

Faculty Senate Agenda – March 14, 2022

Item No.	Item	PDF/ Page No.
1.	Call to Order	
2.	Roll Call	
3.	Approval of the Agenda	
4.	Approval of the February 14, 2022 Faculty Senate Meeting Minutes	2 – 10
5.	Chair's Remarks	
6.	Provost's Remarks	
7.	Election of At-Large Member for the Faculty Ethics Committee: <ul style="list-style-type: none"> Candidates are David Kaplan and Robin Vande Zande 	
8.	Educational Policies Council (EPC) Action Items: Division of Research and Sponsored Programs (Presented by Douglas Delahanty, Interim V.P. for Research and Sponsored Programs. Also in attendance to answer questions are: Michael Kavulic, Assistant V.P. for Research & Sponsored Programs and Michael Lehman, Director of Brain Health Research Institute)	
8.a.	Administrative Policy and Procedures Regarding Academic Administrative Structures: Institutes (3342-2-03.2) – New policy that is a revision of what is in 3342-2-03.1 (Fall 2022).	View
8.b.	Administrative Policy and Procedures Regarding Academic Administrative Structures: Centers (3342-2-03.3) – New policy that is a revision of what is in 3342-2-03.1 (Fall 2022).	View
8.c.	Administrative Policy and Procedures Regarding Academic Administrative Structures (3342-2-03.1) – Revise policy to remove language now in new policies 3342-2-03.2 and 3342-2-03.3 (Fall 2022).	View
8.d.	University Policy Regarding the Establishment or Revision of Academic Administrative Structures (3342-2-03) – Revise policy to refer to new policies 3342-2-03.2 and 3342-2-03.3 (Fall 2022).	View
9.	Old Business: Draft Revisions to Policy 6-15.2 – Administrative Policy and Procedures Regarding University Faculty Pursuing the Doctorate at the University as approved by the Professional Standards Committee (Chair of the Professional Standards Committee, Deborah Smith, Professor, Philosophy)	11 – 12 13 – 16 17 – 18
10.	New Business	
11.	Announcements / Statements for the Record: <ul style="list-style-type: none"> Appropriate Uses of SSI's (Pam Grimm, Co-Chair of the Survey of Student Instruction Review Committee) Faculty Senate Spring Forum: Friday, April 8, 2022, 2:30–5:00, Making Connections: Faculty Senate & AAUP 	
12.	Adjourn	
	Additional Items:	
	<ul style="list-style-type: none"> Executive Committee Meeting Minutes of January 28, 2022 	19 – 20
	<ul style="list-style-type: none"> Executive Committee Meeting Minutes of February 4, 2022 	21 – 22
	<ul style="list-style-type: none"> Executive Committee Meeting Minutes of February 25, 2022 	23 – 25



FACULTY SENATE

Meeting Minutes

February 14, 2022

Senators Present: Ann Abraham, Omid Bagheri, Tina Bhargava, Jeffrey Child, Tammy Clewell, Timothy Culver, Jennifer Cunningham, Ed Dauterich, Omar De La Cruz Cabrera, Kimberly DePaul, Yanhai Du, Julie Evey, Pamela Grimm, Angela Guercio, Mariann Harding, Todd Hawley, David Kaplan, Edgar Kooijman, Darci Kracht, Cynthia Kristof, Velvet Landingham, Tracy Laux, Julia Levashina, Denise McEnroe-Petitte, Mahli Mechenbier, Oana Mocioalca, Deepraj Mukherjee, Abe Osbourne, Vic Perera, Linda Piccirillo-Smith, Helen Piontkivska, Susan Roxburgh, Athena Salaba, Denice Sheehan, Deborah Smith, Diane Stroup, Eric Taylor, Robin Vande Zande, Laurie Wagner, Theresa Walton-Fisette, Sue Wamsley, Christopher Was, Haiyan Zhu, Melissa Zullo

Senators Not Present: Tracy Dodson, Cathy Marshall, Karen Mascolo

Ex-Officio Members Present: President Todd Diacon; Senior Vice President and Provost Melody Tankersley; Senior Vice Presidents: Lamar Hylton, Mark Polatajko; Vice Presidents: Sean Broghammer*, Doug Delahanty*, Amoaba Gooden, Rebecca Murphy*, John Rathje, Charlene Reed, Peggy Shadduck, Valoree Vargo, Jack Witt; Deans: Sonia Alemagno, Joycelyn Harrison for Christina Bloebaum, Ken Burhanna, James Hannon, Tracey Motter for Versie Johnson-Mallard, Mark Mistur, Mandy Munro-Stasiuk*, Diane Petrella, Eboni Pringle, Amy Reynolds, Alison Smith, Deborah Spake, Manfred van Dulmen *Interim

Ex-Officio Members Not Present: Vice President Willis Walker; Dean Allan Boike

Observers Present: Paul Farrell (Emeritus Professor), Claire Jackman (GSS)

Observers Not Present: Brandon Allen (USS)

Guests Present: Richard Adams, Matthew Butler, Bryan Caldwell, J.R. Campbell, Jessica Cervenak, Sue Clement, David Dees, Chris Dorsten, Jo Dowell, Susan Emens, Jennifer Hebebrand, Thomas Janson, Lynette Johnson, Tess Kail, Michael Kavulic, Karen Keenan, Dana Lawless-Andric, Jennifer Marcinkiewicz, Shelley Marshall, Jessica Marzullo, Bryan Molnar, Susan Perry, Amy Petrinec, Amy Quillin, Jim Raber, Johanna Slivinske, Susan Stocker, Therese Tillett, Zhiqiang (Molly) Wang, Deirdre Warren, Kevin West, Lana Whitehead, Nicole Willey

1. Call to Order

Chair Grimm called the meeting to order at 3:22 p.m. in the Governance Chambers, Kent Student Center. Attendees were also present on Microsoft Teams.

