

Summary of RCFAC issues for the 13 April 2016 Faculty Council Meeting:

Faculty Chair's Report

At the March 11, 2016 meeting, RCFAC:

- heard Dean Nameth (Salem/East Liverpool) state that the retention rates mentioned by President Warren at the last Senate meeting apply to the Kent Campus. Regional Campuses will come up with their own retention numbers. It will be one number for all campuses and it will be a realistic number. Deans and Assistant Deans will decide on this realistic/reasonable number. Chair Neuman (Trumbull) asked what will happen if students go from a Regional Campus to Kent Campus or if students take courses at multiple campuses (because of coordinated scheduling for example). She asked whether retention should be for the Regional Campus system rather than for each campus. Nameth replied that measuring retention for the system as a whole might be better and that method of measure will be considered. He stated that regardless of the measure, retention for the Regional Campus system is going up.

- heard Dean Nameth state that he and the Provost recently made a presentation (attached) on "Regionalizing the Regionals" to the Board of Trustees. Dean Nameth shared with the Board what the Regional Campuses offer in terms of programs and degrees as well as their history and information on their faculty. The Provost talked about enrollment. He noted that the numbers of under-represented students are increasing. He noted that geography matters in that students are place-bound. He also introduced the idea of sharing faculty and deans. The Board had two questions about the proposal. First, what will be the role of the deans in this new system? It was suggested that communities will push back on the changes. Dean Nameth said that the dean position will change; the deans will work with communities and fundraise. The Dean will function more as a president. Assistant Deans will be elevated and changes may require new Assistant Deans who will be more like Associate Deans and do more in terms of Academic Affairs. Assistant Deans will have to be qualified to handle academic issues; he believes they might have to be TT faculty. Second, how are faculty dealing with this proposal? (Aside: badly, in RCFAC's opinion) The Provost addressed the sharing of positions and said that it was a way of getting more TT faculty into the Regional Campus system.

Discussion ensued about this presentation to the Board (and the shared dean positions more broadly). Dean Nameth stated that there will have to be a search process for these new shared deans. It was noted by several in attendance that past search processes had problems and faculty need to know that the administration is committed to successful searches and the hiring of good administrators. Dean Nameth stated that Assistant/Associate Deans will need to be familiar with the RTP process for this plan to work.

Dean Nameth also noted that there was no pushback from the Board at this meeting. The next step in the process is to hire the VP for System Integration. This regionalization will be the first thing on that person's agenda.

Chair Earley (RCFAC Chair, Stark) noted that there is a lack of faculty consultation in this regionalization process. Plans have been presented to the Board via the Student Success Sub-

Committee and to campuses as part of the Provost's 1UC presentation (Aside: this "regionalization" is NOT actually in the 1UC report) but there has not been any faculty consultation. Dean Nameth stated that the bottom line is that something will change dramatically with Regional Campus administration. The question is what the change will be and when faculty will be consulted. Dean Nameth will carry this message to the Provost about the concerns with the lack of faculty consultation.

The RCFAC resolution (attached) on shared deans was discussed. It will be sent to the Provost next week and the Senate Chair will be CC'd. The primary concern and question for the Provost is to understand what problem this reorganization is trying to fix. The Provost often refers to these shared deans as "Super Deans". Chair Landingham (Geauga) asked whether the campus administrations had been part of the discussions of this plan. Dean Nameth stated that they have.

Chair Earley raised the issue of research and service with shared faculty positions. Is sharing only in terms of teaching? Dean Nameth responded that this is where the Super Deans will come in. The Assistant/Associate Deans will also have to work closely together to determine faculty responsibilities.

The April 8, 2016 RCFAC meeting was cancelled.

