

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
September 18, 2024
Eippert Boardroom, Crawford Hall, Kent Campus**

Board Members Present

Ann Womer Benjamin, Chair
Pamela Bobst
Renato Camacho
Barry Fetterman
Robert Frost
Larry Macon, Jr.
Donald Mason
Christian Palich
Shawn Riley
Lara Shigo
Sandra Volpe

KSU President's Cabinet Present

Todd Diacon, President
Sean Broghammer
Nick Gattozzi
Amoaba Gooden
David Ochmann
Mark Polatajko
Eboni Pringle
John Rathje
Charlene Reed
Randale Richmond
Peggy Shadduck
Melody Tankersley
Valoree Vargo
Stephen Ward

CALL TO ORDER

Chair Womer Benjamin called the meeting to order at 8:06 a.m. Trustee Bobst called the roll, and a quorum was present.

PROOF OF NOTICE

Chair Womer Benjamin announced that public notification of the meeting was given pursuant to Ohio law and university policy.

EXECUTIVE SESSION

In accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board has 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)]; and (ii) considering the purchase of property for public purposes [121.22(G)(2)].

Trustee Bobst moved, seconded by Trustee Mason, that the Board retire into Executive Session. By virtue of a unanimous roll call vote taken by Trustee Bobst, the Board adjourned into Executive Session at 8:08 a.m. The session concluded at 9:50 a.m.

BOARD BUSINESS MEETING

By approval of a motion duly made and seconded, the Board returned to public session at 10:00 a.m. for the business portion of the meeting.

Chair Womer Benjamin acknowledged several guests in attendance: Tracy Laux, Chair of the Faculty Senate; guest speaker David Attis, Managing Director of Research for the Education Advisory Board (EAB); and Dean Deborah Spake of the Ambassador Crawford College of Business and Entrepreneurship. She thanked Dean Spake for hosting the Board meetings that day, which included a tour of the facilities and lunch with students, faculty and staff.

APPROVAL OF AGENDA

Chair Womer Benjamin stated that the first item was approval of the agenda. She asked if any trustees had any further additions or corrections to the agenda. Hearing none, the agenda was adopted by general consent.

APPROVAL OF THE MINUTES

Chair Womer Benjamin asked if any trustee had additions or corrections to the minutes of the May 22, 2024, business meeting. Hearing no additions or corrections, the minutes were added to the consent agenda for approval.

REPORT OF THE CHAIR

Chair Womer Benjamin thanked all in attendance for joining the Board at this fantastic facility housing the acclaimed Ambassador Crawford College of Business and Entrepreneurship. The Board of Trustees and the university community look forward to celebrating the building's grand opening with Ambassador Crawford and his family on September 27, she said.

For the record, Chair Womer Benjamin thanked trustees who have accepted committee and other leadership roles for the 2024-2025 year: Trustee Robert Frost, Chair, Academic Excellence and Student Success Committee; Trustee Donald Mason, Chair, Audit and Compliance Committee and Chair, Investment Committee; Trustee Christian Palich, Chair, External Relations and Philanthropy Committee and Board Liaison to the Kent State Foundation Board of Directors; Trustee Pamela Bobst, Chair, Finance and Administration Committee; and Trustee Shawn Riley, Chair, Nominating and Governance Committee.

Finally, she noted that trustees look forward to presentations by Dr. Attis on the state of the higher education sector and Vice President and Director of Athletics Randale Richmond on the annual report for Intercollegiate Athletics during the Committee of the Whole session following the business meeting. With that, Chair Womer Benjamin turned to President Diacon to present his report.

REPORT OF THE PRESIDENT

President Diacon thanked Chair Womer Benjamin and stated that he was delivering the exact same remarks he gave to the Faculty Senate earlier in the month. He wanted to do so both to share recent good news and successes as well as drive home the point that Kent State has a transparent approach to communication with faculty, staff, and students. He thanked Faculty Senate Chair Tracy Laux, who was present in the room, for his dedication to shared governance and to helping students thrive and to succeed.

President Diacon then shared selected achievements from the FY 2024 annual reports of the vice presidents. Highlights included: Kent State's FY25-26 state capital appropriation of \$29,296,000, roughly \$2.3 million more than the last biennium; continuing growth in the number of undergraduate students participating in research; KSU's R1 ranking and rising federal research expenditures; record fundraising of \$383 million through the Forever Brighter comprehensive campaign; construction of Crawford Hall with significant philanthropic support including the university's largest-ever gift from Ambassador Crawford and his family; improving effectiveness along with reducing expenses as demonstrated by the Regional Campuses reorganization; growing the freshman class and international enrollment; supporting students with the greatest financial need through Flashes Go Further scholarships; reengineering practices such as cancelling class schedules for unpaid bills; helping students increase their career readiness through experiences such as the Division of Information Technology's Digital Leadership Academy; successfully merging two vice presidencies into the new Division of People, Culture and Belonging; and telling the university's story more effectively both externally and internally.

