

#### March 2019 Faculty Senate Meeting Agenda

**Faculty Senate Meeting:** Monday, March 11th 12:30-1:45pm Marietta Ballroom A-B

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| **Attendance**  March 11, 2019 | |  |
| **Role** | **Name** |  |
| **LIAISONS** |  |  |
| Staff Council | Angela Beam | Y |
| Student Government Association |  |  |
| Part-Time Faculty Council | Joanne Lee | Y |
| Chairs and Directors Assembly | Robbie Lieberman | Y |
| Deans Council |  |  |
| **EX-OFFICIO** |  |  |
| President | Pamela Whitten | Y |
| Provost and VP for Academic Affairs | Kathy Schwaig | Y |
| Senior Associate VP for Academic Affairs | Ron Matson | Y |
| Associate VP for Academic Affairs |  |  |
| **SENATORS** |  |  |
| **Faculty Senate President** | Jennifer Purcell | Y |
| **Past-President FSEC (proxy for Joya** **Carter-Hicks)** | Ken White (proxy Heather Pincock) | Y |
| **College of the Arts** |  |  |
| Art and Design, School of | Craig Brasco | Y |
| Dance | McCree (David) O’Kelley | Y |
| Music, School of | Jeff Yunek | Y |
| Theatre and Performance Studies | Jim Davis |  |
| **College of Architecture and Construction Management** |  |  |
| Architecture | Tim Frank | Y |
| Construction Management | Charner Rodgers |  |
| **College of Computing and Software Engineering** |  |  |
| Computer Science | Ken Hoganson |  |
| Information Technology | Ming Yang | Y |
| Software Engineering | Allan Fowler | Y |
| **Coles College of Business** |  |  |
| Accountancy, School of | Cristen Dutcher | Y |
| Economics, Finance and Quantitative Analysis | Abhra Roy | Y |
| Information Systems | Humayun Zafar | Y |
| Management, Entrepreneurship, and Hospitality, Leven School of | Doug Moodie | Y |
| Marketing and Professional Sales | Sandra Pierquet | Y |
| **Bagwell College of Education** |  |  |
| Educational Leadership | Nik Clegorne | Y |
| Elementary and Early Childhood Education | Marrielle Myers | Y |
| Inclusive Education | James Gambrell for Joya Carter-Hicks (Spring) (proxy Marielle Myers) | Y |
| Instructional Technology | Anissa Vega | Y |
| Secondary and Middle Grades Education | Bryan Gillis (Wendy Sanchez proxy) | Y |
| **WellStar College of Health and Human Services** |  |  |
| Exercise Science and Sport Management | Laurie Tis | Y |
| Health Promotion and Physical Education | Peter St. Pierre | Y |
| Social Work and Human Services | Rene McClatchey | Y |
| Nursing, WellStar School of | Mary Beth Maguire |  |
| **College of Humanities and Social Sciences** |  |  |
| Communication and Media, School of | Justin Pettigrew | Y |
| Conflict Management, Peacebuilding and Development, School of | Heather Pincock | Y |
| English | Todd Harper | Y |
| Foreign Languages | Noah McLaughlin | Y |
| Geography and Anthropology | Paul McDaniel | Y |
| History and Philosophy | Marianne Holdzkom | Y |
| Interdisciplinary Studies | May Gao | Y |
| Government & International Affairs, School of | Steve Collins | Y |
| Psychological Science | Daniel Rogers | Y |
| Sociology and Criminal Justice | Darina Lepadatu | Y |
| Technical Communication and Interactive Design | Uttam Kokil | Y |
| **College of Science and Mathematics** |  |  |
| Chemistry and Biochemistry | Michael Van Dyke | Y |
| Ecology, Evolution, and Organismal Biology | Joe Dirnberger | Y |
| Mathematics | Bill Griffiths (proxy Sarah Holliday) | Y |
| Molecular and Cellular Biology | Jerald Hendrix (proxy Michael Van Dyke) | Y |
| Physics | Russell Patrick (retired?) |  |
| Statistics and Analytical  Sciences | Bill Griffiths (proxy Sarah Holliday) | Y |
| **Southern Polytechnic College of**  **Engineering and Engineering Technology** |  |  |
| Civil and Construction Engineering | Matthew Wilson |  |
| Computer Engineering | Scott Tippens | Y |
| Electrical Engineering | Walter Thain | Y |
| Engineering Technology | David Stolberg | Y |
| Mechanical Engineering | Mohammed S. Mayeed | Y |
| Mechatronics Engineering | Ying Wang |  |
| Systems and Industrial Engineering | Lin Li | Y |
| **University College** |  |  |
| Culinary Sustainability and Hospitality, Michael A. Leven School of | Jonathan Brown |  |
| First-Year and Transition Studies | Richard Mosholder | Y |
| Leadership and Integrative Studies | Ginny Boss |  |
| **Honors College** |  |  |
| **Horace W. Sturgis Library** | Barbara Wood | Y |
| **Part-Time Faculty Council** | Joanne Lee | Y |
| **VISITORS** |  |  |
| Policy Process Council Chair | Kevin Gwaltney | Y |
| Executive Director, Office of Economic Development and Community Engagement | Brian Wooten | Y |
| Executive Director, Events, Camps&Conferences & General Manager of Sports and Recreation | Zachary Kerns | Y |
| Chair, UPCC and Associate Professor of Human Services | Jennifer Wade-Berg | Y |
| Staff Senator, CHSS | Tiffani Reardon | Y |
| Part-Time Faculty Council Member, Communication and Media | Nicole Connelly | Y |
| Interim Dean, College of Continuing and Professional Education | Tim Blumentritt | Y |
| Associate Dean, CHSS | Thierry Leger | Y |
| Library | Chris Sharpe | Y |
| Staff Senate | David Tatu | Y |
| Office of AVP of Enrollment Services | Cindy Gillam (for Brenda Stopher) | Y |
| English | Pete Rorabaugh | Y |
| Conflict Management, Peacebuilding and Development | Susan Raines | Y |
| SGA CSPCEED | Vincent Coakley | Y |
| Student Affairs/Dean of Students | Michael Sanseviro | Y |
| Chief Legal Affairs Officer | Nwakaego Nkumeh | Y |
| AVP of Human Resources | Karen McDonnell | Y |