2. Roll Call

Secretary Dauterich called the roll.

3. Approval of the Agenda

Chair Grimm asked for a motion to approve the agenda. A motion was made and seconded (Kracht/Sheehan). The agenda was approved unanimously.

4. Approval of the Faculty Senate Meeting Minutes of December 13, 2021

Chair Grimm asked for a motion to approve the minutes from the December 13, 2021, Faculty Senate meeting. A motion was made and seconded (Kaplan/Piccirillo-Smith).

The minutes were approved with a correction to attendance.

5. Chair's Remarks

Chair Grimm presented her remarks. [[Chair's Remarks](#)]

There were no comments or questions.

Chair Grimm then turned over the microphone to President Diacon.

6. President's Remarks

President Diacon began by recommending an article in Inside Higher Ed called “The Piranha Feed” by Matt Reed which inspired some of his remarks for the day. He continued by saying that all professors have a bedrock commitment to thoroughness and getting things right. He added that one constant during the pandemic is that we do not have time to be thorough and get things exactly right. Administrators have to make their best judgment based on limited information, especially during the pandemic, but often, people making those decisions will be judged as if the future was clear. The president then reminded us how we need to guide responses during the pandemic. His recommendations are to (1) follow CDC guidelines; (2) listen to the advice of Kent State professors from the College of Public Health who serve on the Pandemic Leadership Committee; (3) be transparent about data related to the pandemic through the Coronavirus Dashboard, public appearances, Faculty Senate, and AAUP-KSU; and (4) be ready to change procedures as the situation changes—even if all the information is not available. He stressed that unanimity of opinion on the pandemic is not possible, but the open dialogue is necessary.

He then invited comments or questions.

Senator Kaplan thanked the president and said that Kent State seems to have a lower vaccination rate than some public Ohio universities. He suggested that this could be based on how metrics are determined.

President Diacon said it probably has to do with regional campuses and whether their numbers are reported differently at other schools.

Associate Provost van Dulmen added that universities vary in who they count (vaccinated fully vs. 1 or 2 shots).

Senator Piccirillo-Smith said she appreciated the president's comment about open dialogue, and she added that she participated in a recent town hall meeting and said that comments in the chat for the meeting were said by some critics to not be representative of many faculty members' voices. She said that she had spoken to people who did express anxiety over the pandemic, and that at the time, there was a sense that concerns were not being taken as seriously as had been hoped.

President Diacon said that he understood there was anxiety at the beginning of the Omicron variant surge. He acknowledged the varying levels of concern, and he said that he will continue to follow the four principles he mentioned earlier.

There were no further comments or questions.

7. Educational Policies Council (EPC) Action Items:

- a. Division of Graduate Studies: Division of Graduate Studies – Restructure and revise name; new name is the Graduate College (Fall 2022). (Dean Manfred van Dulmen)

Dean van Dulmen explained the rationale for the proposal, and he stressed that the change is being made as part of a larger program to reconsider how we treat graduate students. We are currently the only public university in Ohio that has no school or college for graduate instruction; in addition, it is part of building a better brand name in accord with strategic planning initiatives. He also listed the accomplishments and connections that have been made by the division over the last few years.

The dean then invited comments or questions.

A motion was made to approve the item (Sheehan).

Senator Smith said she is in favor of the proposal, but she wanted to know how faculty governance will take place in the college (CAC, CCC, etc.).

Dean van Dulmen said he had not yet thought about it, but he said there will be conversation with senate and other appropriate groups to make sure this happens smoothly.

There were no further comments or questions.

The motion passed unanimously.

- b. Office of Admissions: Admission of Graduate Students – Revise policy to align with policies at other Ohio public institutions, emphasize holistic review of applications and expand access to graduate programs (Fall 2022). (Interim Associate Vice President Lana Whitehead)

Interim Associate Vice President Whitehead said that the policy revisions fell into three categories: (1) minimum qualification for unconditional admission; (2) test score requirements; and (3) transcript requirements. The minimum GPA for unconditional

admission was changed from 3.0 to 2.75 for GPAs at the general admission level. This allows program flexibility and access to increase, and Kent State will also align more fully with other Ohio institutions. The GRE/GMAT requirements have been waived at many schools and will be at Kent State in general, although programs may elect to require it at the university if they wish. Finally, students will no longer have to provide official transcripts from every institution they attended. From now on, they will only come from places where a degree was conferred.

She then invited comments or questions.

Senator Kaplan stated that he was uncomfortable with the change to required transcripts. He said having all the grades from other institutions is important when admitting graduate students. He suggested maybe departments could make their own decisions and asked whether we could just accept unofficial transcripts.

Interim Associate Vice President Whitehead thanked him and said she would consider his remarks.

