



BOARD OF TRUSTEES

CLEVELAND STATE UNIVERSITY

MINUTES OF THE MEETING

BOARD OF TRUSTEES MEETING

DATE: Tuesday, July 28, 2020, 8:00 a.m.

PLACE: Conducted remotely through Zoom Meeting

PRESENT: Chair David H. Gunning II, Trustees Thomas W. Adler, Timothy J. Cosgrove, Patricia M. DePompei, Stephen Kirk, Len Komoroski, Lisa K. Kunkle, and, David Reynolds; Student Trustees Arlindo Ahmetaj and Allison K. Younger; Community Board Members Robyn N. Gordon, Thomas E. Hopkins, Heather Lennox, Linda McHugh, and Joseph D. Roman; Faculty Representatives Dr. William M. Bowen and Dr. Rachel K. Carnell; General Counsel and Secretary to the Board of Trustees Sonali B. Wilson; and President Harlan M. Sands.

Others in attendance: Dr. Jianping Zhu, Provost; Jonathan Wehner, Vice President and Dean of Admissions, Enrollment Management and Student Success; Dr. Forrest Faison, Sr. Vice President of Research & Innovation and Chief Healthcare Strategy Officer; Jeanell N. Hughes, Chief Talent and Human Resources Officer; and Dr. Julie M. Rehm, Vice President, University Advancement.

Chair Gunning called the meeting to order at 8:06 a.m. and confirmed the presence of a quorum. He asked if there were any corrections, additions or deletions to the minutes of the May 21, 2020 Board meeting. Hearing none, he called for a motion to approve the minutes. Moved by Trustee DePompei, and seconded by Trustee Adler, the minutes were approved by voice vote.

REPORT OF THE CHAIR

Chair Gunning began the meeting thanking President Sands and all staff for their dedicated work addressing the pandemic situation and preparing for the beginning of the fall semester. He noted that there will be changes to student body practices and protocols to ensure safety for the campus community.

Chair Gunning announced that Governor DeWine appointed Mr. Arlindo Ahmetaj as the new student Trustee. Mr. Ahmetaj is pursuing his MBA at the Monte Ahuja College of Business and is currently working at the City of Cleveland as a staff accountant.

Chair Gunning reported that the Executive Committee met on June 22, in Executive Session to conduct an annual evaluation of the President's performance and establish goals for the upcoming year; there were no actions resulting from the meeting.

Recognition of Faculty Trustee William M. Bowen

Chair Gunning brought forth a resolution to recognize the contributions that Dr. Bill Bowen made during his term on the Board as Faculty Senate President; Dr. Bowen's scholarly work, leadership, and service were acknowledged.

Trustee Adler moved, and Trustee Komoroski seconded the motion for the resolution to recognize Dr. Bowen's service to the Board. The motion was passed with a voice vote.

RESOLUTION 2020-30

RECOGNITION OF DR. WILLIAM M. BOWEN

WHEREAS, William M. Bowen, Ph.D., a tenured Professor of Public Administration and Urban Studies, was elected President of the Cleveland State Faculty Senate in 2017 and has since served as a faculty representative member of the Board of Trustees; and

WHEREAS, Dr. Bowen is an outstanding faculty leader who during the University Presidential Leadership transition, contributed significantly to the development and rollout of new University strategic priorities helping to build a strong faculty and university administration partnership; and

WHEREAS, with Dr. Bowen's leadership, Cleveland State University was the first public university in the State to develop a Joint Faculty Senate and University Statement on free speech, a Joint Faculty Senate, Faculty Union, and University statement on a well-coordinated faculty effort to move over two thousand classes to remote delivery in response to the COVID 19 pandemic, and a Joint Faculty Senate and University statement on supporting our international students; and

WHEREAS, Dr. Bowen serves on the CSU 2.0 Task Force that is developing recommendations to position CSU to emerge from the COVID 19 pandemic stronger and prepared for future growth; and

WHEREAS, Dr. Bowen is an accomplished scholar and teacher who has published extensively in research-based decision-making and problem solving in regional analysis and planning, especially in relation to economic development, energy technology and policy, and environmental issues; and

WHEREAS, Dr. Bowen was honored as an Outstanding Teacher at CSU in 2000 and received the Distinguished Faculty Award for Service in 2009;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees expresses its sincere appreciation to Dr. William M. Bowen for his extraordinary contributions to the work of the Board and looks forward to seeing his continued mark on the fabric of Cleveland State University.