#### Call to Order

#### The meeting was called to order at 12:30pm.

##### **Welcome – Dr. Jennifer Purcell**

##### Senate President Purcell welcomed everyone and noted there were some anticipated agenda changes to come. She reminded Senators that if they did not receive the recent email about the Shared Governance Forum planning committee and wanted to be a part of the effort to let her or Senator Pincock know.

* 1. **President’s Update – President Pamela Whitten**

President Whitten reminded everyone that last semester she used some of her time to seek feedback on the University’s Diversity office and initiatives and said would use her time today to discuss this important topic again.

She noted in the campus message that she sent out last month we each have a responsibility to keep our campus safe to everybody and that discrimination in any form is unacceptable.

During her first months at KSU (been 8 months now), she said she has taken advantage of numerous opportunities to seek feedback on Diversity and Inclusion including the Presidential Commission meetings, large College meetings, small group meeting, lots of lunch conversations with staff, students, faculty, and one on one meetings

One thing she heard over again is that we need to be doing more. We needed to be doing more across all levels of the University. She brought leadership from around the campus and charged them with implementing the specific issues I had been hearing about in my conversations and to determine more ways they themselves can enhance Diversity and Inclusion around our campus. Would like to share examples of the early stages of this work.

1. Office of Legal Affairs

Sent reference materials to all students, faculty, and staff from OIE on how to report concerns at KSU. We have a robust system and infrastructure. Challenge is that people don’t know where to go. Challenged by communication. Recently sent something out to make that clear.

Participated in meeting with student leaders. In recent meeting students expressed sincere appreciation. They provided feedback about how we can better communicate to students.

Participated in CORED panel on policies and procedures related to incident reporting and investigations.

Removed the “Be on the Look Out” notices from campus TV

1. Office of Human Resources

Contracting with external diversity specialist to better recruit diverse candidates/talent recruitment.

Participated in CORED panel.

Meeting with LGBTQ Commission on issues related to transgender students, faculty and staff

Plan for training for Search Committees to increase diverse candidate pools

Diversity and inclusion training in revised orientation and onboarding programs

Creation of office in HR responsible for all things related to multicultural issues

Partnering with other Presidential commissions to promote diversity

1. Student Affairs

This is a large arm in terms of serving students and there is lots of opportunity to up what we are doing for students.

