Kent State Stark Faculty Council Minutes
April 21, 2017

I. Chair Warren called the meeting to order at 2:07 PM.

II. Secretary Moneysmith called the roll and determined a quorum was present.

Attendance by Constituency:

Ex-officio: Dean Denise Seachrist, Associate Dean Bathi Kasturiarachi.

Excused: Thomas Norton-Smith, Eric Taylor.

Guests: Faith Sheaffer-Polen, Rob Kairis, Stephen Neaderhiser.

III. Approval of Agenda

Councilor Garchar moved that the agenda be amended to add a discussion under New Business about creating an ad hoc committee to develop pop culture events, such as the recent Star Wars vs Star Trek debate. Councilor Campbell seconded. The agenda was unanimously approved as amended.

IV. Approval of Minutes for the March 17, 2017 Meeting

Motion to approve: Councilor Lehnert
Second: Councilor Mukherjee
The minutes were unanimously approved.

V. Chair’s Report

A. Faculty Council Elections. Faculty Council elections are in progress. Ballots close on Monday at 5 p.m.

B. Final Review of Strategy Map. Faculty Cabinet met with the Dean’s Administrative Cabinet as well as Councilor Starkey (Chair of Committee II) to do a final review of the strategy map. Chair Warren again thanked Councilor Starkey and her committee for the work they put into this endeavor. It gives the campus a great head start in constructing the next strategic plan.

C. RCFAC. RCFAC met on Friday, April 14th. Most of the meeting consisted of Kathy Wilson’s presentation on the climate study. She focused on results pertaining to faculty
that she believed to be most significant. The PowerPoint to that presentation was sent to Councilors before today’s meeting as an informational item. At an earlier meeting, RCFAC asked Dr. Ritchey what if anything had been done to address the 1 UC report. The report he shared on April 14 addressing the recommendations was also distributed to Councilors before today’s meeting. Finally, Dr. Ritchey provided a brief enrollment update. He said that most of the regional campuses were up in applications at this time. However, he said that our campus was down in both applications and admissions at this time, and that Stark County applications in general were down at KSU. Dr. Ritchey said his goal is flat enrollment.

VI. Dean’s Report

A. Enrollment. Dean Seachrist indicated that at this moment the number of applications is slightly down from this time last year. However, there are some specific reasons for that, including the semester cycle being a week off from the usual schedule, and a glitch in the application system such that reminders were not being sent out to notify people that their applications were not complete. We are down only 21 for students who have actually enrolled. This fall we could have as many as 200 more students in College Credit Plus than we had this year.

B. Run the World Stark 5K. The Run the World 5K was a success. Student participants are eligible for a $1,000 scholarship that must be used to study abroad. Our students received two of the scholarships, with the third going to a student at the Kent campus. We will inform the recipients by going to their classroom with cookies. Our two students have class at the same time as does the recipient at Kent, so they will all be announced at the same time.

C. President Warren’s Visit. On her recent visit, President Warren met with the Administrative Cabinet after she met with faculty, staff and students. She was very complimentary about the campus and how we are doing.

D. Stark State Educational Partnership Announcement. Yesterday Stark State invited Dean Seachrist to an event announcing some new partnerships. First, Stark State announced its new “Learn to Earn” program that will allow high school students to take CCP courses so they can earn an industry-recognized certificate that will make them more employable. Second, a surprise announcement was made that the Stark County Educational Service Center—which has been housed in an old school on 38th street—will be moving to the Advanced Technology Building on the Stark State campus. We will explore ways that the Educational Service Center’s proximity to us may pave the way for new opportunities.

E. Strategy Map. Dean Seachrist thanked Committee II for the work they have done on the strategy map. It gave the Administrative Cabinet a good starting point. The Administrative Cabinet and Faculty Cabinet, along with Committee II chair Lindsay Starkey, met to discuss the strategy map right before this Council meeting. They finalized the document, making small changes with which both Cabinets are comfortable. The document will launch us into the next academic year.
F. **Main Hall Elevator Repair.** The paperwork for repairing the elevator has been signed, and repairs will begin soon. We are timing them to ensure all work is completed well before the fall semester begins.