Senator Roxburgh said she agreed with Senator Kaplan and asked whether there could be some condition specified under which we would require transcripts from other institutions? She said she would not be inclined to vote for the proposal as written.

Interim Associate Vice President Whitehead said that it would be possible to leave this up to departments.

Senator Sheehan said that she agreed with the previous senators, and that it is imperative for them to know as much as possible about prospective students.

Senator Child asked whether there could be consensus around a friendly amendment to allow departments to accept unofficial transcripts so they could still get the information.

Interim Associate Vice President Whitehead said that we are one of the few institutions that has such a strict transcript policy.

Senator Kaplan said he wants to get a sense of the bigger overall picture before voting on it. He would like unofficial transcripts to be accepted, and he suggested he was unsure whether it should be a departmental or university level requirement.

Provost Tankersley said different programs gather different types of information and said that the current proposal applies to the university as a whole, but departments and programs can still add requirements in all three areas if they want to do so.

Emeritus Professor Farrell suggested that the references to the Division of Graduate Studies needed to be changed to the Graduate College based on the motion passed earlier in the meeting.

Senator Mocioalca said she is uncomfortable with the third point and would like a clear number of years selected for which transcripts need to be sent. She added that the burden is being put on the department to collect the information.

Chair Grimm replied that the unit will never be required to gather the information. The department or program would pass the information request to the proper admissions office, and that office would be responsible for retrieving it.

Senator Mocioalca said she still disagrees if the proposal does not have a certain percentage of transcripts.

Interim Associate Vice President Whitehead said there was a university requirement for transcripts from any university where eight or more semester hours had been taken in the past, but departments and programs have also asked for transcripts on which students received fewer credit hours. She added that unofficial transcripts would be at the purview of the programs, as would the amount of coursework required for the request of transcripts.

Provost Tankersley said that requirements are all made at the program level, and the work will still be done at the graduate admissions level. There is not extra work for the program or information lost to the program unless they choose for it to be so.

Senator Kracht asked whether there was a minimum number of credit hours that must be taken at a school before granting a degree.

Interim Associate Vice President Whitehead said that most schools say 60 hours is the minimum.

Senator Smith said that even if it can be handled at the program level, the more flexible university policy might make programs feel pressured to follow that policy. She offered a friendly amendment to add explicit language about programs being able to choose the number of transcripts and whether or not those should be official or unofficial.

Secretary Dauterich seconded the motion for the friendly amendment.

Senator Kooijman said that he is only concerned with transcripts showing degrees. He said he thought that this was the case with all departments—only the degree granting institution matters. He said that he supports the proposal.

Senator Bhargava said she does not see the need for specific language related to transcripts because the policy already covers it.

Interim Associate Vice President Whitehead said the language could be added for increased clarity about transcripts.

Senator Smith agreed that this was the intent. Without the specific language, units will not be aware to act on transcripts or feel empowered to do so.

Senator Roxburgh said that the amendment offers a potential solution, but we also need to consider how individual units will be made aware of the change in policy.

Senator Piontkivska said she would like to make a friendly amendment to the amendment and asked whether we could generally accept unofficial transcripts unless the university suggests otherwise. She cited financial burden to students as one reason for this.

Senator Smith said she disagreed with the idea. She wanted the amendment to remain as described.

Chair Grimm suggested the following wording: "Additional transcripts, official or unofficial, may be required by the program."

Senator Smith agreed to the proposed wording for the amendment.

Chair Grimm called for a vote on the amendment.

The friendly amendment to the proposal passed.

Senator Bhargava said she had to provide lots of transcripts when applying to programs in the past, and it was prohibitive. She is concerned we will lose applicants without the passing of the proposal. She also suggested that we refer to the changes as a "different bar" rather than a "lower bar" for admissions.

Senator Walton-Fisette agreed with Senator Bhargava and added that acquiring too many transcripts is definitely difficult for some students if not unrealistic. Money and other structural factors come into play.

Chair Grimm called for a vote on the amended proposal.

The policy change passed unanimously.

- c. College of Arts & Science: Department of Sociology – Revise name to Department of Sociology and Criminology (Fall 2022). (Department Chair Richard Adams)

Chair Adams explained that the change was being made to reflect what graduate students and undergraduate majors were doing. There is a lot of recent attention to criminology as a field, and there are more hires in that area.

A motion was made to approve the change (Kooijman).

There were no comments or questions.

The motion passed unanimously.

- d. College of Applied & Technical Studies: Social Work - B.S.W. – Establish major/degree hybrid online/on-ground on Ashtabula, Salem and Tuscarawas campuses (Fall 2022). (Program Consultant Matthew Butler)

Mr. Butler explained the need for the major and degree. He presented evidence of the demand for the major and added that many jobs are available, and they continue to increase in number. He also discussed the student demographic who might be interested in the social work offerings. He finished by offering reasons for why Kent State would have a competitive advantage compared to other universities who might offer such a program (rural focus, hybrid instructional capacity, lower cost through regional campuses). He also provided evidence of community support.

He then invited comments or questions.

A motion was made to approve the item (Mechenbier).

There were no comments or questions.

The motion passed unanimously.

- e. University College: University Readiness Standards and Placement Assessment – Revise policy to adhere to new test-optional admissions (Fall 2022). (Placement and Testing Coordinator Jessica Cervenak)

Ms. Cervenak said the change is being done to align with the university adopting test-optional admissions.