Chair Womer Benjamin thanked President Diacon for his report.

PERSONNEL ACTIONS

Chair Womer Benjamin then called on President Diacon to present the proposed personnel actions.

He asked Senior Vice President and Provost Melody Tankersley to present the academic personnel actions report. She stated the academic personnel actions were routine items including the awarding of emeritus status to 15 faculty members who served the institution with distinction. Next, President Diacon called on Vice President for People, Culture and Belonging Amoaba Gooden to present the non-academic personnel actions. Dr. Gooden stated that the non-academic personal actions were routine and customary in nature and included a formal request to grant emeritus status to five staff members. She noted the request that Dean Tondiglia be recognized with emeritus status. He served the university for 43 years - first as a police officer, and most recently as the director of public safety and chief of police, she said.

President Diacon also thanked Dean Tondiglia for his four decades of great service to Kent State University's police force.

The personnel actions were added to the consent agenda by general consent.

COMMITTEE REPORTS

Chair Womer Benjamin thanked the trustees for giving their time the previous week for standing committees held electronically, and then proceeded with reports and recommendations by the committees. She stated 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. At the end of each committee report, she would ask if any trustee wished to remove an item from the consent agenda for further discussion. If there were no objections, the resolutions would be added to the consent agenda by general consent.

Chair Womer Benjamin first called on committee chair Trustee Christian Palich to present the report of the External Relations and Philanthropy Committee.

EXTERNAL RELATIONS AND PHILANTHROPY COMMITTEE

Trustee Palich reported that the External Relations and Philanthropy Committee met on September 11, 2024, and reviewed one management decision item.

NAMING OF THE DR. MARK V. BLOOM PLANETARIUM

He presented the proposed naming of the Dr. Mark V. Bloom Planetarium located in Smith Hall in recognition of Dr. Bloom's generous gift of \$140,000 to support capital and technology upgrades there. These improvements will enhance the planetarium's traditional presentations in astronomy and astrophysics and enable it to present content for aeronautical engineering, art, health sciences and architecture, he said. The naming action is consistent with university naming policy and was recommended for approval as part of the consent agenda, noted Trustee Palich.

Resolution 2024-45

NAMING OF THE DR. MARK V. BLOOM PLANETARIUM

WHEREAS, Dr. Mark V. Bloom recognizes Kent State University as a leader in higher education and excellence in Northeast Ohio and beyond; and

WHEREAS, Dr. Bloom values the role that Kent State University and the College of Arts and Sciences play in the training and preparation of future science professionals; and

WHEREAS, Dr. Mark V. Bloom earned a Bachelor of Science in Biology from Kent State University in 1977; and

WHEREAS, following his graduation from Kent State University, Dr. Bloom earned his Doctor of Philosophy and led a distinguished career in the field of science education, earning national and international recognition through his work for Biological Science Curriculum Study; and

WHEREAS, through this proposed naming action, the university wishes to recognize the generosity of Dr. Mark V. Bloom in providing gifts totaling \$140,000 to support improvements and upgrades for the planetarium in the Kent State University College of Arts and Sciences; and

WHEREAS, these upgrades will enhance the planetarium's traditional presentations in astronomy and astrophysics and enable it to present content for aeronautical engineering, art, health sciences, and architecture, enhancing the department's ability to engage an even larger segment of people in the community; now, therefore,

BE IT RESOLVED, that the Board of Trustees, on behalf of the College of Arts and Sciences and the Department of Physics, as well as current and future students and all others in the community who will visit the planetarium, expresses sincere appreciation to Dr. Bloom for his generosity; and

BE IT FURTHER RESOLVED, that the Kent State University Board of Trustees, in accordance with university policy, hereby names the planetarium located in Smith Hall the Dr. Mark V. Bloom Planetarium.

The committee also heard three informational reports. The group learned of two naming actions in the Kent State Museum approved by President Diacon and received a terrific final report from Vice President for Philanthropy and Alumni Engagement and CEO of the Kent State University Foundation Valoree Vargo on the recently concluded Forever Brighter comprehensive campaign. At \$383.2 million, the campaign goal of \$350 million was surpassed by 9.5%, he said. This record total included \$156.8 million raised in direct support of student success. The university now will shift toward micro campaigns for global education, wraparound student services, endowing programs and positions, and increasing scholarships for access to merit and completion.