G. **LGBTQ Resource Center.** As reported at the last meeting, the former *Canto* office has been re-purposed as temporary space for an LGBTQ Resource Center. There have been reports that the office was locked, but it is intended to be open for easy access. A sign noting that the office should not be locked has been affixed to the door. As yet, no changes have been made to the room or the furniture. Dean Seachrist indicated that she did not want to dictate how the room should be set up. Perhaps changes can be made over the summer.

H. **Lactation Room.** We are exploring possible locations for a lactation room. We have furniture, and we even have small refrigerators exclusively for breast milk—a fact that is not generally known. We just need to figure out what area could be set aside as a dedicated space.

I. **Security Cameras.** We have signed off on the paperwork needed to make our security camera plan a reality. The cameras will be installed in three phases, two of which will be completed by the end of this year, with the third completed in 2018.

VII. Associate Dean’s Report

A. **Summer Proportional Pay.** Next week contracts will go out for proportional pay for Intersession. It is important that faculty sign and send them back immediately, whether they accept or not. Contracts for subsequent summer sessions will be sent out soon.

B. **Schedules.** Fall 2017 enrollment is going well. The Spring 2018 schedule will soon be out to coordinators as well.

C. **Searches.** We have good news: we are ready to make an offer for our FTNTT position in English. The bad news is that we have one TT resignation. Regrettably, Robert Kipka will be leaving.

D. **Bulldog Flash.** Work on the Bulldog Flash Institute, an academic partnership with McKinley HS and Kent State Stark, is progressing. The first activity will be a week-long program in July that will be held on our campus. Mentorship will continue in the fall and in the spring. If students stay in the program and do well on the ACT and do well in College Credit Plus, they will receive scholarships to attend our campus, which is the ultimate goal of the program.

E. **Global Initiatives and Events.** We have had two successful events recently, the Run the World 5K and the Multicultural Festival, which was a collaborative venture with the faculty Diversity Committee, the Office of Multicultural Initiatives, and the Office of Global Initiatives. In addition, Associate Dean Kasturiarachi and Dr. Bei Cai recently traveled to China to visit the universities with which we have formed partnerships, including Xi’An International Studies University, with whom we have just formed a new partnership. We are hoping for as many as 36 students from China this fall.
VIII. Committee Reports

A. **PAAC.** Councilor Garchar noted that travel applications have fallen off a bit, but PAAC will be getting load lift applications today. The committee will get them reviewed as soon as possible.

B. **Committee II.** Councilor Starkey reported that on March 18 she submitted the approved draft of the strategy map to our deans. Just before today’s Council meeting, she and the Faculty Cabinet and the Administrative Cabinet met to make final revisions. Councilor Garchar noted that Committee II had done a great deal of work and thanked Councilor Starkey for her leadership.

C. **Colloquium Committee.** Councilor McKenney reminded Council that a faculty colloquium will be held after this Council meeting, beginning at 4:30. Dr. Gomez and Dr. Zourrig will be presenting, with Councilor Blundell serving as a discussant. A colloquium is already being planned for next fall on Friday, September 15. Dr. Cai and Dr. Vulanovic will talk about their sabbatical research.

D. **Treasurer/Social Committee.** Councilor Sato reported that the coffee fund and the faculty fund both have money at this time. She reminded Councilors of the email that Social Committee member Dr. Martinez sent out about the informal gathering at Canton Brewery Company to honor tenured and promoted faculty. Everyone should have received the flyer about the campus spring dinner to be held on Friday, May 5. A 50-50 raffle has been added. Participants must be present at the dinner to win.