Senator Sheehan moved to approve.

There were no questions or comments.

The motion passed unanimously.

8. Old Business: Action Item – Motion: Delete Policy 8-01.4 from the Policy Register and approve the revisions to Policy 4-02.3 (see specific proposal) to cover academic complaints University-wide. Draft Revisions to Policy 4-02.3 Administrative Policy and Procedure for Student Academic Complaints as approved by the Professional Standards Committee on January 3, 2022 (Deborah Smith – Chair of the Professional Standards Committee and Professor of Philosophy)

Senator Smith explained the past history of the motion. She presented and described the changes (redlined and clean versions were provided). Changes from the previous meeting included making the policy more accessible for graduate students and allowing deans to delegate their role to a college or campus administrator with faculty rank. She also pointed out that there is an informal resolution aspect to the policy and explained why the position of “complaint coordinator” was eliminated from the process.

She then invited comments or questions.

A motion was made to approve the item (Smith on behalf of the PSC).

Senator Mechenbier asked about whether a student had to major in the area of the complaint to serve on the committee or whether any student at a regional campus would be sufficient. A friendly amendment was made and seconded to change the language from an undergraduate “major” to “student” (Dauterich).

Senator Mukherjee asked about what would happen if graduate students were not available.

Senator Smith responded that this could be handled by each academic unit based on the availability. The policy has been made more flexible, but committees could remain as they were in the past.

Senator Guercio thanked Senator Smith and asked whether deans could delegate any or all duties with the sole exception of the final decision to an administrator with faculty rank.

Senator Smith said this is possible, and that PSC wanted to move away from the idea that there was a mediation of the discussions taking place during the process.

Senator Guercio asked for some clarification for the number of students that could be on a committee.

Senator Smith offered some changes to the language to make it clear that students could be added to committees as applicable. There would be no set number of students.

Senator Wamsley supported the policy. She asked what the faculty advisory body on regional campuses was.

Senator Smith said it would be the Faculty Council on a regional campus.

Senator Wamsley asked about the process and how it worked formally or informally.

Senator Smith explained how the steps for student complaints should work either informally or formally through a complaint.

There were no further comments or questions.

The motion passed unanimously.

9. New Business:

- a. Diversity, Equity and Inclusion Syllabus Statement from the Anti-Racism Task Force Transition Team Subcommittee for DEI Syllabus Statement (Nicole Willey – Professor of English)

Professor Willey explained the rationale for the statement and the history of how it developed. She then invited comments or questions.

Senator Piccirillo-Smith spoke in support of the statement.

Senator Laux spoke in support of the statement as well, but he added that language needs to permeate all areas of a culture to help transform it. He said that he noticed three university divisions (Intercollegiate Athletics, Student Affairs, and DEI) have a type of diversity statement or inclusive language, but he was concerned that most other divisions have nothing in that regard and suggested that other areas like the Office of the Provost, the Office of General Counsel, and the Faculty Senate website need a similar statement if we want any change in the university culture.

Senator Vande Zande asked whether there was any language about diversity of thoughts, perspectives, and experiences that had been considered.

Professor Willey said that the “not limited to” portion of the statement covers it and that there was a concern about adding too many specific examples to the statement.

There were no further comments or questions.

b. Faculty Senate Resolution in Support of the Diversity, Equity and Inclusion Syllabus Statement (Chair Grimm)

Chair Grimm read the following resolution into the record:

“Whereas the values expressed in the Diversity, Equity and Inclusion Syllabus Statement are in full accord with Kent State University’s core values;

Whereas Faculty Senate recognizes the importance of conveying our institutional commitment to live by those values to all members of our community; and

Whereas the classroom, real and virtual, is the primary meeting place where students and faculty are called upon to undertake their scholarly endeavors within the context of our values; now, therefore, be it

Resolved, that the Faculty Senate:

1. endorses the Diversity, Equity and Inclusion Syllabus Statement developed and presented to this body; and
2. recommends the adoption of the Diversity, Equity and Inclusion Syllabus Statement by individual faculty in their syllabi as well as by unit administrators who develop checklists for faculty to utilize in preparing their syllabi.”

The resolution passed unanimously.

10. Announcements / Statements for the Record:

a. Elections Update

Chair Grimm announced that ballots are due February 25, 2022.

b. Survey on Student Expectations

The survey will go out on February 15, 2022.

c. Associate Provost van Dulmen announced that the process for re-envisioning the Kent Core has been started.

11. Adjournment

Chair Grimm adjourned the meeting at 5:38 p.m.

Respectfully submitted by Edward Dauterich
Secretary, Faculty Senate

Major differences between the Current and draft Revision of Policy 6-15.2

The current policy only pertains to doctoral degrees. The revision pertains to any/all graduate program degrees at KSU.

Rationale: Any potential conflicts of interest that might arise from the dual status of faculty and graduate student will arise with respect to any graduate degree and not merely with respect to doctorates.

It was unclear whether or to what extent the current policy applies to full-time non-tenure-eligible (NTE) faculty. The revision clearly applies to all full-time faculty.