Chair Gunning introduced Dr. Robert Krebs, the incoming president of the Faculty Senate, and Professor of Biological, Geological and Environmental Sciences. As Faculty Senate President, Dr. Krebs serves as a faculty representative member of the Board of Trustees.

Chair Gunning also noted that Dr. Rachel Carnell was re-elected by the Faculty Senate to a second term as a faculty representative to the Board of Trustees through June 30, 2021.

REPORT OF THE PRESIDENT

President Sands supplemented the Chairman's report by acknowledging and thanking the Trustees for their extraordinary service to the University, noting appreciation for their time and effort. He recognized Dr. Bill Bowen for his expertise and counsel, noting work done to advance collaborative efforts between the Faculty Senate and the administration. President Sands congratulated Mr. Ahmetaj on his appointment to the Board, noting that he had met Arlindo previously through his work on the Student Government.

President Sands began his report by highlighting a recent report by the Brookings Institute on the importance of public universities and their impact on upward social mobility.

President Sands provided a financial update, noting that the University is still experiencing the financial impact from the COVID-19 pandemic. He also noted that \$5.3 million is expected from the State for COVID-19 related costs to ensure environmental safety across campus buildings.

President Sands called on Vice President Jonathan Wehner to report on enrollment. Mr. Wehner reported that the summer 2020 student headcount is up 2.2% and that credit hour revenue is up 9.6% over last year.

The fall 2020 enrollment data, as of July 27, showed that undergraduate enrollment, especially first-time freshman enrollment, was slightly lower than 2019. However, graduate student enrollment has increased 3.65% from last year.

Vice President Wehner highlighted three successful retention and enrichment programs including, the Parker Hannifin Living Learning Community, the Summer Transition Enrichment Program (STEP), and the Law School Jump Start program.

President Sands called on Dr. Forrest Faison to report on campus repopulation efforts. Dr. Faison presented a timeline, including necessary critical operations and representative milestones

associated with each phase of repopulation. Dr. Faison reported that the pandemic governance structure includes subgroups to address academics, community standards, events, residence life, case response, operations, staff repopulation, and depopulation.

As part of the repopulation plan and in order to reduce the risk of COVID-19 exposure, Dr. Faison noted that students, faculty and staff will need to commit to a social contract, including consent to appropriate training and protocols, completing a daily health assessment, wearing facial coverings, limiting physical contact, and enhanced hygiene and cleaning efforts, among other efforts.

Chief Talent and Human Resources Officer Jeanell Hughes reported on the CSU 2.0 and the five areas of focus, encompassing administration, academics, athletics, growth and innovation, and diversity and inclusion. A Task Force is being formed for each of the five areas of focus and are representative of a broad campus-wide effort and their recommendations are due to the President by November 16. President Sands thanked Trustee Reynolds and Trustee DePompei for agreeing to serve on CSU 2.0 Task Forces.

President Sands called on Provost Zhu for comments regarding the fall semester. Provost Zhu reported that 33 new faculty hires have been made for fall semester, including 18 tenure track or tenured faculty. In addition, two of the new hires are bringing over \$2 million in NIH RO1 and R21 grants. Dr. Zhu noted that the new faculty will increase diversity among CSU faculty, and will significantly strengthen the University's strategic focus in biomedical research and healthcare, cybersecurity and data analytics, and applied social science.

President Sands introduced Dr. Kenneth B. Kahn, the incoming new Dean of the Monte Ahuja College of Business, who is joining Cleveland State from Virginia Commonwealth University, where he was the Associate Dean of the School of Business. Dr. Kahn is a professor of marketing, a noted scholar, has authored three books with funded sponsored research experience, and has taught a wide variety of courses.