Participation in large sessions with CORED to discuss communication and policy related to campus safety

Listening sessions with students form Trends Global

Counselors and leadership coordinated to provide listening sessions (Unity Night of Healing)

Facilitated workshop with students on reporting incidents

RSOs receive diversity and freedom of expression training at RSO conference (faculty staff advisors attend)

Leadership retreat including diversity training for Fraternities and Sororities

Diversity conference in Fall 2019

Cultural and Community Center resources are always available for feedback on how they can improve

Wednesday March 13 celebration of Intl Women’s Day

Unity Center on Kennesaw and Marietta campuses—place to host open discussions

1. University Wide

Conversations in first months really had to do with Office of Diversity and Inclusion. Pretty wide feedback that this office was not meeting perceived campus needs. We have launched a national search for new Chief Diversity Office. Hired a search firm with track record of success in filling this kind of position. Hope there will be large/enthusiastic participation in this search. Public talks, surveys to provide feedback on candidates.

Late spring before end of semester to have finalists on campus.

A lot of work to do moving forward to move KSU towards fulfilling its values as a welcoming and inclusive university. Not going to happen overnight but we have to work together through all levels to develop and implement innovative solutions.

Hopeful that you all will have ideas for your units and University as a whole for actions and activities. The more specific you can be in your ideas the more helpful that is. Today or in the coming weeks and months please send to me and when we have the new CDO in place they will be the point person.

Have not been exhaustive today but please feel free to bring up your ideas today and reach out to me beyond that.

**CDA Liaison Robbie Lierbeman** noted that Students and CORED have been asking for construction of an anti-racism center on campus and at one point that was in process. Has that been considered?

**President Whitten** responded that she met with a group of people maybe 4-6 weeks ago and they asked about it. She shared with them that we would want the new CDO to weigh in on and bring their expertise. She also volunteered our Provost to meet and discuss. Student was going to send a list of names. We have not heard back from that student.

**Robbie Lieberman** noted that the qualification for CDO are set at just having a BA. We are used to having someone with a PhD and understanding the academic side, why this change in the position requirements?

**President Whitten** responded that we are open to the suggestions of the search firm that has a track record of doing this. The challenge of this position is that there is not a history of people getting a PhD to do this job. It’s a newer position. It was recommended to us that we be as wide and flexible as we can to recruit a wide pool of people.

**Senator Darina Lepadatu:** At KSU before you came we had an ongoing issue with pay equity. A recent AJC article is talking about this problem at KSU. What would be the next efforts to address this problem at KSU?

**President Whitten:** there is some confusion about this article. They referenced a 10 year old anecdote form KSU. Data were provided but the expert on this pointed out to the reporter that the data was inaccurate because it includes all things- base salary, summer salary, stipends, travel, overload etc.

Prior to my coming here you all hired Rob Toutkoushian who is the national expert in these studies, and faculty were on this committee. The study that came out was released. That study found that overall that there was not systemic pay discrimination (gender) at KSU. But I’m always quick to say that there can still be individual cases where there is discrepancy. Those should always be reported there is an office that investigates that. Anyone who thinks there is an equity issue, not just gender, please report that so it can be investigated.

**Senator Joanne Lee** last year the Office of Diversity and Inclusion held a workshop for Part-Time Faculty. This was very beneficial so please consider doing this again.

**President Whitten:** The new person when they come in is going to have a field day with all the opportunity there is. I suspect you’d like in your faculty meetings to have somebody coming in so that it is an ongoing topic. There are so many things that haven’t been happening and I am hopeful that people will be receptive to that. You all know where to reach me and I’m quite serious so please do reach out.

* 1. **Provost’s Update – Provost Kathy Schwaig**

1. Heard the R2 Roadmap presentations from Deans last week. It was an absolute gift to hear from each Dean and talk through areas that each college is interested in pursuing under those three categories. Next steps will be to identify synergies and themes across colleges. Faculty will have opportunities for input and new plans will be launched in the Fall.
2. Visit from SACSCOC in just a few weeks. Danielle Buehrer is doing amazing work preparing us for that visit. Main focus is on the QEP. Hopefully many have been involved in QEP development. Team will look at are we ready to implement. Our QEP focuses on Service learning, internships, and undergraduate research.
3. Looking at reorganizing the Provost office to best serve campus.
4. Thank you to the Faculty Senate for organizing upcoming forums on shared governance and looking forward to participating.
5. **Approval of the Agenda**