Rationale: The current policy language predates the existence of full-time, non-tenure eligible faculty and was never updated to reflect the existence of full-time NTE faculty. (Currently, NTE faculty are allowed to pursue the doctorate in their home departments in a way that would violate the current policy if it explicitly pertained to them.) The fact that a faculty member pursuing the doctorate is a full-time NTE does not preclude potential conflicts of interests of the sort that would arise with respect to TT faculty.

The current policy limits on which (TT) faculty could obtain KSU doctorate degrees at all and what sort of doctorate they could obtain (assuming that they were admitted).

Untenured, RC faculty with rank of Instructor:	Any doctoral degree (including in home unit)
Untenured, RC faculty with rank of Associate:	Only doctoral degrees offered by other academic units other than the home unit, and only with permission.
Tenured, RC faculty with rank of Instructor or Associate:	Any doctoral degree (including in home unit), but only with permission.
Untenured, KC faculty with rank of Instructor or Associate:	Only doctoral degrees offered by other academic units other than the home unit, and only with permission.
Tenured, KC faculty:	none.
RC faculty with rank of Associate or Full:	none.

The revision allows any/all full-time faculty to pursue any/all non-duplicative graduate program degrees.

Rationale: A tuition waiver is one of the substantial benefits full-time faculty enjoy. Currently, this policy unduly limits that benefit. So long as conflicts of interest are mitigated, there is no reason to prohibit any full-time faculty member from pursuing any (non-duplicative¹) graduate program degree.

¹ The idea here is that one shouldn't get another graduate degree in an academic discipline or program in which one already possesses that very degree. However, one should be allowed to get a masters degree or a doctoral degree in any other academic discipline/program—even one from a program housed in one's own academic unit. So, for example, a faculty member in English holding the MFA as terminal degree, would be allowed to pursue either the MA or the Ph.D. in English since those are distinct from the MFA program.

The current policy prohibits any faculty member pursuing a doctorate from serving on a faculty advisory committee (FAC/CAC/FC) or any other major committee where a conflict of interest may arise. The revision allows faculty members pursuing a graduate program degree to serve on such committees (including the Graduate Faculty Committee), but makes explicit when they need to recuse themselves from a vote or discussion on the committee. It also contains additional conflict of interest mitigating provisions.

Rationale: The right to be elected to the FAC/CAC/FC is a contractual right that should not be unduly abridged. Also, the vast majority of business conducted by the FAC/CAC/FC would not give rise to a conflict of interest (the greater likelihood of a conflict would occur with membership on the Graduate Faculty Committee or Graduate Curriculum Committee).

The current policy prohibits a faculty member from receiving tenure while pursuing a doctoral degree. The revision does not.

Rationale: This is likely a hang-over from the time when it was common to hire faculty into a tenure-track position at the rank of Instructor who did not yet have a terminal degree in the discipline. The individual would then pursue the terminal degree at KSU while on the tenure track. It is no longer the case that faculty are hired into a TT position without a relevant terminal degree. In any case, all (or nearly all) academic unit handbooks require that an individual possess the terminal degree to receive tenure. Also, a probationary faculty member might have reason to pursue a graduate degree in another academic discipline/program. Their doing so should in no way impact their tenure eligibility.

The current policy requires a probationary faculty member pursuing the doctoral degree to toll while pursuing the degree. The revision does not.

Rationale: This too is likely a hang-over from the time when it was common to hire faculty into a tenure-track position at the rank of Instructor who did not yet have a terminal degree in the discipline. It is no longer the case that faculty are hired into a TT position without a relevant terminal degree. As previously noted, a probationary faculty member might have reason to pursue a graduate degree in another academic discipline/program. If doing so would make it difficult for them to achieve tenure, the appropriate course of action would be to (temporarily) stop taking courses in the graduate degree program rather than to request tolling.

6 - 15.2

Administrative policy and procedures regarding university faculty pursuing ~~the doctorate~~ graduate program degree at the university

Policy Statement. Enrollment of full-time faculty in ~~doctoral~~graduate program degree programs at the university is governed by the following specified conditions.

1. ~~Untenured~~Full-time faculty members ~~with the rank of instructor in the regional campus system~~ may enroll in any ~~doctoral~~graduate degree program to which they are formally admitted, whether offered by their own academic unit or another, provided that they do not already hold the equivalent of that specific program degree.
2. ~~Untenured assistant professors in the regional campus system may enroll for doctoral work in departments other than that in which they are teaching if such has been approved in writing by the department in which they are teaching, the department in which they plan to enroll, the associate vice president for the extended university and the appropriate graduate dean.~~
3. ~~Tenured faculty members with the rank of instructor or assistant professor in the regional campus system may enroll for doctoral work in any department, including the unit in which they are teaching, only if, prior to enrolling they have written approval from the department, the associate vice president for the extended university and the appropriate graduate dean.~~
4. ~~Untenured faculty with the rank of instructor or assistant professor on the Kent campus may be admitted to doctoral programs in departments other than their own if written approval has been obtained prior to enrolling from the department in which they are employed, the appropriate graduate dean, and the vice president for academic and student affairs. Tenured faculty on the Kent campus, regardless of rank, may not enroll for doctoral work at the university.~~
6. ~~Associate and full professors at a regional campus or the Kent campus, whether tenured or not, may not enroll for doctoral work at the university.~~