In closing, President Sands acknowledged that the situation remains fluid and needs to be flexible, however a timeline is formulated that includes a phased return of limited staffing to campus on July 27 and fall semester classes beginning on August 24.

REPORT OF THE CSU FOUNDATION

Trustee Hopkins reported that FY20 fundraising ended with \$9.8 million in new pledges, gifts, and expectancies, noting that given the circumstances, the year ended positively and the Foundation is committed to the ongoing fundraising efforts (**Attachment A**). He announced that five new members have joined the Foundation Board and that Vice President Rehm has been diligent in creating a staffing plan for continued fundraising success.

Vice President Julie Rehm presented information on attainment by constituent group, noting an increase in the number of alumni donors over the last year, strengthening the pipeline of support. She remains optimistic for the future of fundraising at Cleveland State.

CONSENT AGENDA

Chair Gunning stated that routine matters, or those recommended by committees and discussed previously, are considered on the Consent Agenda. He asked if there were any items that Board members wished to discuss; there were none.

Trustee Reynolds moved, and Trustee Kunkle seconded, the motion to approve the following consent agenda items: Approval of New Degree Program, BS in Healthcare Management (**Attachment B**); Approval of Faculty Personnel Policy Revisions (Definitions, Chair dean evaluations, Graduation, convocation and assembly committee, Retirement, and Policy on academic misconduct) (**Attachment C**); Approval of Wyse Advertising Contract (**Attachment D**); Dean Tenure Approval, Dr. Kenneth Kahn, Dean, Monte Ahuja College of Business (**Attachment E**); Faculty Tenure Approval, Dr. Tawanda M. Greer-Medley, College of Education and Human Services (**Attachment F**); and Approval of Bi-Polar Ionization—Air Cleveland Technology (**Attachment G**). The following resolutions were approved by voice vote.

RESOLUTION 2020-31

APPROVAL OF NEW BACHELOR OF SCIENCE DEGREE IN HEALTHCARE MANAGEMENT

WHEREAS, the Monte Ahuja College of Business proposes to offer the degree of Bachelor of Science in Healthcare Management; and

WHEREAS, there is a demonstrated need for such a program in Northeast Ohio; and

WHEREAS, the proposed degree program has been reviewed and approved by all appropriate faculty entities and academic administrators, including approval by the Faculty Senate at its meeting of December 4, 2019;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby approves the new degree of Bachelor of Science in Healthcare Management, Monte Ahuja College of Business.

RESOLUTION 2020-32

APPROVAL OF REVISIONS TO THE FACULTY PERSONNEL DEFINITIONS POLICY 3344-11-02

WHEREAS, in 2014, the Board of Trustees approved a resolution revising the Faculty Personnel Definitions Policy, 3344-11-02 and;

WHEREAS, the University's administration has recognized the need for further revisions to include: additional faculty job titles; adding the feminine adjective for term used to describe the honorary status awarded to a retiring faculty member; and to provide further details on the eligibility criteria for that status; and

WHEREAS, the Faculty Senate reviewed and approved the proposed amendments at its meeting of July 17, 2020 and the amendments have been posted for public comment;

NOW THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees hereby approves the amendments to the Faculty Personnel Policies' Definitions 3344-11-02, as indicated in the accompanying documents; and further directs the University administration to file these amendments with the Ohio Legislative Services Commission subject to any further changes deemed necessary by the University General Counsel.

RESOLUTION 2020-33

APPROVAL OF CHANGES TO THE FACULTY PERSONNEL POLICIES 3344-11-07 APPOINTMENT OF CHAIRS, SCHOOL DIRECTORS AND DEANS

WHEREAS, amendments have been proposed to the Faculty Personnel Policies 3344-11-07 Appointment of Chairs, School Directors, Deans, expanding the policy to include the term "school" and to outline the process for addressing any concerns raised during the evaluation process; and

WHEREAS, the proposed revisions clarify the role of the provost in the evaluation process and restates that faculty members who also serve in a dual role such as provost shall not vote as a member of the faculty in evaluations of college deans, and their failure to vote shall not be tallied in any manner; and

WHEREAS, the CSU Faculty Senate has approved the proposed amendments at its meeting of March 4, 2020 and the amendments have been posted for public comment;

NOW THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the amendments to the Chair/Dean Evaluations Policy 3344-11-07 as indicated in the accompanying documents; and further directs the University administration to file the amendments with the Ohio Legislative Services Commission, subject to any changes deemed necessary by the University General Counsel.

