

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
June 26, 2019
Library, Urban Conference Room**

Board Members Present

Todd Davidson
Robert Frost
Nick Kollar
Donald Mason
Stephen Perry
Shawn Riley
Ann Womer Benjamin

KSU President's Cabinet Present

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

CALL TO ORDER AND ROLL CALL

Board Vice Chair Shawn Riley called the meeting to order at 3:30 p.m. in the Urban Conference Room.

Trustee Riley thanked everyone present for attending the special meeting of the Board of Trustees. He then welcomed new trustee, Anne Womer Benjamin, who was attending her first meeting after her appointment to the Board on Friday, June 21, by Governor Mike DeWine. He remarked that Trustee Womer Benjamin has a long history of service to Kent State and higher education, having represented Portage County in the Ohio House of Representatives and serving as the executive director of Northeast Ohio Council on Higher Education (NOCHE) among other public service. Trustee Womer Benjamin currently serves as Mayor of the City of Aurora and is a member of the board of the Ohio Tuition Trust Authority, which sponsors and administers Ohio's 529 college savings plans, he noted.

Trustee Womer Benjamin thanked Trustee Riley for his kind introduction.

Trustee Riley then welcomed new Graduate Student Trustee Jasmine Hoff, who was appointed by Governor DeWine on June 11. She has earned associate, bachelor's and master's degrees in nursing from Kent State and now is pursuing a second master's degree and certification as a Nurse Practitioner. He further noted that Trustee Hoff was not able to join the meeting as she was completing her required orientation as a newly promoted assistant nurse manager at the

Cleveland Clinic's transplant center. He remarked that the Board looks forward to welcoming Trustee Hoff at the September 11 meeting. Trustee Riley also observed that trustees appreciated the presence of President Beverly Warren and President-elect Todd Diacon and looked forward to a smooth presidential transition on Monday, July 1.

Trustee Riley then asked Vice President Charlene Reed to call the roll, and a quorum was present.

PROOF OF NOTICE

Vice Chair Riley stated that public notification was given pursuant to state law and university policy.

APPROVAL OF THE AGENDA

Trustee Riley noted that he was leading the meeting on behalf of Board Chair Ralph Della Ratta, who was unable to attend. The special meeting was called for the two specific purposes: ratification of a collective bargaining agreement between Kent State University and the Tenure-Track Faculty Unit of the American Association of University Professors (AAUP), Kent State Chapter; and consideration of tuition and fee recommendations for the 2019-2020 academic year. Trustee Riley asked if there were any changes to the agenda. Hearing no corrections or additions, the agenda was adopted by general consent.

EXECUTIVE SESSION

Trustee Riley then stated that in accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board had a need to meet in executive session for the purpose of (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation and other terms and conditions of their employment [121.22 G (4)]. He then called for a motion and a second to retire to executive session. Trustee Mason moved, seconded by Trustee Davidson, that the Board retire into Executive Session. Board Secretary Charlene Reed took a roll call vote of the membership. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session. The executive session concluded at 3:45 p.m.

BUSINESS MEETING

The Board reconvened in public session at 3:45 p.m. for the business portion of the meeting.

*APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT:
KENT STATE UNIVERSITY AND THE TENURE-TRACK FACULTY UNIT OF
THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS,
KENT STATE CHAPTER*

Vice Chair Riley noted that the first item of business was to ratify a collective bargaining agreement that was approved with very strong support (96%) of the full-time faculty members

voting. He remarked that with this agreement in place, the university will enter the new academic year welcoming a new presidential administration in a spirit of cooperation and commitment to academic excellence and student success, which are hallmarks of Kent State's faculty and the university. Trustee Riley called on President Warren to address the agenda item.

President Warren thanked Vice Chair Riley for the opportunity to introduce this important item of business. She stated that university officials were in negotiations with the AAUP tenure-track faculty unit for more than a year. It was a very serious negotiation for the administration as well as our valued colleagues, the tenure-track faculty, she said. The negotiations went into fact finding and the union and university bargaining teams accepted the fact finder's findings and then moved into further and final negotiations. President Warren said she was pleased that the faculty union leaders and membership, through its strong vote in favor of the settlement, believe the contract is equitable, fair, respectful and indicative of the value placed upon the faculty.