- ~~7. A faculty member may not accept tenure while pursuing a doctorate at the university whether employed at a regional campus or the Kent campus.~~
- ~~8. Regional campus faculty with the rank of instructor, whether tenured or not, and assistant professors with tenure may not, while pursuing the doctoral work in the department in which they are teaching, be eligible for membership on the department's faculty advisory committee or any other major committee in which a conflict of interest resulting from their dual status as a faculty member and graduate student might occur. The determination of the existence of potential conflict of interest will be made by the department chairperson/school director and the appropriate graduate dean(s).~~
2. A full-time faculty member who is pursuing a graduate program degree in their own unit and who is a member of either the unit's Graduate Faculty Committee or the Graduate Curriculum Committee shall not be present for any discussions pertaining to the graduate program in which they are enrolled.
3. A full-time faculty member who is pursuing a graduate program degree in their own unit shall not serve as program coordinator for the graduate program in which they are enrolled.
4. A full-time faculty member pursuing a graduate program degree shall not serve on any thesis, dissertation, or exam review committee for any student in the same program in which the faculty member is enrolled.
5. A full-time faculty member pursuing a graduate program degree shall not vote on any personnel action affecting their thesis/dissertation advisor, any member of their thesis/dissertation committee, or any faculty member from whom they are currently taking a course.
6. In light of the faculty member's dual status as faculty and graduate student, the academic unit administrator and/or regional campus dean may determine that there are potential conflicts of interests concerning other academic unit or campus committees. In such cases, and after consultation with relevant faculty advisory bodies, the academic unit administrator and/or regional campus dean may require that the faculty member recuse themselves from some or all of that committee's deliberations. Such restrictions will be clearly laid out in writing.
- 9-7. In other respects, the faculty member pursuing the doctorategraduate program work in this university retains all the rights and privileges normally belonging to

his/her/their academic rank, including faculty insurance plans and retirement benefits.

~~10. In situations where untenured faculty members are working for their doctorates under the conditions set forth in paragraphs (A) to (D) and (I) of this rule, time and rank during the faculty members are pursuing the doctorate will be tolled for purposes of the tenure/promotion decision. "To toll" is a legal term meaning to stop the running of time for purposes of a statute of limitations. In each instance, a letter or memorandum will be sent by the appropriate dean to the faculty member and placed in file in the offices of the department/school, dean, and vice president for academic and student affairs to ensure that all involved understand the procedures and concur therein.~~

~~118. A~~No faculty member should take ~~not~~ more than six hours of graduate level coursework (including, independent research, thesis, or dissertation) in any one term ~~if teaching a full load. The number of hours of coursework taken may be increased if there is a reduction in the number of hours taught.~~ In unusual cases, exceptions may be made to this rule by the ~~appropriate graduate and collegial deans~~Associate Provost for Graduate Affairs upon written request from the ~~departmental chairperson~~academic unit administrator or campus dean. Such written request will provide a clear explanation of what is unusual about the case such that it warrants an exception to the six credit hour limitation.

~~129. If, in the opinion of the departmental chairperson, academic unit administrator or regional campus dean, any aspect of the faculty member's teaching is suffering, he or she~~job performance is being unduly affected by their participation in a graduate program, the faculty member may be required by the ~~department chairperson~~academic unit administrator to reduce the amount of coursework taken ~~to below six hours.~~ In such cases, the restriction and the reasons for it will be clearly laid out in writing.

~~10. Except where obtaining a particular graduate program degree has previously been identified as a requirement for continued employment as a full-time faculty member, a faculty member's performance in a graduate program degree shall not be taken into account in personnel matters relating to the faculty member's status as a full-time faculty member.~~

Policy Effective Date:

Mar. 01, 2015

Policy Prior Effective Dates:

11/4/1977, 10/26/1979, 6/1/2007

6 - 15.2

Administrative policy and procedures regarding university faculty pursuing a graduate program degree at the university

Policy Statement. Enrollment of full-time faculty in graduate program degree programs at the university is governed by the following specified conditions.

1. Full-time faculty members may enroll in any graduate degree program to which they are formally admitted, whether offered by their own academic unit or another, provided that they do not already hold the equivalent of that specific program degree.
2. A full-time faculty member who is pursuing a graduate program degree in their own unit and who is a member of either the unit's Graduate Faculty Committee or the Graduate Curriculum Committee shall not be present for any discussions pertaining to the graduate program in which they are enrolled.
3. A full-time faculty member who is pursuing a graduate program degree in their own unit shall not serve as program coordinator for the graduate program in which they are enrolled.
4. A full-time faculty member pursuing a graduate program degree shall not serve on any thesis, dissertation, or exam review committee for any student in the same program in which the faculty member is enrolled.
5. A full-time faculty member pursuing a graduate program degree shall not vote on any personnel action affecting their thesis/dissertation advisor, any member of their thesis/dissertation committee, or any faculty member from whom they are currently taking a course.
6. In light of the faculty member's dual status as faculty and graduate student, the academic unit administrator and/or regional campus dean may determine that there are potential conflicts of interests concerning other academic unit or campus committees. In such cases, and after consultation with relevant faculty advisory bodies, the academic unit administrator and/or regional campus dean may require that the faculty member recuse themselves from some or all of that committee's deliberations. Such restrictions will be clearly laid out in writing.