**Senator Marielle Myers Motion: to move Item K (Faculty Senate Statement on Diversity and Inclusion) to end of the agenda and move to Executive Session to discuss those items from 1:30pm-2:00pm.**

**Seconded Pincock.**

**Senator Barbara Wood move FI. and FII. (ITAC and STFAC bylaws) to new business to discuss adding Library representatives to these bylaws.**

**Seconded Pincock.**

**Senator JoAnne Lee moved to accept proposed changes. Seconded.**

**Passed unanimously.**

1. **Consent Agenda**
2. Approval of Minutes
3. Liaison Reports
4. Community Engagement Committee – Brian Wooten
5. Policy Council Updates – Dr. Kevin Gwaltney
   1. EU General Data Protection Regulation Compliance Policy
   2. Service and Emotional Support Animals on Campus Policy

**Approved unanimously.**

1. **Old Business**
2. **Curriculum Process Handbook Language Proposal – Dr. Jennifer Wade-Berg**

Faculty Handbook changes related to UPCC and GPCC:

1. Add non-voting members form Distance Learning and Institutional Effectiveness to both committees
2. Term limits from 2 years to 3 years for longevity and continuity
3. UPCC currently have Honors rep and want to have this recognized in the Handbook which means clarifying a membership of 22 not 21.

**Motion to approve the proposed language. Seconded.**

**Discussion:**

**Senator Pincock**: noted that while there is no concern about these specific changes there is a concern about process. Senators may recall that back in December these changes to the Handbook were among 10 recommendations the task force brought before us with great great urgency. I wanted to raise that while I don’t have any objection to passing these changes to the bylaws today, given that we are now in March and coming back and approving them and haven’t heard anything substantive about the other recommendations that we were told were extremely urgent at the time, conducting business in this way is contributing to diminishment of trust and low morale around campus with regard to shared governance. Ask that as we move towards the shared governance forum we consider this case among several that highlight how we could improve our shared governance processes on campus.

**Senator Daniel Roger moved to approve the Faculty Handbook changes related to UPCC and GPCC. Seconded.**

**29 in favor. 1 opposed.**

**Motion passes.**

**Senator Pincock:** I would just like to add Prof. Wade-Berg my comments are in no way intended to challenge you and the great work that you have done to address curriculum issues on our campus, so I should have added that into my comments.

**Dr. Wade-Berg** acknowledges the comment and thank you and wants to assure the rest of the Faculty Senate that any time they want an update to please reach out the UPCC. We have been in discussion and working to bring changes systematically through our committee first and then to the body. If you do need an update, please just let us know we can provide updates on where we are on each of the prior recommendations.

**Faculty Senate President** reminds the Faculty Senate that UPCC and GPCC are standing committees of the Senate and any time we wish to hear an update just send an email and we can place that on the agenda.

1. **Faculty Workload Handbook Language Proposal – Dr. Todd Harper**

**Senator Todd Harper:** The Ad-Hoc Committee met for the first time on Thursday. Majority of time spent differentiating between the P&T guidelines and Workload document, their differences and how they interact. We discussed the 20% research minimum and Dr. Matson explained it is to ensure faculty have that time in their workload to meet tenure and promotion guidelines. This framing changed the minds of many on the committee. We also discussed the “Taking one for the team” scenario with increased course load and living with that hoping our ideas can address that. Some concerns remain specifically what about when a faculty member is given workload from a Chair and/or Dean that they are unhappy with. We have language for an appeals committee perhaps non-binding that we will consider. There’s also concerns about transparency of faculty workload, so they can know what others in the Dept., College or University are doing. Dr. Matson pointed out that FPA and ARD would need to be made public to provide context for different workloads of faculty.

We will continue to discuss this issue and the remaining concern about how one moves from various workloads (up and down) and the case of faculty wanting to reduce their teaching load as a result of high research output. We will be discussing how this can occur in the context of limited department resources.

**Senator Doug Moodie:** Are you proposing we postpone to next month?

**Senator Todd Harper:** Yes.

1. **New Business**
2. **University Event Funding – Zachary Kerns**
3. Signature event funding

Some events that are “University” level events. Ex. Pumpkin launch. We need a mechanism to do that rather than requiring the Departments to shoulder those costs.