Trustee Palich additionally noted that the committee reviewed the quarterly report on fundraising to date. As of September 11, 2024, the university raised \$5.8 million toward its \$30-million goal for fiscal year 2025. For fiscal year 2024 a total of \$33.3 million was raised, which was 10% over goal, he noted.

Finally, Trustee Palich reported that Vice President for University Communications and Marketing Stephen Ward shared the latest efforts to tell Kent State's story. Trustees viewed four spots from the university's paid advertising campaign, which began with spots aired during the Olympic Games in Paris last summer. The spots emphasized the global nature of Kent State University as well as the practical skills and hands-on experience that set graduates up for success in the workforce. Vice President Ward also discussed how *Kent State Today* has been transformed into a daily source of information of content on and off campus, said Trustee Palich.

With that Trustee Palich concluded his report of the External Relations and Philanthropy Committee.

The naming resolution was placed on the consent agenda by general consent.

Chair Womer Benjamin thanked Trustee Palich and turned to committee chair Trustee Frost to present the report of the Academic Excellence and Student Success Committee.

ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

Trustee Frost began by reporting that the Academic Excellence and Student Success Committee met on September 9, 2024.

CONFERRAL OF DEGREES – SPRING 2024

He stated that the committee recommended one action item, which was the conferral of degrees for Spring 2024. In all, 5,359 degrees and certificates were recommended for conferral upon students completing their requirements this past spring, he said.

Resolution 2024-46

CONFERRAL OF DEGREES Spring 2024

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 of December 17, 2023 to May 12, 2024 – 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 of December 17, 2023 to May 12, 2024.

Trustee Frost then stated that the committee heard three informational reports. First was a report on revisions to Administrative Policy 3342-3-09.1 Regarding Transcript Maintenance. All university policy language and catalogues have been updated to reflect that Kent State University does not withhold transcripts due to unpaid balances, he said.

Trustees also received an in-depth update from Provost Tankersley on the Transformation 2028 (T28) initiative now underway in the Division of Academic Affairs. She presented that T28 aims to positively strengthen Academic Affairs through strategic reorganization and a sustainable realignment of academic units, programs, and resources, he observed. He shared that T28's purpose is to develop the next generation of Academic Affairs that will positively impact learners, create greater collaborating among disciplines and services, and position Kent State for future growth. There is broad engagement in T28 including Faculty Senate leadership, KSU AAUP leadership, Academic Affairs leadership, faculty and staff within schools and departments.

Trustee Frost said the committee also received an update on Fall 2024 enrollment including the university's entering Fall 2024 class, regional campuses enrollment, and freshmen retention rates. Full-time equivalent (FTE) enrollment was up at the Kent campus as well as the Regional Campus System, he said. Kent State welcomed 9,000 new degree-seeking students across all campuses, which included growth in first-year students, international students, transfer students, domestic graduate students, and regional transfer students. He also noted that KSU students and families have benefitted from increased Ohio College Opportunity Grant (OCOG) funding and the new Governor's Merit Scholarship (GMS) for Ohio students in the top 5% of the graduating class.

Trustee Frost concluded his report for the Academic Excellence and Student Success Committee.

Trustee Womer Benjamin thanked Trustee Frost and asked if any trustee wished to remove the resolution for the conferral of Spring 2024 degrees from the consent agenda. Hearing no objections, the resolution was added to the consent agenda by general consent.

She then asked committee chair Trustee Donald Mason to present the report of the Audit and Compliance Committee.

AUDIT AND COMPLIANCE COMMITTEE

Trustee Donald Mason reported that the Audit and Compliance Committee met with university leadership electronically on September 12, 2024.

APPROVAL OF REVISED OFFICE OF INTERNAL AUDIT CHARTER

He began by presenting the committee's request for approval of a revised Office of Internal Audit Charter. These revisions were necessary to keep Kent State in alignment with the new Institute of Internal Auditors Global Standards that take effect in January 2025, he said. Among the proposed changes: adding language about the purpose and mission of the internal audit function, assurance that meetings are conducted in accordance with Ohio public meetings laws, the Director of Internal Audit's roles and responsibilities, and the scope and type of services performed, noted Trustee Mason.

