inefficient, antiquated and difficult

to control in a consistent manner; and

WHEREAS, the project will be phased and a strategic systems replacement plan will be developed to ensure reliability of indoor environmental conditions and realized energy efficiency; and

WHEREAS, this proposed project will replace the heating hot water boilers and air handlers with a more efficient hydronic re-heating source; and

WHEREAS, the design, bidding, and construction of this project will follow all state laws and regulations; and

WHEREAS, the total cost of this Phase 1 project is \$1.5 million, which is available from state capital appropriations; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to proceed with this project in accordance with University Policy 3342-7-04.

AMENDMENT TO UNIVERSITY POLICY 3342-6-10 REGARDING RETIREMENT

Trustee Riley then moved on to a resolution seeking approval to amend the university's policies regarding certain retirement plans. He explained that the resolution would impact the university's offerings in the alternative retirement plan, the 403b plan, and the 457b plan.

Resolution 2018--83

**AMENDMENT TO UNIVERSITY POLICY 3342-6-10
REGARDING RETIREMENT**

WHEREAS, the Constitution of Kent State University requires the university to maintain a register of policies and procedures (University Policy Register); and

WHEREAS, the Office of General Counsel periodically reviews the register in accordance with its responsibility under 3342-2-01; and

WHEREAS, in consultation with the Office of General Counsel, the Senior Vice President for Finance and Administration has recommended changes to University Policy 3342-6-10 Regarding Retirement within Chapter Six of the University Policy Register that represents substantive changes; now therefore,

BE IT RESOLVED, that Kent State University Board of Trustees approves the policy changes pertaining to University Policy 3342-6-10 Regarding Retirement as recommended, effective January 1, 2019.

PURCHASE OF PROPERTY AT 224 S. WILLOW STREET, CITY OF KENT

Trustee Riley then stated that the committee recommended approval of a resolution to purchase property located at 224 S. Willow Street in the City of Kent. The property is an area of strategic importance to the university, he noted. If approved, the property would be purchased at an appraised value, approximately \$700,000.

Resolution 2018-84

PURCHASE OF PROPERTY, CITY OF KENT

WHEREAS, Kent State University has identified areas of interest for the expansion of the Kent Campus for purposes of enhancing academic, athletic, recreational, and residential programs; and

WHEREAS, the property owned by the Christopher M. Myers Revocable Trust, located at 224 Willow Street, Kent, Ohio 44240, Parcel ID 17-024-40-00-043-000, has been appraised by an independent appraiser at \$700,000, which is the agreed-upon purchase price; and

WHEREAS, the property has high strategic value to the university development and is available for purchase; and

WHEREAS, funding will be provided by the university's real estate fund for this acquisition; and

WHEREAS, upon receipt of authorization by the Board of Trustees to purchase the property listed below, the required approvals will be sought from the State of Ohio; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to proceed with and conclude the purchase of property at 224 Willow Street, Kent, Ohio, for the total sum of \$700,000.

Trustee Riley asked that the recommended items be placed on the consent agenda for approval.

The committee also received several informational reports including the report of the Investment Committee, revisions to administrative policies regarding personnel and finance, and other information items routinely provided to the Board.

With that, Trustee Riley concluded the Finance and Administration Committee report.

ACTION: There were no objections to placing the management decision items on the consent agenda.

Chair Della Ratta then asked for a motion to approve the consent agenda.

ACTION: Trustee Addicott moved, seconded by Trustee Copeland, that the consent agenda be approved. There were no objections. The motion passed.

NEW BUSINESS

Trustee Della Ratta announced that there was one item of new business coming before the board.

ESTABLISHMENT OF THE PRESIDENTIAL SEARCH

Chair Della Ratta stated that given President Warren's decision to depart the presidency on July 1, 2019, the Board of Trustees now must establish a comprehensive national search for the university's 13th president. Kent State University is very well positioned to continue its strong upward trajectory including attracting the nation's top students, graduating record numbers, and embarking on a transformational 10-year master plan, he said. Chair Della Ratta remarked that Kent State's next president will take the reins of a university community with tremendous momentum and growing academic success. He observed that the Board is deeply committed to pursuing a search that yields the very best outcome in producing an accomplished, visionary and inspirational president to lead Kent State University to its brightest future. The individual will be the right person at the right time, just as Beverly Warren has been since she joined Kent State in 2014, he said.