March 22 timeline for Spring 19. If you have submissions for FY 20 please submit by March 22. Some grace given because this item was pushed back.

For the FY 19 remaining there are still some funds. Send requests to Event Venue Management. FY 20 similar process but no initial step because of the urgency of FY19.

Start with Event & Venue Management. Most are reoccurring events, but we are open to new signature events. We will consider numbers, benefit to the university. Complete form/application.

1. Space usage prioritization

Please send me concerns etc. about this. Consistent schedule prioritization does not mean uniform. There was an earlier version, but this version addresses specialty spaces. Not every space has a uniform prioritization. We said previously that the price list is forthcoming. We have had some extra details to work through but should have the price list coming soon.

**Senate President Purcell**: will this be going through policy process council?

**Mr. Kerns:** No, it would not end up at the level of policy. It interacts with policies but rather than being yet another policy we want to keep it as a living document.

1. **Staff Teaching Resolution – Dr. Cristen Dutcher, Tiffany Reardon, Nicole Connelly**

**Senator Cristen Dutcher, Staff Senate** liaison explained that staff have been concerned about a policy which no longer compensates staff for teaching. They have developed a committee to research the issue and to draft a resolution. They are seeking a Faculty Senate vote of support.

**Staff Senator Reardon** summarized the process the committee went through and said they heard arguments for and against the policy. With that information they put together this resolution (see March meeting packet).

Highlights:

For staff who teach at KSU, a lot of us are professionals in the fields we are teaching in but regardless of this we are hired through same process that Part-Time Faculty (PTF) are hired through, meet same SACS requirements of all faculty, placed in PTF pool that all PTF are in. In the last 2 years Academic Affairs says KSU staff have taught 327 courses which seems significant. We have been told that we can still teach for free (if it is in our full time job description) but have also been told that we cannot change our job descriptions. Along with that many staff have job descriptions that don’t include teaching because they were teaching in addition to their full time position. KSU staff are permitted to teach elsewhere in the USG so this is not a USG policy it is a KSU policy. This robs KSU of the value that staff can bring to the table and robs KSU staff the opportunity to serve their home institutions. We are asking that staff be free to teach when it is not part of their job description. We are not asking staff to be placed above PTF. Ask that KSU employees not be excluded from candidacy for PTF positions. Staff Senate passed the resolution at our February meeting. Because this also affects current PTF, we will also take the resolution to PTFCouncil. We are seeking unified front on issues that impact both Faculty and Staff.

**Faculty Senate President Purcell** said that she started as a staff member who taught as part-time faculty herself and knows first-hand it is an incredible professional development opportunity. She said it also benefits our students to invest in and support our staff members who teach.

**Motion to approve the resolution. Second.**

**Discussion:**

**Senator Zafar** asked how this works at other USG institutions? Can their staff teach for extra pay at their institutions?

**Ms. Reardon:** Yes, that is my understanding.

**Senator Zafar:** Faculty aren’t paid extra to teach extra courses anymore. Why should we help out the staff in this regard?

**Ms. Reardon:** I think the difference here is that faculty’s job is to teach but staff don’t have that as part of our job. They are two very different situations, so they don’t really compare very well. If we are going to compare though it is important to note that faculty can make additional money by doing things such as building online courses, affordable learning GA grants, outside of their normal teaching, research, service loads.

**Senator Lee:**  whenever qualified credentialed committed faculty share real life application of theory and demonstrate the knowledge of a discipline, students win. These are people who have knowledge, skills, and are embedded in this institution and are working towards meeting its objectives and goals. I support this.

**Senator Yunek**: I echo the sentiment and I’m in support this. The President has articulated our mission as students first and I think students do benefit from this. To return to the first comment there does seem to be challenge with extra pay which is being looked at very closely at this university so I’m wondering if there’s a way to make an environment where this is permissible.

**Senator Pettigrew:** Is this teaching happening during regular work hours?

**Ms. Reardon:** no, it is an extra thing. In our staff teaching requisition we explain when teaching happens and how are we making up our work hours.

**Faculty Senate President Purcell** was there a policy on staff teaching prior to the decision to eliminate the option?

**AVP Academic Affairs Matson:** HR had a policy that exempt staff could teach up to two courses per semester with their supervisor’s and making sure it didn’t conflict with their job duties.