She then called on President-elect Todd Diacon to offer remarks as one of the leaders of these negotiations. Dr. Diacon thanked President Warren and called attention to the details of the agreement that were found in the board book. The university leadership is committed to providing the best wages and most generous benefits possible to employees while remaining fiscally responsible, he said, which he thinks has been accomplished with this contract. He commented that there are more than 4,200 colleges and universities in the nation, of all shapes and sizes. Some are focused on the arts, some are focused on engineering, some are big, some are small, but the two things they all have in common is they all have faculty and they all have students. He observed that the source of our strength as an institution is the quality of our faculty and he thanked the faculty for their contributions. He stated in closing that he would like to thank two groups – the respective bargaining teams of the administration and the union, who worked diligently on these negotiations for more than a year. He cited Vice President for Human Resources Jack Witt and Associate Provost for Faculty Affairs Sue Averill who worked long hours to find answers when questions were raised. He also commended the AAUP bargaining team including chief negotiator Professor Deborah Smith for their efforts. All are busy, full-time professors dedicated to their teaching and research but yet, they were deeply committed to this process. He then turned to Senior Vice President Mark Polatajko, asking if he had any further comments and to answer any questions that others may have.

Trustee Perry observed that the relationship between the administration and the faculty appears to be the best it's ever been, which is a wonderful accomplishment. He remarked that the positive relationship is not only related to the successful contract negotiations but also to the alignment of the faculty and staff with the university's strategic plan. Not every university can say that, he noted. He praised President Warren and President-elect Diacon for their work toward this accomplishment. Dr. Warren replied that it is a testament to the shared governance that is alive and well at Kent State, and thanked Trustee Perry for his comments.

Vice Chair Riley echoed the gratitude that President-elect Diacon expressed to all parties involved in the negotiation. The fact that a fair compromise in bargaining positions was reached, which the university can afford, allows the university community to kick off a new school year on a very positive note. He said all trustees are pleased that the university can now move forward

with the contract in place for the next three years and resolve faculty compensation for the past year with a retroactive arrangement for FY 2019 effective immediately.

Resolution 2019-32

APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT: KENT STATE UNIVERSITY AND THE TENURE-TRACK FACULTY UNIT OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, KENT STATE CHAPTER

WHEREAS, under the provisions of Chapter 4117 of the *Ohio Revised Code*, Kent State University has maintained a collective bargaining relationship with its full-time tenure-track faculty since September 16, 1978; and

WHEREAS, the most recent three-year Collective Bargaining Agreement with the Tenure-Track Faculty Bargaining Unit was ratified by the Board of Trustees on January 20, 2016; and

WHEREAS, negotiations for a new Collective Bargaining Agreement began on or about May 31, 2018, and concluded with the parties reaching tentative agreement on a successor agreement on June 4, 2019; and

WHEREAS, a quorum of the Kent State University Board of Trustees has assembled today to consider the matter and an election that began June 5, 2019, of the eligible voting membership of the AAUP-KSU, and concluded June 9, 2019; now, therefore,

BE IT RESOLVED that the Board of Trustees of Kent State University does hereby approve of the amended Collective Bargaining Agreement with the Tenure-Track Faculty Unit of the American Association of University Professors, Kent State Chapter, effective from August 19, 2019, until 11:59 p.m. on August 18, 2022, as well as the Memorandum of Understanding covering the period from August 19, 2018, to and including August 18, 2019.

Vice Chair Riley then asked if there were any further comments or questions about the proposed agreement. Hearing none, he asked for a motion to approve the resolution.

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

CONSIDERATION OF 2019-20 TUIITION AND FEE RECOMMENDATIONS

Trustee Riley then introduced the second stated purpose of the special meeting – the consideration of tuition and fee recommendations for the 2019-2020 academic year. This consisted of two resolutions: one focusing on the modification of the tuition guarantee model and approval of tuition, room and board rates under the tuition guarantee model, effective Fall 2019; and the approval of tuition, special program, course and other fees, effective Fall 2019.