Resolution 2024-47

APPROVAL OF REVISED OFFICE OF INTERNAL AUDIT CHARTER

WHEREAS, the Audit and Compliance Committee Charter includes the responsibility of the Audit and Compliance Committee to review and approve the Office of Internal Audit Charter; and

WHEREAS, the professional standards of the Institute of Internal Auditors require the Office of Internal Audit Charter be approved by the Board; and

WHEREAS, the Institute of Internal Auditors released updated professional standards, the 2024 Global Internal Audit Standards, with an effective date of January 9, 2025; and

WHEREAS, the Office of Internal Audit Charter was revised to align with these new standards; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University hereby approves the recommended revised Office of Internal Audit Charter.

APPROVAL OF REVISED AUDIT AND COMPLIANCE COMMITTEE CHARTER

He then presented the request for approval of the revised Audit and Compliance Committee Charter, also made to ensure compliance with the newly released standards. The term “mandate” had been added to the first bullet point under section II in the charter.

Resolution 2024-48

APPROVAL OF REVISED AUDIT AND COMPLIANCE COMMITTEE CHARTER

WHEREAS, the Board of Trustees of Kent State University approved the revised Audit and Compliance Committee Charter on March 10, 2021; and

WHEREAS, a periodic review of the Audit and Compliance Committee Charter was performed in conjunction with the recently updated Office of Internal Audit Charter to comply with the newly adopted 2024 Global Internal Audit Standards as promulgated by the Institute of Internal Auditors; and

WHEREAS, the Audit and Compliance Committee Charter was revised to remain current and accurate; and

WHEREAS, the revision of this Audit and Compliance Committee Charter requires the approval of the Audit and Compliance Committee and the full Board of Trustees; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University hereby approves the recommended revised Audit and Compliance Committee Charter.

Both items were recommended for the Board's approval as part of the consent agenda.

The committee also reviewed the fourth quarter internal audit plan review and activities as well as the report of the internal audit activities for fiscal year 2024. There were no unusual items to report, noted Trustee Mason.

Lastly, Trustee Mason said the committee heard from Vice President for Information Technology and CIO John Rathje, who presented his annual report on cybersecurity that focused on ransomware, the state of cyber risk and emerging areas of attention for higher education including how Kent State works to mitigate those risks and its strategies moving forward.

With that, Trustee Mason concluded his report for the Audit and Compliance Committee.

Chair Womer Benjamin thanked Trustee Mason. She asked if any trustee wished to remove the resolutions regarding the charter changes from the consent agenda for further discussion. Hearing none the resolutions were added to the consent agenda by general consent.

She then turned to committee chair Trustee Pamela Bobst to provide the report of the Finance and Administration Committee.

FINANCE AND ADMINISTRATION COMMITTEE

Trustee Bobst said the Finance and Administration Committee met electronically on September 9, 2024. In addition to the non-academic personnel actions, the committee recommended 11 management decision items as part of the consent agenda, she said.

AMENDMENT OF PAY STRUCTURE FOR UNREPRESENTED CLASSIFIED CIVIL SERVICE STAFF

She began by presenting two routine amendments to overall pay and salary structures for non-represented university staff. The Division of People, Culture and Belonging recommended these structures be adjusted by 1.5%, effective October 1, 2024.

Resolution 2024-49

**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 People, Culture and Belonging 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 October 1, 2024, and the Classified Unrepresented Civil Service Pay Structure Addendum Market Adjusted Hiring Rates, effective the same date.

*AMENDMENT OF SALARY STRUCTURES FOR UNCLASSIFIED
ADMINISTRATIVE AND PROFESSIONAL EXEMPT STAFF AND
UNCLASSIFIED NONEXEMPT STAFF NOT REPRESENTED IN A
BARGAINING UNIT*

Resolution 2024-50

**AMENDMENT OF SALARY STRUCTURES
FOR UNCLASSIFIED ADMINISTRATIVE AND PROFESSIONAL
EXEMPT STAFF AND UNCLASSIFIED NONEXEMPT STAFF
NOT REPRESENTED IN A BARGAINING UNIT**

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 the establishment of an administrative and professional pay structure for unclassified exempt administrative and professional staff with continuing appointments, effective August 1, 1999; and

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

WHEREAS, the attached revised pay structures have been recommended by the Vice President for People, Culture and Belonging and approved by the Senior Vice President for Finance and Administration; and

WHEREAS, the Kent State University Board of Trustees approved the creation of separate functional/divisional structures for Unclassified Administrative and Professional Exempt Staff and Unclassified Nonexempt Staff, effective November 1, 2013; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves a 1.5% adjustment to the 12-Month Salary Structures for Unclassified Administrative and Professional Exempt Staff and Unclassified Nonexempt Staff. The structures are: President; Academic Affairs and Regional Campuses; Philanthropy and Alumni Engagement; Information Technology; University Communications and Marketing; Finance and Administration; Student Life and Enrollment Management; People, Culture and Belonging; Cross Divisional; and Athletics – Support Positions and Coaches. This adjustment will be effective October 1, 2024 for Unclassified Administrative and Professional Exempt Staff and for Intercollegiate Athletics. The structure adjustments for Unclassified Nonexempt Staff are effective September 22 (the pay period that includes October 1, 2024).