7. In other respects, the faculty member pursuing graduate program work in this university retains all the rights and privileges normally belonging to their academic rank, including faculty insurance plans and retirement benefits.
8. No faculty member should take more than six hours of graduate level coursework (including, independent research, thesis, or dissertation) in any one term. In unusual cases, exceptions may be made to this rule by the Associate Provost for Graduate Affairs upon written request from the academic unit administrator or campus dean. Such written request will provide a clear explanation of what is unusual about the case such that it warrants an exception to the six credit hour limitation.
9. If, in the opinion of the academic unit administrator or regional campus dean, any aspect of the faculty member's job performance is being unduly affected by their participation in a graduate program, the faculty member may be required by the academic unit administrator to reduce the amount of coursework taken. In such cases, the restriction and the reasons for it will be clearly laid out in writing.
10. Except where obtaining a particular graduate program degree has previously been identified as a requirement for continued employment as a full-time faculty member, a faculty member's performance in a graduate program degree shall not be taken into account in personnel matters relating to the faculty member's status as a full-time faculty member.

Policy Effective Date:

Mar. 01, 2015

Policy Prior Effective Dates:

11/4/1977, 10/26/1979, 6/1/2007



**Faculty Senate Executive Committee
Minutes of the Meeting
January 28, 2022**

Present: Pamela Grimm (Chair), Tracy Laux (Vice Chair), Ed Dauterich (Secretary), Darci Kracht (At-Large), Angela Guercio (Appointed), Denice Sheehan (Appointed), Tess Kail (Office Secretary)

Guests: Professor Nicole Willey (Mentoring Program Coordinator), Chazzlyn Jackson (Student Body President of Undergraduate Student Government (USG) at Kent State)

1. Call to Order

Chair Grimm called the meeting to order at 2:06 p.m. on Microsoft Teams.

2. Approval of Minutes: Executive Committee Meeting Minutes of January 26, 2022

A motion was made and seconded to approve the minutes of the Executive Committee meeting (Kracht/Guercio). The minutes were approved as written.

3. University Policy Regarding Hosting Academic Visitors

The Executive Committee reviewed the suggested policy. Chair Grimm will contact Assistant Vice President Michael Kavulic (Division of Research and Sponsored Programs) and Provost Melody Tankersley about explaining the policy further to the Executive Committee.

4. (2:30) Meet with Professor Nicole Willey (Mentoring Program Coordinator) and Chazzlyn Jackson (USG Student Body President) to Discuss the Diversity Statement

Professor Willey and Ms. Jackson met with the Executive Committee and suggested that the following statement could be recommended for inclusion in faculty syllabi:

“Kent State University is committed to the creation and maintenance of equitable and inclusive learning spaces. This course is a learning environment where all will be treated with respect and dignity, and where all individuals will have an equitable opportunity to succeed. The diversity that each student brings to this course is viewed as a strength and a benefit. Dimensions of diversity and their intersections include but are not limited to: race, ethnicity, national origin, primary language, age, gender identity and expression, sexual orientation, religious affiliation, mental and physical abilities, socio-economic status, family/caregiver status, and veteran status.”

The Executive Committee talked further with Professor Willey and Ms. Jackson about the history, context, and purpose of the statement. There was also a discussion of how to best recommend it for inclusion by faculty members.

Vice Chair Laux asked if the statement had gone to the legal division of the university.

Professor Willey said it had not.

Vice Chair Laux said he really appreciated the statement, but he suggested they take it to legal services as soon as possible to avoid any problems.

The presenters agreed that it would be taken to legal before being brought to the full senate for an endorsement.

The Executive Committee agreed to send the statement forward after clearance from the legal division.

Chair Grimm offered to send the statement to the proper recipients for legal consideration, and the presenters agreed to this.

5. EPC Agenda Items for January 31, 2021

The Executive Committee decided which items to forward to the full faculty senate for a vote. All of the action items from the January 24, 2022 meeting will be forwarded to the full senate for a vote. Items from the upcoming meeting on January 31 were discussed and recommended for inclusion based on whether the Educational Policies Council (EPC) votes to forward them to the Executive Committee.

6. Finalize Agenda for February 14, 2022, Faculty Senate Meeting

The agenda was tentatively approved contingent upon the results of the upcoming EPC meeting and any other events that may occur in the next two weeks.

7. Additional Items

Tess Kail informed the committee that the election slates for faculty senate are nearly complete.

8. Adjournment

Chair Grimm adjourned the meeting at 3:20 p.m.

Respectfully Submitted by Edward Dauterich
Secretary, Faculty Senate



**Faculty Senate Executive Committee
Minutes of the Meeting
February 4, 2022**

Present: Pamela Grimm (Chair), Tracy Laux (Vice Chair), Ed Dauterich (Secretary), Darci Kracht (At-Large), Angela Guercio (Appointed)

Not Present: Denice Sheehan (Appointed)

1. Call to Order

Chair Grimm called the meeting to order at 10:04 a.m. on Microsoft Teams.

2. Approval of Minutes: Executive Committee Meeting Minutes of January 28, 2022

A motion was made and seconded to approve the minutes of the Executive Committee meeting (Kracht/Guercio). The minutes were approved as written.

3. Review of EPC Items for February 14, 2022, Faculty Senate Meeting

A motion was made and seconded to vote on the items as a slate (Dauterich/Guercio).