He noted that the Ohio General Assembly was near completion of the State budget bill for the next biennium, which then would move to Governor Mike DeWine for his consideration. All of the actions the Board would take in the meeting would be contingent upon the authorization provided in the final enacted State budget, which currently is referred to as House Bill 166. Trustee Riley applauded the Governor and members of the Ohio House and Ohio Senate for their strong support for higher education throughout the budget process. Policymakers understand that our state and our institutions must be able to invest in academic quality, needed student support services, infrastructure and student financial aid, while at the same time preserving affordability and predictability in college costs for students and their families, he said. Trustee Riley further remarked that the Board needed to act at that time so the university would be positioned to proceed once the final budget was authorized. He called on President Warren to share her observations, noting that the administration would address tuition and fees generally and then will turn to the proposed resolutions separately for the Board's consideration.

Dr. Warren thanked Vice Chair Riley, commenting that setting tuition is one of the most important responsibilities of the administration and the board. It is serious and requires consideration of value, affordability and accessibility, which often can be competing priorities. Over the years Kent State has demonstrated a true value for providing a high-quality education for students and providing an education for the most students possible in one of the largest universities in Ohio and one of the largest university systems in the country, she said. She thanked the senior team, particularly President-elect Diacon and Senior Vice President Mark Polatajko, for shepherding the leadership through these serious deliberations and then asked Dr. Diacon to share his thoughts.

President-elect Diacon said Kent State truly is a students first university, which means balancing an unshakable, indeed unwavering commitment to accessibility and affordability with the promise of providing a world-class education. He noted that the leadership went into deliberations regarding tuition and fees with its leading charge on maintain our commitment as a students first university while providing a world-class education and being fiscally responsible in all we do. He then called on Dr. Polatajko for additional information. Dr. Polatajko reminded those present that in-state, undergraduate tuition has been frozen for the past five years, with the only change permitted in adopting a tuition guarantee program for incoming freshmen. During that same time period, the university was diligent in delivering effectiveness and efficiency to the magnitude of about \$75 million in cost savings and cost avoidance.

He noted that the budget bill as of that time appeared to offer the first opportunity in five years to adjust tuition and fees for in-state undergraduate students. At that time, it appeared that changes might include allowing up to a 3.5% increase on the tuition guarantee model for incoming Fall 2019 freshmen; up to a 2% increase on all students currently not on a tuition guarantee; and the

possibility of establishing a mental health and substance abuse support services fee that would be exempted from the fee cap. He echoed Dr. Diacon's comments that the university is always mindful of its priorities to balance affordability and accessibility and delivering a world-class education. Based upon all of its deliberations, analysis and engagement with various stakeholders and the Board itself, the administration proposed tuition and fees for the academic year, beginning Fall 2019. As presented in the meeting materials, all rates would be subject to authorization given in the final state budget. Most course, special and other fees would remain frozen in alignment with the university's commitment to affordability and statutory requirements except for instances where the actual costs charged to students rise, for example, the cost of radiation badges or national exams.

In recent years Kent State has been diligent in expanding mental health and substance abuse support services to meet growing student needs, Dr. Polatajko explained. A recent study by the National Alliance on Mental Health emphasized the critical need for services and support to be available on campus including mental health training for faculty and staff and support services such as suicide prevention programs, walk-in health centers, and 24-hour hotlines, just to mention a few. While Kent State University currently offers these services, an opportunity exists to enhance these services even further in alignment with the university's students first priority, Kent State of Wellness initiative and Governor DeWine's Recovery Ohio plan, he said. Toward this end, the university administration proposed a mental health and substance abuse support services fee that would fund the expansion of service offerings to students with the goal of achieving the International Association of Counseling Services benchmark of one mental health professional to 1,300 students. The proposed fee contemplated at that time was \$20 per student per semester for undergraduate, graduate and regional campuses students to fund expansion of training programs and to add new mental health professional positions to achieve this priority benchmark. The implementation of this new fee would be subject to authority within the final state budget.

Trustee Perry asked if the goal is one professional per 1,300 students, what is the current ratio. Dr. Polatajko answered it now is about one professional per 3,300 students. Trustee Mason expressed strong support for the measure, referencing the suicide of the college-age son of a close friend. In response to a question from Trustee Perry, Dr. Polatajko noted that most course, special and other fees remained the same.