*RATIFICATION OF AMENDMENT TO APPROVAL OF VENDOR SELECTION
FOR ATHLETICS MEDICAL SERVICES AND SPONSORSHIP FOR KENT
STATE UNIVERSITY*

Trustee Bobst asked the Board to formally ratify the change in the starting date for the university's new partnership with the Cleveland Clinic to June 30, 2024, instead of July 1, 2024, as originally authorized by the Board in May 2024. This change was necessary to ensure a seamless transition in medical services for the university's student-athletes. The committee was delighted to hear that this new partnership has gotten off to a great start, she remarked.

Resolution 2024-51

**RATIFICATION OF AMENDMENT TO APPROVAL OF VENDOR
SELECTION FOR ATHLETICS MEDICAL SERVICES AND
SPONSORSHIP FOR KENT STATE UNIVERSITY**

WHEREAS, Kent State University requires a medical services provider to support the health and safety of student-athletes; and

WHEREAS, the Kent State University Board of Trustees, at its May 22, 2024 meeting, approved Resolution 2024-41 authorizing the Senior Vice President for Finance and Administration to enter into a multi-year agreement with the Cleveland Clinic for athletics medical services and negotiated sponsorship and marketing opportunities commencing on July 1, 2024; and

WHEREAS, the agreement was successfully negotiated for an initial five-year term, with two additional, two-year renewals upon agreement by the parties, with annual athletics medical services provided to Kent State University valued at \$1.6 million per year in exchange for exclusivity in terms of marketing exposure in all Kent State University Athletics marketing channels in the categories of hospitals, healthcare systems, and orthopedic/sports providers; and

WHEREAS, at the conclusion of negotiations, it was determined that the most effective start date in service to Kent State University student-athletes was June 30, 2024, instead of the originally authorized date of July 1, 2024, and

WHEREAS, in accordance with University Policy 7-12(D)(4)(b), the President deemed this change in commencement dates as “time is of the essence,” which was then jointly approved by the President, the Chair of the Finance and Administration Committee, and the Chair of the Board of Trustees, accelerating by one day of the commencement date of the negotiated contract, and

WHEREAS, the negotiated agreement was successfully executed on June 28, 2024, with services commencing on June 30, 2024, and

WHEREAS, in accordance with University Policy 7-12(D)(4)(b), any agreement to purchase goods and/or services that is approved in this manner shall be presented and discussed with the full Board of Trustees at the next regularly scheduled meeting; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby ratifies the amendment of approval of vendor selection for athletics medical services and sponsorship for Kent State University with a commencement date of June 30, 2024, as jointly approved by the President, the Chair of the Finance and Administration Committee, and the Chair of the Board of Trustees.

APPROVAL OF KENT STUDENT CENTER UPPER ROOF REPLACEMENT

Trustee Bobst presented a request for approval of the Kent Student Center Upper Roof Replacement project. The cost of this project shall not exceed \$5.4 million and will be funded by property insurance claims as well as Kent Student Center renewal and replacement funds, she noted.

Resolution 2024-52

**APPROVAL OF KENT STUDENT CENTER UPPER ROOF
REPLACEMENT**

WHEREAS, the Kent Student Center in Kent has a high roof section that is out of warranty and has sustained considerable damage; and

WHEREAS, the proposed replacement roofing assembly will provide a minimum 20-year warranty on this section of the roof; and

WHEREAS, the estimated project cost will not exceed \$5.4 million and will be funded by approximately \$928,139 in property insurance claims proceeds with the remaining project cost funded by Kent Student Center renewal and replacement funds; 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.

*APPROVAL OF WHITE HALL HVAC PHASE II AND CLASSROOM
IMPROVEMENTS*

Trustee Bobst presented a request for approval of the White Hall HVAC Phase II and Classroom Improvements project. This phase will focus on HVAC service to floors three, four and five as well as some improvements to instructional spaces. The project budget of \$10 million is funded by state capital appropriations, she said.