E. **Handbook Committee.** No report, as the committee has already completed its work.

F. **Technology Committee.** Dr. Neaderhiser reported that no new technology requests have come in since the last Faculty Council meeting. He is working with Theresa Ford on a grant for re-doing the computer lab in Main Hall Room 208. If the grant does not come through, he will work with Brian Gardner to see how the space could be improved.

G. **Ad hoc Peer Review Committee.** Chair Warren gave some context to explain why the report is back on the agenda. When she and Councilor Garchar met with the deans a couple of weeks ago, they asked for clarification about what, if any, recommendations the committee wanted them to act on. Chair Warren has also been approached by faculty who would like more discussion about the issues involved with peer review.

Councilor Starkey, a member of the peer review committee, explained that the committee was first convened in February with the goal of preparing a report for the March Faculty Council meeting. The committee is in no way trying to dictate policy. The committee talked to about 30 people, asking what they liked about our current system and what they felt should be changed. The recommendations in the committee’s report came from those conversations.

Councilor Shelestak asked for additional information on the concerns that had been raised. Chair Warren said that while some people liked the idea of having a list of people who were available to do peer reviews, others wanted to know how it would be determined who could be on the list, and how it would be determined who was qualified. Some pointed out that all teaching faculty should be qualified and willing to do peer
reviews. There are also concerns about the suggestion of developing a form or official rubric to guide peer reviews. Several issues have been raised about having FTNTT faculty do reviews. Chair Warren said that before we say, “This is what we want,” we need more targeted discussion. Councilor Starkey indicated that Dr. Seelye, the chair of the committee (who was not able to attend this Council meeting) had suggested sending out a Qualtrics survey. After some additional discussion, Councilor Starkey moved that we postpone taking action on the recommendations now and get feedback through a Qualtrics survey that will be sent out to the entire faculty. Councilor Garchar seconded, and the motion was unanimously passed.

IX. Old Business: None

X. New Business

A. Faith Sheaffer-Polen: 2017 Student Professional Development Conference. Ms. Sheaffer-Polen distributed informational flyers about the conference and asked that Councilors distribute them to junior and senior students so they could save the date of Friday, October 13. The goal of the conference is to help students develop the soft skills that employers want to see, which in turn would increase their employment opportunities.

B. Possible Ad hoc Committee for Planning Pop Culture Events. Councilor Garchar explained that Christine Bowman, an adjunct instructor in history and an advisor for the History Club, has organized two pop culture debates, the recent Star Wars vs Stark Trek debate, and the Marvel vs DC debate a couple of years ago. They were extremely successful, but they also created a great deal of work for Ms. Bowman. When Councilor Garchar spoke with Dr. Neaderhiser about this issue, he brought up the idea of creating a committee for organizing pop culture events, which would spread out the work and allow better coordination with other events and groups. Councilors expressed interest in the idea, noting that becoming an official committee would enable the group to obtain additional funding and help counter the natural ebb and flow of student involvement as interested students graduate. Faculty Council recommended that Councilor Garchar and Dr. Neaderhiser bring the issue back to Council after speaking to Ms. Bowman about the possibility of forming a committee.

XI. Announcements

A. Councilor Sloan announced that the Writing Center Review reception will be held at 6:00 p.m. on Tuesday, April 25 in SNB Room 101.

B. Copies of the updated Strategy Map were brought in and distributed to Councilors. A copy is appended to these minutes.

XII. Adjournment

Chair Warren adjourned the meeting at 3:30 p.m.
Stark Campus Strategy Map for 2017-2018

Strategic Priority 1: Students First

1.1 Student Academic, Professional, and Personal Success

Goals
1. Promote academic excellence among students
2. Support student success, progression, and retention
3. Strengthen incoming freshman class
4. Deliver academic courses and programs in the most effective manner