The Executive Committee decided to send items 1, 6, 8, 10, and 15 to Faculty Senate's February meeting for a full vote. Items 7, 9, 11-14 will be sent to Faculty Senate as information items after having been passed by the Executive Committee. Items 2-5 will be brought for a vote at the March Faculty Senate meeting.

The motion passed unanimously.

4. Finalize Agenda for the February 14, 2022, Faculty Senate Meeting

The agenda was finalized.

A motion was made and seconded to approve the agenda (Dauterich/Guercio).

The motion passed.

5. Resolution Regarding Diversity Statement

The Executive Committee decided to send the statement prepared by the Anti-Racism Task Force Transition Team to the full Faculty Senate as a resolution.

6. Discussion of Remote Work and Considerations

The Executive Committee agreed that remote work might be possible for a senate employee. Chair Grimm will investigate the possibility further.

7. Additional Items

There were no additional items.

8. Adjournment

Chair Grimm adjourned the meeting at 11:16 a.m.

Respectfully Submitted by Edward Dauterich
Secretary, Faculty Senate



**Faculty Senate Executive Committee
Minutes of the Meeting
February 25, 2022**

Present: Pamela Grimm (Chair), Tracy Laux (Vice Chair), Ed Dauterich (Secretary), Angela Guercio (Appointed), Denice Sheehan (Appointed), Tess Kail (Office Secretary)

Not Present: Darci Kracht (At-Large)

Guests: President Todd Diacon, Senior Vice President Lamar Hylton

1. Call to Order

Chair Grimm called the meeting to order at 2:04 p.m. in the Urban Conference Room of the University Library.

2. Discuss Topics for President Diacon and Senior Vice President Hylton

The committee compiled questions about Senior Vice President Hylton's update regarding compliance, the current status of dining services, continued masking during the pandemic, the impact of achieving R1 status as an institution, and the bookstore contract review.

3. Approval of Minutes: Executive Committee Meeting Minutes of February 4, 2022

A motion was made and seconded to approve the minutes of the Executive Committee meeting (Laux/Guercio). The minutes were approved as written.

4. (2:30) Meet with President Diacon and Senior Vice President Hylton

Senior Vice President Hylton led the Executive Committee through a review of student disciplinary statistics. The largest number of accusations filed with the Office of Student Conduct were in the "General Safety" category (mostly vaccine and testing violations reported by the Covid Response Team).

Senior Vice President Hylton also mentioned that food service staffing is down by 34 positions, but he added that they are trying to rebuild relationships with the Kent community business and restaurant owners, and University Culinary Services is also looking into finding a space that could serve gluten-free meals for students.

With regard to the bookstore, Senior Vice President Hylton said that a committee of faculty, students, and administrators is being formed to discuss whether or not to renew the contract with the current provider.

President Diacon mentioned that Kent State University won the 2022 Senator Paul Simon Award for Comprehensive Internationalization from NAFSA: Association of International Educators. We are the only university in the United States to win it this year.

President Diacon said that we will continue to follow CDC guidelines surrounding masks during the pandemic.

5. 6-15.2 – Administrative Policy and Procedures Regarding University Faculty Pursuing the Doctorate at the University. Professional Standards Committee Draft, January 2022.

The committee reviewed the changes to the policy made by the Professional Standards Committee (PSC). The revisions will be presented at the next senate meeting.

6. Faculty Senate Spring Forum

The Spring Forum will take place on April 8. The time, place, and topic are yet to be decided.

7. Nominating Committee for Executive Officers

Chair Grimm will reach out to outgoing senators and ask them to form a committee to see who is willing to run for office.

8. Faculty Ethics Committee (FEC) Nominations

The Executive Committee made suggestions for nominations for the Tenured Faculty At-Large members of the committee.

9. Review Faculty Senate Meeting Agenda for March 14, 2022

The Executive Committee reviewed the agenda.

10. Faculty Senate Elections Update

About 53% of faculty voted in the election so far. It closes at midnight on February 25.

11. Update on Goals & Priorities for 2022

- a. A survey will be distributed to faculty that will allow them to offer their expectations for students and suggestions for how to help students understand those expectations.

- b. Chair Grimm will schedule a meeting with upper administration about the state of childcare at the university.
 - c. Chair Grimm will contact Provost Tankersley and Associate Provost Kevin West about the possible university ombuds position.
 - d. Near the end of the semester, Chair Grimm will contact Senator Deborah Smith in her role as chair of the PSC to discuss standards for online courses.
 - e. The committee will request a meeting with Associate Provost van Dulmen and Senator Robin Vande Zande to discuss the current state of interdisciplinary learning at Kent State University.
 - f. Chair Grimm will request an update from Associate Provost van Dulmen regarding stipends and housing for graduate students.
 - g. The University previously formed a committee to study our own sustainability (buildings, energy suppliers, recycling efforts, etc.) with a report due. Chair Grimm will contact Senior Vice President Polatajko to see whether it has been completed.
12. Additional Items
- Meeting dates and other notable dates for Spring 2022 for the Executive Committee were distributed to the committee.
13. Adjournment
- Chair Grimm adjourned the meeting at 4:25 p.m.

Respectfully Submitted by Edward Dauterich
Secretary, Faculty Senate