Resolution 2024-53

**APPROVAL OF WHITE HALL HVAC PHASE II AND CLASSROOM
IMPROVEMENTS**

WHEREAS, the Board of Trustees of Kent State University approved the Kent State University Higher Education Six-Year Capital Plan for Fiscal Years 2025-2030 at the December 6, 2023, meeting; and

WHEREAS, the heating, ventilation, and air conditioning (HVAC) systems on floors three, four, and five of White Hall are original to the building's 1966 construction and are in need of replacement; and

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

WHEREAS, this proposed project also will address renovations to classrooms in White Hall; and

WHEREAS, the projects being recommended are considered important for addressing academic program needs, upgrading the campus infrastructure, and reducing the backlog of deferred maintenance; and

WHEREAS, the total cost of this phase in the project is \$10 million, which is available from the university's State of Ohio capital appropriations from House Bill 2; 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 Bobst then moved to the consideration of two proposed projects that together would provide \$10 million in elevator improvements on the Kent Campus.

*APPROVAL OF UNIVERSITY LIBRARY TOWER RENOVATIONS AND
ELEVATOR MODERNIZATION*

Trustee Bobst first presented the request for approval of the University Library Tower Renovations and Elevator Modernization project, which will include \$6 million in elevator improvements. The critically needed project is funded by State of Ohio capital appropriations, she noted.

Resolution 2024-54

**APPROVAL OF UNIVERSITY LIBRARY TOWER RENOVATIONS AND
ELEVATOR MODERNIZATION**

WHEREAS, the Board of Trustees of Kent State University approved the Kent State University Higher Education Six-Year Capital Plan for Fiscal Years 2025-2030 at the December 6, 2023, meeting; and

WHEREAS, the University Library's elevators are original to its 1960s construction; and

WHEREAS, the elevators are inefficient and increasingly difficult to repair in a consistent manner; and

WHEREAS, the project will be phased to allow continuous occupancy within the library; and

WHEREAS, the total cost of this phase in the project is \$6 million, which is available from the university's State of Ohio capital appropriations from House Bill 2; 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.

***APPROVAL OF KENT CAMPUS ELEVATOR MODERNIZATIONS FOR
ACCESSIBILITY***

Trustee Bobst next presented the request for the approval of a \$4-million project to support elevator modernizations for accessibility across the Kent campus. This project also is funded by state capital appropriations, noted Trustee Bobst.

Resolution 2024-55

**APPROVAL OF KENT CAMPUS ELEVATOR MODERNIZATIONS FOR
ACCESSIBILITY**

WHEREAS, the Board of Trustees of Kent State University approved the Kent State University Higher Education Six-Year Capital Plan for Fiscal Years 2025-2030 at the December 6, 2023, meeting; and

WHEREAS, many of the elevators across the Kent Campus are original to their building's construction; and

WHEREAS, the elevators are inefficient and increasingly difficult to repair in a consistent manner; and

WHEREAS, the project will be phased with a focus on summer construction to allow continuous occupancy with minimal disruption to building operations and accessibility; and

WHEREAS, the total cost of this phase in the project is \$4 million, which is available from the university's State of Ohio capital appropriations from House Bill 2; 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.

*APPROVAL OF INFORMATION TECHNOLOGY NETWORK ACCESS
ENHANCEMENTS IN ACADEMIC BUILDINGS*

Trustee Bobst next presented the recommendation for approval of more than \$3.5 million in information technology network access enhancements in academic buildings. She expressed gratitude to the State of Ohio for providing these dollars for essential IT improvements.

Resolution 2024-56

**APPROVAL OF INFORMATION TECHNOLOGY NETWORK ACCESS
ENHANCEMENTS IN ACADEMIC BUILDINGS**

WHEREAS, the Board of Trustees of Kent State University approved the Kent State University Higher Education Six-Year Capital Plan for Fiscal Years 2025-2030 at the December 6, 2023, meeting; and

WHEREAS, the university's network is aging and in need of updates to ensure reliability and keeping pace with demands for educational purposes; and

WHEREAS, network enhancement is a strategic priority considering the recent increase in use by students, faculty, and staff working and learning remotely as well as growing demand for modern network connections on campus and bandwidth to handle both on- and off-campus connections without compromising speed, performance, and security; and

WHEREAS, the current wireless capacity across the university system is not sufficient to meet performance standards; and

WHEREAS, as global instability has increased the likelihood of cyber-attacks, updated network infrastructure, monitoring, and security measures are necessary; and

WHEREAS, the total cost of this project is \$3,588,474, which is available from the university's State of Ohio capital appropriations from House Bill 2; 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 the design and construction of this project in the amount of \$3,588,474 in accordance with University Policy 3342-7-04.