President-elect Diacon then remarked that he was delighted to announce that the university has identified an additional \$2 million in funding for need-based scholarships, which will be made available immediately for those students with the greatest financial need. He added that the administration is mindful of the need to communicate these changes effectively with students and parents. He noted there will be a very prominent link on the university's homepage to an easy-to-read website about tuition and fee increases and the hours of the call center and One Stop have been expanded. The university has live chat capabilities to talk to students and parents with questions. Lastly and most importantly, through email and text messages, students and parents will receive personalized communications with the details of their specific tuition rate and need-based funding for Fall 2019. He praised Senior Vice President Karen Clarke and Vice President Mary Parker and their teams for working together to prepare an excellent communication plan.

Vice Chair Trustee Riley asked if there were any further comments or questions, and then proceeded with the two proposed resolutions.

Resolution 2019-33

MODIFICATION OF TUITION GUARANTEE MODEL AND APPROVAL OF TUITION, ROOM AND BOARD RATES UNDER THE TUITION GUARANTEE MODEL, EFFECTIVE FALL 2019

WHEREAS, the Kent State University Tuition Guarantee is designed to provide students and their families a predictable and stable model for planning for the cost of a college degree; and

WHEREAS, the model is a cohort-based, guaranteed undergraduate tuition program adopted in accordance with Ohio Revised Code §3345.48; and

WHEREAS, the Kent State Tuition Guarantee was adopted by the Kent State University Board of Trustees with Resolution 2017-54, Consideration of Tuition Guarantee Model, at the December 13, 2017, meeting; and

WHEREAS, the university's Tuition Guarantee provides all eligible new first-year undergraduates and their families the certainty that resident tuition and room and board charges will not increase during the ensuing four academic years from their first enrollment as degree-seeking students; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees approves the revision to the attached Tuition Guarantee Model, to further clarify eligibility in the program; and

BE IT FURTHER RESOLVED, that the Kent State University Board of Trustees approves the attached tuition, room and board rates for the cohort entering Fall 2019; and

BE IT FURTHER RESOLVED, that the Kent State University Board of Trustees authorizes the President to assess a mental health and substance abuse support services fee pursuant to the parameters within the Ohio Revised Code.

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

Resolution 2019-34

APPROVAL OF TUITION, SPECIAL PROGRAM, COURSE AND OTHER FEES, EFFECTIVE FALL 2019

WHEREAS, the Board of Trustees is responsible for approving fees for instruction and other educational services and is authorized to establish special purpose fees and charges for services and benefits provided to students; and

WHEREAS, the current version of House Bill 166 allows for a 2% increase in undergraduate in-state tuition for continuing (non-tuition guarantee) students for Fiscal Year 2020; and

WHEREAS, the current version of House Bill 166 allows flexibility in graduate tuition and out-of-state surcharges for Fiscal Year 2020; and

WHEREAS, changes to graduate tuition and out-of-state surcharges have been proposed to meet these needs and reviewed by executive officers; and

WHEREAS, additional resources are needed in a number of areas to preserve academic program quality and services to students and to fund unique costs associated with certain courses, services and academic programs; and

WHEREAS, proposed changes to program, course and miscellaneous fees have been reviewed extensively by university staff including executive officers for compliance with statutory requirements and, to ensure that all are in the appropriate amounts and are necessary to protect program quality; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees hereby approves the attached schedule of tuition and fees to be effective with the Fall 2019 semester subject to authorization provided in House Bill 166, unless otherwise noted; and

BE IT FURTHER RESOLVED, that the Kent State University Board of Trustees authorizes the President to assess a mental health and substance abuse support services fee pursuant to the parameters within the Ohio Revised Code.

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

ADJOURNMENT

Vice Chair Riley announced that the next meeting with the Board of Trustees was scheduled for Wednesday, September 11.

Trustee Frost shared that prior to the special Board meeting, he had the opportunity to tour WKSU. He thanked Executive Director Wendy Turner and her team, particularly Director of Advancement Natalie Pillsbury, Programming Director Ele Ellis, and News Director Andrew Myer for their hospitality. He recognized reporter Ella Abbott, a senior journalism major who was covering the Board meeting.

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