**Senator Pincock moved to call the question. Approved.**

**Motion to approve the resolution as presented by the Staff Senate.**

**Passed unanimously.**

1. **Faculty Senate Statement on Diversity and Inclusion – Dr. Marrielle Myers**

**Faculty Senate President Purcell** noted the time and referencing the earlier agenda change announced the Senate would turn to discuss Faculty Senate Statement on Diversity and Inclusion in Executive Session. She asked for comments from any students who are present prior to moving into Executive Session.

**Chief Legal Affairs Officer Nwakaego Nkumeh:** expressed her concern about the application of Open Meetings Act and going into Executive Session. She reviewed the minutes from the last meeting where the Faculty Senate went into Executive Session without saying why. The law is very specific about why executive session occurs. Litigation, administrative proceedings, real estate matters. From her review of the legislation this discussion would not be covered.

**Faculty Senate Purcell** what is the appropriate time and space for our Senators to convene around sensitive topics. There are some vulnerabilities around diversity and inclusion particularly in light of some of the experiences lately so how should we approach that and what is your recommendations?

**Ms. Nkumeh:** that is something you all can discuss. If you are convening as Faculty Senate in an official meeting for which you have quorum, it doesn’t look like you can do it in Executive Session. If this is not an official Faculty Senate meeting, then that may be a different story. I could look at what other Universities do.

**Senator Zafar:** Does this apply to Chairs and Directors? They go into Executive Session.

**Ms. Nkumeh:** USG policy specifies that it really is the Faculty Senate that is governed by the Open Meetings Act. It doesn’t specify that other bodies are subject to the Act.

**Faculty Senate President:** we are not trying to undermine process we’ve had several concerns because this is a sensitive issue and are therefore requesting to talk amongst ourselves. It sounds like the best option would be to conclude our meeting at a scheduled time and convene among whatever Senators are in the room then. But there’s a question remaining there about what is allowed under the law.

**Ms. Nkumeh:** that may be an option, but it would be an unofficial meeting and remain open to other folks. It cannot be a Faculty Senate meeting in which you go into Executive Session.

**Senator Pincock:** Could you please reference where in the law you are reading so that we could do our own research about this.

**Ms. Nkumeh:** OCGA 50-14-1 that the Open Meetings Act in General. The part of the act referencing Executive Session is 50-14-3. Portions also referenced 50-14-2.

**Senator Tis** it seems like the best thing to do would be to adjourn the meeting and continue discussion informally since in Executive Session we don’t conduct votes.

**Faculty Senate Purcell:** with the time remaining we do have items on the agenda we could still address so let’s do that first.

1. **Faculty Handbook Updates for Standing Committees**
   1. Information Technology Advisory Committee (ITAC) – Dr. Heather Abbott-Lyon
   2. Student Technology Fee Advisory Committee (STFAC) – Cheryl Hassman

**Faculty Senate President** we removed these items from the consent of agenda. I believe we want to consider these bylaws on a first reading so that we can ensure appropriate representation for the Library and then bring them back for approval on a second reading.

**Motion to accept the recommended bylaw changes for first reading.**

**Second.**

**Faculty Senate President:** this committee has done outstanding work. Kudos to that team.

**Passed unanimously.**

1. **Supplemental Pay for Non-Credit Activities –Interim Dean Tim Blumentritt**

**Faculty Senate President** we have just a minute today but will certainly return to this at next month’s meeting for further discussion.

**Interim Dean Blumentritt** from the College of Continuing and Professional Education (CPE). We have been looking at ways that KSU employees can participate in non-credit teaching. We found there is a code that exists at the USG called “SNF”, it allows for non-credit education it’s called supplemental pay. We can do things such as the Nurse Refresher program or in the Data Sciences Institute they have online certificate courses. They are non-credit, but they are educational, so we can work through those things. I took it on in the CPE because it affects us. This is not something that has to run through CPE though. It is available to the entire University to use as they see fit. We are open for business if you have good ideas for non-credit activities, but this is something that is available to the University as a whole. We are just one source for it.

**Faculty Senate** **Purcell** asks Senators to read and raise comments about how these recommendations might affect your units, so we can discuss further next time.

**Motion to adjourn. Seconded. Passed.**

**Meeting adjourned 1:45pm.**