APPROVAL OF STARK CAMPUS CENTRAL CHILLER PLANT REPLACEMENT

Trustee Bobst then presented a request for approval of Stark Campus central chiller plant replacement renovations totaling nearly \$1.5 million. As noted in the proposed resolution, the project will be funded through state capital appropriations and campus funds.

Resolution 2024-57

**APPROVAL OF STARK CAMPUS CENTRAL CHILLER PLANT
REPLACEMENT**

WHEREAS, the Board of Trustees of Kent State University approved the Kent State University Higher Education Six-Year Capital Plan for Fiscal Years 2025-2030 at the December 6, 2023, meeting; and

WHEREAS, the existing chiller plant on the Stark Campus is more than 20 years old and past its useful life; and

WHEREAS, the chiller plant provides cooling for six campus buildings; and

WHEREAS, the new chiller plant will improve energy efficiency and savings through deferred maintenance improvements and a new controls system; and

WHEREAS, the total cost of this phase in the project is \$1,452,392, which is available from both the university's State of Ohio capital appropriations from House Bill 2 for \$652,392 and \$800,000 in local funds; 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.

*RESOLUTION REAFFIRMING PARTICIPATION IN THE LOCAL
ADMINISTRATION COMPETENCY CERTIFICATION PROGRAM FOR
CAPITAL FACILITIES PROJECTS*

Trustee Bobst reported that the final management decision item reviewed by the committee was a resolution authorizing the university administration to continue participation in the State of Ohio's local administration competency certification program for capital facilities projects.

Resolution 2024-58

**RESOLUTION REAFFIRMING PARTICIPATION IN THE LOCAL
ADMINISTRATION COMPETENCY CERTIFICATION PROGRAM FOR
CAPITAL FACILITIES PROJECTS**

WHEREAS, the 126th Ohio General Assembly, H.B. 16 (May 2005) created the Local Administration Competency Certification Program; and

WHEREAS, the 131st Ohio General Assembly, H.B. 64 (September 2015) amended the Local Administration Competency Certification Program; and

WHEREAS, the Local Administration Competency Certification Program allows institutions of higher education to administer state-funded capital facilities projects pursuant to Section 3345.51 of the Ohio Revised Code without the supervision, control, or approval of the Ohio Facilities Construction Commission; and

WHEREAS, Kent State University desires to continue participation in the Local Administration Competency Certification Program and administer its own capital facilities projects; and

WHEREAS, the university must give written notice to the Chancellor of Higher Education pursuant to R.C. 3345.51 (A)(2), of a request by the Board of Trustees to administer a capital facilities project within 60 days after the effective date of the section of an act in which the Ohio General Assembly initially makes an appropriation for the project; and

WHEREAS, pursuant to the requirement set forth in R.C. 3345.51(A)(3), the university must state that it intends to comply with Section 153.13 of the Revised Code, policy and procedure guidelines for contract documents established pursuant

to section 153.16 of the Revised Code, and all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and award of contracts with respect to the applicable project; and

WHEREAS, pursuant to the requirement set forth in R.C. 123.24(D)(5), the university must conduct biennial audits of its administration of capital facilities projects in accordance with R.C. 3345.51(C); and

WHEREAS, pursuant to the requirement set forth in R.C. 123.24(E)(1), the university must maintain a sufficient number of employees responsible for the administration of capital facilities projects who have successfully completed the certification program and have demonstrated a satisfactory level of knowledge of and competency in the requirements for administering capital facilities projects; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University authorizes university officials to continue participation in the Local Administration Certification Program and agrees to all of the stipulations outlined above.

The Finance and Administration Committee recommended all the proposed management decision items be placed on the consent agenda for Board approval, said Trustee Bobst.

She noted that the committee also heard Chair Donald Mason's report on behalf of the Investment Committee and reviewed several informational reports.

AUTHORIZATION TO SELL REAL PROPERTY LOCATED ON CARPENTER ROAD, ASHTABULA, OHIO

Finally, Trustee Bobst presented a resolution authorizing the sale of surplus of real property located on Carpenter Road in Ashtabula Ohio. The consideration of property matters was listed on the Board agenda as Tab 22, and the proposed sale was recommended for Board approval as part of the consent agenda.