RESOLUTION 2020-34

APPROVAL OF CHANGES TO THE FACULTY PERSONNEL POLICIES 3344-13-03 GRADUATION, CONVOCATION AND ASSEMBLY COMMITTEE

WHEREAS, amendments have been proposed to the Faculty Personnel Policies 3344-13-03 Graduation, Convocation and Assembly Committee, that expands the policy to include the term “school” and to outline the process for addressing issues related to graduation.; and

WHEREAS, the revised policy now clarifies the role of the committee, ensures that certain colleges and schools are represented on the committee and increases the number of members on the committee by one, from six to seven persons; and

WHEREAS, the CSU Faculty Senate has approved the proposed amendments at its meeting of November 6, 2019, and the amendments have been posted for public comment;

NOW THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the amendments to the Graduation, Convocation and Assembly Committee Policy 3344-13-03 as indicated in the accompanying documents, and further directs the University administration to file the revisions with the Ohio Legislative Services Commission subject to any necessary changes required by University General Counsel.

RESOLUTION 2020-35

CHANGES TO THE FACULTY PERSONNEL POLICIES 3344-16-07 RETIREMENT

WHEREAS, amendments have been proposed to the Faculty Personnel Policies 3344-16-07 Retirement, expanding post-retirement teaching opportunities for all full-time faculty and removing the requirement of being a tenured faculty member to be eligible for the post retirement teaching benefit; and

WHEREAS, the CSU Faculty Senate approved the proposed amendments at its meeting of November 6, 2019, and the amendments were posted for public comment;

NOW THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the amendments to the Faculty Personnel Retirement Policy 3344-16-07 as indicated in the accompanying documents, and further directs the University administration to file the amendments with the Ohio Legislative Services Commission, subject to any changes deemed necessary by the University General Counsel.

RESOLUTION 2020-36

APPROVAL OF CHANGES TO THE ACADEMIC REGULATIONS AND PROCEDURES 3344-21-02 POLICY ON ACADEMIC MISCONDUCT

WHEREAS, amendments have been proposed to the Academic Regulations and Procedures, 3344-21-02 Policy on Academic Misconduct, expanding the policy to address additional types of academic misconduct that can be facilitated through technological advancements; and

WHEREAS, the procedures for sanctioning and appealing academic misconduct have been separated from the policy document and will be addressed in a separate procedure document; and

WHEREAS, the CSU Faculty Senate has approved the proposed amendment at its meeting of July 17, 2020 and the amendments have been posted for public comment;

NOW THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the amendments to the Policy on Academic Misconduct 3344-21-02 as indicated in the accompanying documents, and further directs the University administration to file the amendment with the Ohio Legislative Services Commission subject to any further changes deemed necessary by the University General Counsel.

RESOLUTION 2020-37

APPROVAL OF \$1,250,985 FOR FISCAL YEAR 2021 FOR ADVERTISING MEDIA, PRODUCTION AND RELATED SERVICES

WHEREAS, the University is involved in paid advertising campaigns to promote student recruitment, retention and institutional image; and

WHEREAS, the University administration requests Fiscal Year 2021 funding of \$1,250,985 for the purchase of media and related expenses for student recruitment purposes;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby authorizes purchase orders totaling \$1,250,985 for advertising purchases for FY 2021.