Regional Campuses Update

**Kent State University
Board of Trustees
March 9, 2016**

Brief History



Campus	Established	Highlighted Major
Ashtabula	1958	Viticulture
East Liverpool	1965	Criminology and Justice Studies
Geauga	1965	Middle Childhood Education
Salem	1962	Insurance Studies
Stark	1946	Master of Arts - Curriculum and Instruction
Trumbull	1954	Master of Science – Public Health
Tuscarawas	1962	Agribusiness

*Most college freshmen attend school within 50 miles of home, study says
(Cleveland.com, 2/4/16)*

Student Demographics



	Regionals	Kent
Average Age	24.6	21.5
% Female	63.4%	59.6%
% URM	11.5%	14.6%
% URM Change from Fall 11	+1.3%	+1.7%

Notable and Recent Successes

- **Rural Scholars Program (Columbiana)**
- **International Student Enrollment (Stark)**
- **Appalachian Partnership Grant (Tuscarawas)**
- **Professor David Hacker (Trumbull)**

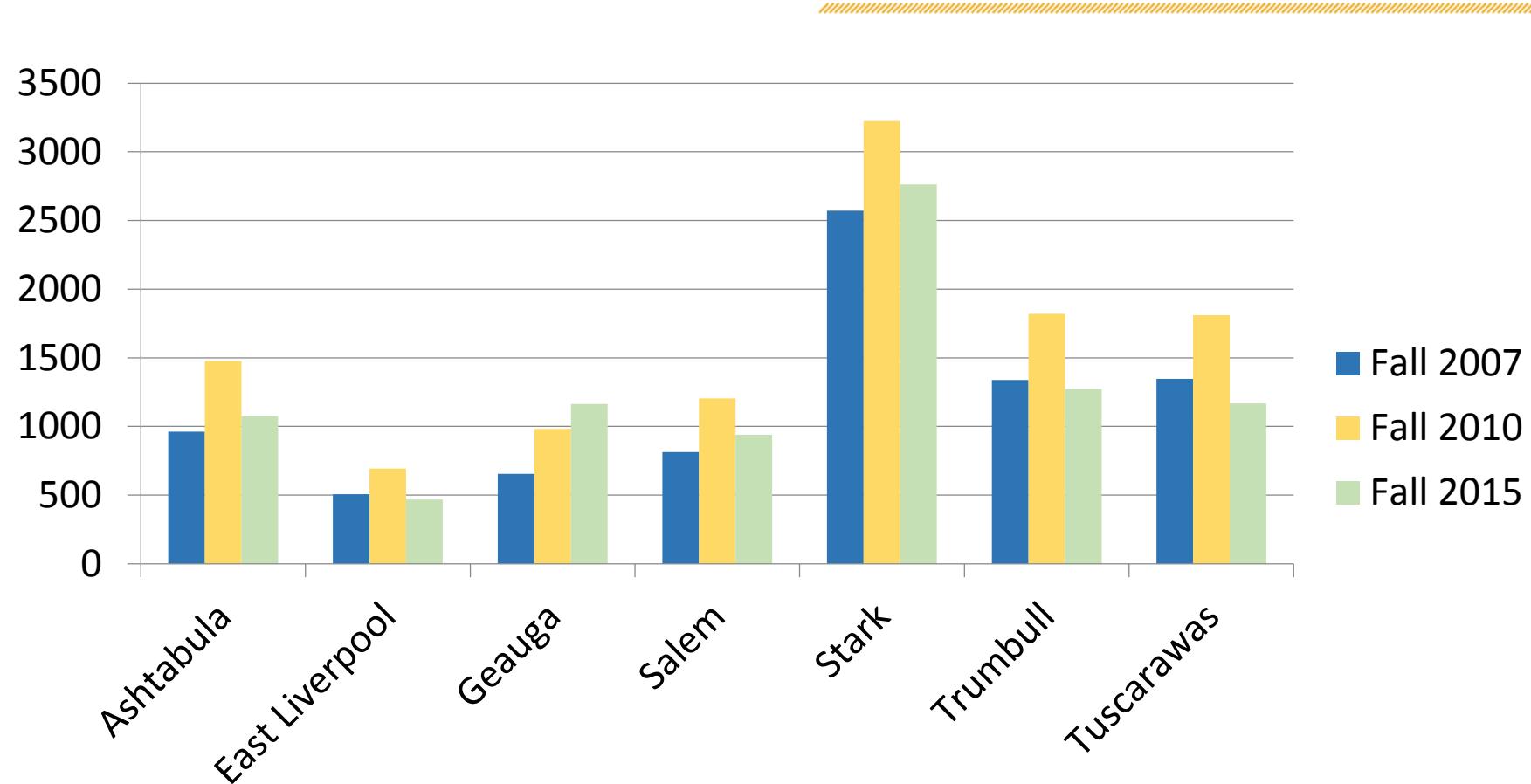


Enrollment Trends (by FTE)