Resolution 2024-59

**AUTHORIZATION TO SELL REAL PROPERTY LOCATED ON
CARPENTER ROAD, ASHTABULA, OHIO**

WHEREAS, Kent State University owns certain real estate adjacent to the campus in Ashtabula, Ohio, consisting of vacant land; and

WHEREAS, the university has determined that there is no current or future need for the property and thus the property is surplus real estate that is available for disposition; and

WHEREAS, the university has received an offer to purchase 9.782 acres of land and improvements identified as portion of Parcel 49-004-00-001-01 at fair market value; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby authorizes the Senior Vice President for Finance and Administration to enter into a purchase agreement for the sale of 9.782 acres of real property from Parcel 49-004-00-001-01 located on Carpenter Road in Ashtabula, Ohio.

With that, Trustee Bobst concluded her report for the Finance and Administration Committee.

Chair Womer Benjamin thanked Trustee Bobst for her report and asked whether any trustee wished to remove any of the proposed management decision items from the consent agenda for further discussion. Hearing none, the resolutions were added to the consent agenda by general consent.

NEW BUSINESS

Chair Womer Benjamin then stated that there was one item of new business.

ANNUAL REVIEW OF THE PRESIDENT

Chair Womer Benjamin presented Resolution 2024-60 regarding the annual review of the President. She explained that the Board of Trustees annually evaluates the University President to ensure clear communication of the Board's intentions, align mutual expectations, assess the President's performance in leading the institution, inform the Board's annual decisions on presidential compensation, and maintain accountability for legal, regulatory, and ethical compliance. The evaluation process has been completed for FY 2024, she said. On behalf of the Board, she shared several observations. Trustees unanimously recognize President Diacon as a practical, solid decision-maker who is transparent and engaging of all stakeholders. The Board has a high confidence in his fiscal leadership, she observed. He is authentic and inclusive and certainly Kent State University is fortunate to have him.

With that, Chair Womer Benjamin read the resolution for the benefit of the audience.

Resolution 2024-60

ANNUAL REVIEW OF THE PRESIDENT

WHEREAS, the Board of Trustees elected Todd A. Diacon as the 13th President of Kent State University, effective July 1, 2019; and

WHEREAS, the annual evaluation of the President is intended to ensure a clear communication of the Board's intentions, to align mutual expectations, to assess the President's performance in leading the institution, to inform the Board's annual

decisions on presidential compensation, and to maintain accountability for legal, regulatory, and ethical compliance; and

WHEREAS, in reviewing President Diacon's 2023-2024 goals and accomplishments, the Board recognized Kent State University's impressive progress in student success and affordability, academic and research programs, community impact, fundraising, and stewardship of university resources; now, therefore,

BE IT RESOLVED, the Kent State University Board of Trustees has determined that President Diacon shall receive a 2% increase in base salary effective October 1, 2024, and earned the full amount of his annual performance incentive for FY 2024, and that his employment shall continue as authorized by the Board of Trustees in his employment agreement executed April 29, 2019; first addendum executed September 15, 2021; and second addendum executed June 25, 2024.

She asked if any trustee wished to remove the resolution from the consent agenda for further discussion. Hearing none, the resolution was added to the consent agenda by general consent.

Chair Womer Benjamin thanked President Diacon for his leadership and asked if he wanted to make any comments. President Diacon thanked trustees for their support and observed that Kent State's brand remains very strong even as public higher education in Ohio is navigating difficult, troubled waters. He cited several factors contributing to the university's brand strength including rising retention and graduation rates, completion of the largest fundraising campaign in university history, nationally ranked programs like fashion and more recent additions such as engineering programs, and Kent State's R1 designation. Throughout all the challenges for higher education nationally and across Ohio, Kent State continues to do great things because of the great, consistently helpful support of our trustees and the outstanding work of students, faculty, staff, and administrators.

Chair Womer Benjamin agreed with that sentiment and thanked him again for his leadership.

Chair Womer Benjamin next asked for a motion to approve the consent agenda, which included the minutes of the May 22, 2024, meeting; academic and non-academic personnel actions; the recommendations from the standing committees as presented in resolutions 2024-45 through 2024-58; the proposed sale of surplus real property in Ashtabula, Ohio (Resolution 2024-59); and the Board's 2024 annual review of the President (Resolution 2024-60).

ACTION: Trustee Bobst moved, seconded by Trustee Mason, that the motion be approved. There were no objections, and the motion passed.

ADJOURNMENT

Chair Womer Benjamin announced that the next regular meeting of the Board of Trustees was scheduled for Thursday, December 12, 2024, at the Kent campus.

On motion duly noted, the business meeting adjourned at 10:40 a.m.