Key Priorities for 2017-2018
A. Boost efforts to craft schedules of classes to meet the needs of students
B. Maintain academic rigor
C. Strengthen the relationships among students, faculty, and advisors
D. Bolster initiatives for grants and scholarships for all qualified students
E. Improve and promote student research options
F. Strengthen students’ connections to career opportunities and internship programs
G. Continue to mitigate student debt through financial literacy education
H. Advance efforts to revise the First Year Experience (FYE) program to enhance retention and to strengthen the first-year student class
I. Expand student social, co-curricular, & pre-professional activities
J. Continue to involve high-achieving current students in recruitment
K. Increase efforts to create programmatic options for all students at all levels of academic readiness

Strategic Priority 2: A Distinctive Kent State

2.1 Faculty Excellence

Goals
1. Promote excellence in teaching
2. Promote excellence in faculty research and creative activity
3. Maintain a vibrant academic community

Key Priorities for 2017-2018
A. Support faculty use of innovative strategies, course offerings, and interdisciplinary faculty partnerships
B. Increase support and active recognition of faculty research and creative activities
C. Increase the recognition and celebration of outstanding teaching
D. Foster effective communication and collaboration among all campus constituencies
E. Continue to strive toward effective shared governance
<table>
<thead>
<tr>
<th>2.2 Campus Community</th>
<th>Key Priorities for 2017-2018</th>
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<tbody>
<tr>
<td><strong>Goal</strong></td>
<td>A. Continue to cultivate a respectful environment in the workplace</td>
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<tr>
<td>1. Build and support relationships within the campus community</td>
<td>B. Support the professional development of all campus constituencies</td>
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<td>2. Promote excellence in all non-teaching staff performance</td>
<td>C. Devise new ways of including the families of campus citizens in the life of the campus</td>
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<td>D. Nurture diverse campus constituencies such as veterans, LGBTQ students, first-generation students, international students, etc.</td>
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**Strategic Priority 3: Global Competitiveness**

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<th>3.1 Global Awareness</th>
<th>Key Priorities for 2017-2018</th>
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<td><strong>Goal</strong></td>
<td>A. Strengthen opportunities in support of study abroad and study away exchange programs</td>
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<td>1. Enhance the global cultural awareness of all campus constituencies</td>
<td>B. Reaffirm commitment to and respect for diversity and cultural awareness in the classroom</td>
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<td>C. Stress the importance of diversity in the recruitment of all community members</td>
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**Strategic Priority 4: Regional Impact**

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<th>4.1 Image and Community Relations</th>
<th>Key Priorities for 2017-2018</th>
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<td><strong>Goals</strong></td>
<td>A. Emphasize the ways in which our degree programs meet the dynamic educational and employment needs of the region</td>
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<tr>
<td>1. Promote the Stark Campus as the preferred choice in the region for education and economic partnerships</td>
<td>B. Identify community partners/stakeholders for select programs, including experiential and service learning programs</td>
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<td>2. Build and support relationships within the wider community</td>
<td>C. Conduct ongoing research to determine economic growth areas in the region</td>
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<td>3. Respond to regional needs</td>
<td>D. Support faculty, staff, and administrators’ engagement with schools, businesses, and organizations to meet community needs</td>
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<td>4. Enhance image as a community asset</td>
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E. Develop additional academic, articulation, and completion agreements with area colleges and universities
F. Promote the Conference Center and the Corporate University as avenues for the business and professional community
G. Engage local arts and cultural groups to promote reciprocal relationships
H. Connect Kent State Stark alumni to the campus

**Strategic Priority 5: Organizational Stewardship**

**5.1 Sustainability**

**Goals**

1. Increase traditional and non-traditional revenue streams
2. Develop cost-reduction strategies and budget efficiencies
3. Act in environmentally responsible ways

**Key Priorities for 2017-2018**

A. Maximize enrollment at Kent State Stark
B. Expand current course offerings and degree programs
C. Create new and innovative courses, certificates, degree programs, and professional development opportunities
D. Nourish current and create additional fund-raising opportunities
E. Increase efficiency and accountability in developing operating budgets
F. Develop a campus and community education program in environmental sustainability
G. Pursue innovative partnerships to bring new energy technology to campus

April 21, 2017