RESOLUTION 2020-38

AWARD OF TENURE TO DR. KENNETH B KAHN

WHEREAS, an external search was conducted to fill the position of Dean of the Monte Ahuja College of Business; and

WHEREAS, the search attracted a substantial pool of well-qualified candidates, including Dr. Kahn, Professor of Marketing and Senior Associate Dean School of Business, Virginia Commonwealth University; and

WHEREAS, the credentials of Dr. Kahn have been reviewed by the appropriate faculty peer review committee in the Department of Marketing, the Chair, the Dean, the Provost and the President; and

WHEREAS, Dr. Kahn has fulfilled the requirements for tenure at the rank of Associate Professor as set forth in Article 12.10 of the Faculty Collective Bargaining Agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby approves the award of tenure at the rank of Professor to Dr. Kenneth B. Kahn in the Department of Marketing, effective the first day of August 10, 2020 full-time employment at Cleveland State University.

RESOLUTION 2020-39

AWARD OF TENURE TO DR. TAWANDA GREER-MEDLEY

WHEREAS, an external search was conducted to fill the position of Associate Professor in the Department of Counseling, Administration, Supervision and Adult Learning, College of Education and Human Services; and

WHEREAS, the search attracted a substantial pool of well-qualified candidates, including Dr. Greer-Medley, Associate Professor, Southern Illinois University; and

WHEREAS, the credentials of Dr. Greer-Medley have been reviewed by the appropriate faculty peer review committee in the Department of Counseling, Administration, Supervision and Adult Learning, the Chair, the Dean, the Provost and the President; and

WHEREAS, Dr. Greer-Medley has fulfilled the requirements for tenure at the rank of Associate Professor as set forth in Article 12.10 of the Faculty Collective Bargaining Agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby approves the award of tenure at the rank of Associate Professor to Dr. Tawanda Greer-Medley in the Department of Counseling, Administration, Supervision and Adult Learning, effective the first day of August 17, 2020 full-time employment at Cleveland State University.

RESOLUTION 2020-40

APPROVAL TO DESIGN, PURCHASE, AND INSTALL BI-POLAR IONIZATION EQUIPMENT FOR BUILDING HVAC SYSTEMS

WHEREAS, the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) global pandemic has put a renewed focus on indoor air quality (IAQ) for all institutions with campuses and buildings; and

WHEREAS, Cleveland State University is committed to ensuring the health and safety of the campus community; and

WHEREAS, Needlepoint Bi-polar Ionization (NPBI) is an air purification technology that has been recently third-party tested and the early results show that it contributes to deactivating the SARS-CoV-2 virus; and

WHEREAS, the high concentration of positive and negative ions created by NPBI also improves indoor air quality by killing other pathogens, reducing harmful volatile organic compounds (VOCs), reducing odors, and agglomerating fine particles in the air making them filterable; and

WHEREAS, bi-polar ionization technology has already been implemented by many hospitals, airports, and colleges, including certain State colleges in the process of implementing this technology;

NOW THEREFORE, BE IT RESOLVED the Board of Trustees authorizes the University's Administration to fully negotiate and execute an agreement for the design, purchase, and installation of Needlepoint Bi-polar Ionization equipment for certain building HVAC systems across campus to improve air quality for an aggregate amount not to exceed \$5,250,000, pursuant to University procurement processes and procedures.

EXECUTIVE SESSION

Vice Chair Cosgrove moved to adjourn into Executive Session for the purpose of discussing matters involving imminent and pending litigation with University counsel; collective bargaining matters; personnel matters, including the employment and compensation of public employees; and trade secret information. Trustee Kirk seconded the motion.

A roll call vote was taken by the Secretary of the Board; voting in the affirmative were Mr. Adler, Mr. Cosgrove, Ms. DePompei, Mr. Kirk, Mr. Komoroski, Ms. Kunkle, Mr. Reynolds, and Chair Gunning. The motion carried.

Chair Gunning excused everyone except the voting and community trustees present, President Sands, and General Counsel and Board Secretary Wilson. The executive session began at 9:12 a.m.

Chair Gunning announced at 10:06 a.m. that the Board had finished its business in Executive Session and was returning to its regular meeting.