Chair Della Ratta stated that since the president's announcement in October, the Board has taken initial steps toward the search, which it would formally authorize that day. Trustees have begun to take stock of the university's strengths, opportunities and challenges that will be compelling to potential leaders. The Board reached out for nominations of faculty members, students, alumni and administrators to serve on an inclusive and diverse search committee. A request for proposals was issued to secure an executive search firm to assist in the process. Trustees have learned about some of the changes that are occurring in the college presidency and the world today and how they may be impacting the national market for presidential searches. Chair Della Ratta observed that the Board was eager to take this next step under the leadership of a search committee chair who is an accomplished and dedicated Kent State alumnus. Chair Della Ratta announced that he asked Trustee Shawn Riley to serve as the search chair and he was pleased to report that Trustee Riley agreed to assume this important role. He then called on Trustee Riley to make some remarks.

Trustee Riley stated that he would be brief and thanked Chair Della Ratta. He remarked that he was honored by Chair Della Ratta's request to chair the search and was slightly intimidated by the task of finding someone to fill such incredibly large shoes of President Bev Warren. He went on to say that he was looking forward to the opportunity and wanted to thank a number of people who have agreed to serve on the presidential search committee that would be announced shortly. Trustee Riley echoed Chair Della Ratta's sentiments that the search committee's objective would be to find the best possible president for Kent State and secondly, to do so through an inclusive

process that emphasizes shared governance. Chair Della Ratta thanked Trustee Riley for his willingness to lead this critical process. He stated that while conducting the search is a big job that will be very time consuming, he couldn't think of a more important responsibility for a board of trustees than to find an institution's next president.

Chair Della Ratta then asked the trustees to turn to the proposed resolution on the establishment of the presidential search. He announced that copies of the resolution would be available after the meeting to benefit those in the audience that day. Chair Della Ratta asked Board Secretary Margot Copeland to read the resolution.

Resolution 2018-85

ESTABLISHMENT OF THE PRESIDENTIAL SEARCH

WHEREAS, Beverly J. Warren has announced her intention to step down as president of Kent State University on July 1, 2019, having served in that capacity since July 1, 2014; and

WHEREAS, it is the commitment of the Board of Trustees to identify and recruit a highly qualified successor who best embodies the preferred skills and characteristics for the university at this time and for its future, through a national search for the position; and

WHEREAS, pursuant to Ohio law, the statutory responsibility and authority for appointing the University President and setting the terms of her or his appointment is solely that of the Board of Trustees; and

WHEREAS, the Board recognizes that the selection of the President as the chief administrative officer of the university responsible for its operation is its highest responsibility; and

WHEREAS, in fulfilling its responsibility and demonstrating its commitment to shared governance, the Board of Trustees wishes to engage the broad university community through the appointment of an inclusive Presidential Search Committee composed of representatives of the trustees, faculty, administration, students, alumni and community; and

WHEREAS, on October 25, 2018, the university issued a formal request for proposals to select an executive search firm to assist in the search process; now, therefore,

BE IT RESOLVED, that:

1. The Kent State University Board of Trustees hereby establishes the national search for the university's 13th president; and
2. The Kent State University Board of Trustees hereby authorizes the Chair of the

- Board of Trustees and the Chair of the Presidential Search Committee to appoint a presidential search committee, to develop and present an appropriate charge to the Presidential Search Committee, to establish procedures to be utilized by the committee, and to make determinations on other such matters as necessary for the successful completion of the search; and
3. The Kent State University Board of Trustees ratifies the selection of the firm Russell Reynolds Associates to assist in the search process.

ACTION: Trustee Davidson moved, seconded by Trustee Addicott, that the resolution be approved. There were no objections. The motion passed.

Chair Della Ratta thanked everyone and especially Trustee Riley for his willingness to lead this historic endeavor. He remarked that as the end of the fall semester was near, the Board would move quickly in appointing a search committee and seeking broad input on what the university should look for in its next president. He noted that following the Board meeting, an initial presidential search website would be launched including an online survey inviting members of the Kent State community and the public to offer feedback, thoughts, advice and comments on the priorities, opportunities and challenges for the next president and desired competencies, experiences and characteristics the ideal candidate should possess. Chair Della Ratta encouraged everyone to participate in the search process, expressing the opinion that the more participation, the better through the multiple avenues that will be available.

ADJOURNMENT

With that, Chair Della Ratta announced that the next regular business meeting of the Board was scheduled for Wednesday, March 6, 2019, at the Kent Campus.

On motion duly made and approved, the meeting was adjourned at 4:00 p.m.