Campus	Fall 2007	Fall 2010	Fall 2015
Ashtabula	963	1,476	1,077
East Liverpool	507	694	467
Geauga	655	982	1,164
Salem	814	1,205	940
Stark	2,572	3,225	2,763
Trumbull	1,338	1,820	1,274
Tuscarawas	1,347	1,811	1,168
TOTALS	8,196	11,213	8,853

Enrollment Trends (by FTE)



Enrollment Initiatives

- **Expansion of College Credit Plus**
 - 33% increase in students enrollment since Fall 2014
- **Tuscarawas Initiatives**
- **New Programs Generating New Enrollment**
 - Twinsburg Regional Academic Center Building (2012)
 - General Business (Fall 2015)
 - Respiratory Care – Ashtabula (Fall 2015)
 - Agribusiness – Tuscarawas (Fall 2015)
 - Insurance Studies – Salem (Fall 2012)
 - Enology and Viticulture – Ashtabula (Fall 2011)

Proposed Reorganization

- **Vice President for System Integration**
 - Search launched January 2016
 - Serve on President's Cabinet
 - Charge – assess administrative structure or regional campus system
- **Consideration**
 - 3 zones – North, South, Stark
 - 3 deans instead of 6
 - Reduce administrative and service duplication
 - Shared hires of tenure-track faculty

Future AECC Presentations



- Regional deans to provide “listening tour” presentations



Discussion



15 March 2016

Provost Diacon:

We understand that a policy to combine Regional Campus Deans is under consideration. Although we have been informed that details of this policy will not be finalized until after the hiring of the Vice President for System Integration, it is clear that this proposal is driving current decision-making. For example, it was publicly announced that the new Geauga Campus Dean was hired on a two-year contract and information about this proposal was recently reported to a subcommittee of the Board of Trustees. According to the University Policy Register (2-03.1.B.1.e), “Prior to recommending … the substantial modification of the academic structures of an existing campus, the president and provost shall consider … a recommendation from the appropriate curricular and governance bodies, including the regional campuses FAC and … the faculty senate”. RCFAC is concerned about the implications of this proposal and has unanimously requested sharing our concerns with you and with Faculty Senate. We would appreciate your answers to our questions.

What problem would combining Regional Campus Dean positions solve? We do not see a budgetary problem since the regional campus system is financially sound. According to University Budget Office data, six of the seven regional campuses had positive net revenues (after funding RC administration) with a total net revenue generated by all seven campuses of over \$3 million in the 2015 fiscal year. As part of this positive revenue, these campuses provided over \$15 million in Institutional Support (service charges) to the Kent Campus.

Furthermore, we do not see how this proposal would result in any cost-savings. While the number of Deans would decrease, these new joint Deans will spend increased amounts of time traveling between campuses and we understand that these individuals will be expected to spend more time fund-raising in the local communities. Because of these new time commitments, it seems very unlikely that the duties currently performed by the Regional Campus Deans could be completed by these joint Deans. Thus additional staff or administration will be necessary, negating most (if not all) of the initial cost savings. We acknowledge concerns that declining Regional Campus enrollments could negatively impact finances. Yet by dividing time between multiple campuses and communities, it will be difficult for joint Deans to develop the meaningful relationships with local communities that are crucial to fund-raising and encouraging enrollment from local school districts.

There are ways that the Regional Campuses could be more efficient, and it is prudent to initiate discussions about increasing efficiencies. Given the unique character of each campus, it is unlikely that a single solution will work for all Regional Campuses. These discussions will be most effective if the faculty and administration of each campus work in consultation with the new Vice-President of System Integration to identify areas of potential increased efficiencies. The sharing of resources between campuses should be encouraged, but only when it makes financial sense, strengthens the University, and benefits our students.

The joint Regional Campus Dean proposal is a significant change to the structure of Regional Campus administration. University policy and the CBA both indicate that faculty should be part of the planning process for this type of significant decision. **Have faculty participated in proposal discussions to date, and are there plans to involve faculty in these discussions in the future?**

We look forward to your responses to our questions about the proposed changes to Regional Campus administration.

Clarke Earley, RCFAC Chair

CC: Linda Williams, Faculty Senate Chair