NEW BUSINESS

Chair Gunning announced that a resolution is being brought forward to approve President Sands' annual evaluation and to accept his third-year goals. Mr. Gunning noted his thanks to President Sands for an outstanding job performance during challenging circumstances, and for identifying and assembling an excellent and dedicated senior leadership team.

Trustee Cosgrove moved, and Trustee Komoroski seconded the resolution, which was passed by voice vote.

RESOLUTION 2020-41

**APPROVING ANNUAL EVALUATION AND
ACCEPTING THE THIRD-YEAR GOALS
OF PRESIDENT HARLAN M. SANDS**

WHEREAS, pursuant to Section 3.2 of President Sands' employment agreement and Section 3344-1-02(J) of the Board Bylaws, the Board's Executive Committee shall conduct an annual evaluation of the President's performance based on jointly established goals for the year in review that reflect progress in achieving the University's strategic plan, as well as establish mutually agreed upon goals and objectives for the next fiscal year to recommend to the full Board; and

WHEREAS, the Executive Committee has conducted the annual evaluation of President Sands and finds that his performance meets and exceeds established expectations; and

WHEREAS, the Board takes note of his many specific accomplishments which include, but are not limited to:

- Providing strong, measured and thoughtful leadership in a time of great challenges in higher education;
- Establishing a strong relationship with CSU's trustees, faculty, staff, and students, leading to a wide range of unique partnerships and internal investments;
- Creating a culture of partnership among faculty, students and staff, resulting in shared governance, dialogue and constructive problem-solving;
- Finalizing CSU's strategic priorities implementation plan through extensive campus-wide engagement sessions and partnership with faculty, staff, and students;
- Greatly enhancing CSU's financial security over the past two years, resulting in a stronger balance sheet, more budget flexibility, and enhanced cash positions;
- Recruiting top-level talent to CSU's senior leadership team;
- Driving record-breaking freshman enrollment growth in fall 2019 while increasing 1st year retention and 6-year graduation rates;
- Launching three new enrollment partnership pipelines with Cuyahoga Community College, Lorain County Community College, and Lakeland Community College;
- Launching CSU Global to expand international enrollments, setting stage this fall for the first overall increase in graduate enrollments at CSU in the past 9 years;
- Creating and implementing new financial and academic dashboards for use by Board of Trustee committees as standard metrics for CSU progress on strategic goals; and

WHEREAS, the Board also takes special note of Presidents Sands' unparalleled crisis leadership at both state and local levels in response to the COVID-19 pandemic, while providing CSU with strong, decisive, and thoughtful guidance during a challenging time; and

WHEREAS, Pursuant to Section 4.5 of his employment agreement and based upon President Sands successful accomplishment of his goals, he is entitled to a performance bonus of up to twenty percent (20%) of his annual base salary; and

WHEREAS, President Sands has earned, based on his performance, a full 20% bonus, and

WHEREAS, notwithstanding President Sands' many notable accomplishments and successful performance in the past year, he and the Executive Committee have mutually agreed that President Sands will forgo his performance bonus during this very challenging economic time; and

WHEREAS, President Sands has shared and discussed his target goals and objectives for FY21 with the Executive Committee, which in turn recommends that the full Board accept his evaluation and goals for FY21;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby accepts the Executive Committee's recommendation and approves President Sands' FY21 goals as mutually agreed upon, and further accepts his FY20 evaluation with great gratitude and acclamation, in recognition of President Sands' exceptional performance and shared sacrifice in forgoing his performance bonus for FY20 and continuing to advance CSU's mission.

ADJOURNMENT

Chair Gunning congratulated President Sands for undertaking enormous responsibilities and performing admirably during a challenging time to prepare the University for the beginning of the fall semester. He noted that the next Board of Trustees meeting will be September 17, 2020.

There being no further business, the meeting adjourned at 10:08 a.m.

Respectfully submitted,

APPROVED SEPTEMBER 17, 2020

Sonali B. Wilson
General Counsel and
Secretary to the Board of Trustees

APPROVED SEPTEMBER 17, 2020

David H. Gunning II
Chair, Board of Trustees