**Faculty Senate minutes at for April 23, 2020, 12:30 pm, on Zoom.**

**Attendance:** Justin Pettigrew, Heather Pincock, Noah McLAughlin, Paul McDaniel, Jennifer Dickey, Rebecca Hill, Steve Collins, Daniel Rogers, Darina Lepadatu, Uttam Kokil, Michael Van Dyke, Joe Dirnberger, Bill Griffiths, Scott Tippens, Jeff Wagner, Ying Wang, Lin Li, Jonathan Brown, Diana Gregory, Tim Frank, Ken Hoganson, Lei Li, Cristen Dutcher, Abhra Roy, Randy Stuart, Marrielle Myers, James Gambrell, Anissa Vega, Peter St. Pierre, Rene McClatchey, Mary Beth Maguire, Laurie Tis, Ginny Boss, Richard Mosholder, Joanne Lee, Christine Zelt, Robbie Lieberman, Ron Matson, Chris Sharpe, Hassan Pournaghshband, Mattew Wilson, Marrielle Myers, Jim Wright

1. President Moodie convened the Faculty Senate Meeting at 12:30.
2. Minutes of last meeting were voted upon.
   1. Minutes Passed

**Agenda proposal**

1. “This meeting will postpone all Old Business items to future meetings and will only consider new business at this meeting.” - *Doug Moodie*

The FS will consider old business (cross level/list, zero credits, athletics, GEC, military leave, etc.) on the 27th April or in the Fall.

**Reports**

1. Ron Matson
   1. Thanked everyone for being there and for working at this difficult time. Thanked everyone (faculty, staff, and administration) for working together. For example, he has seen how different faculty reach out and help each other transition to remote learning.
   2. Dr. Matson noted that the budget is currently in considerable flux from the upheaval caused by the Covid virus. Kennesaw has lost several tens of millions of dollars. The University was quick to refund money to students for fees, dorms, food. KSU is working diligently to recoup as much money as possible to recoup state resources. All of this (the budget along with the ramifications of the pandemic) is a work in progress. We will not know no anything whatsoever during the entire month of April.
   3. The Georgia State Legislature is also not meeting. When it comes to our FY Budget, we will not hear anything for some time after the General Assembly has reconvened to pass a budget.
   4. All faculty and staff are fully paid. The University is working to take care of faculty and staff. Currently, one of the things in the air is what enrollment will look like during Summer and Fall. We all are doing this (putting together things) remotely.
   5. KSU will continue to have remote/online learning through summer. Things will be slightly different for Maymester and Summer, such as student evaluations. Faculty will be able to require certain audio/visual devices of students since they will have advance knowledge that the classes will be taught remotely or online.
   6. President Moodie asked a question: “Are there faculty, staff, or students diagnosed with Covid.” Dr. Matson responded, “not anyone he knows.”
   7. Senator William Griffiths, Mathematics, asked about travel funds. Dr. Matson said that some of the money has been swept back to help pay for losses from student fees; some of that money is sitting with airlines as travel credits; some of the conferences did not reimburse money and so that money is still in their (the conference’s) accounts.
   8. Senator Heather Pincock, Conflict Management, asked about all faculty and staff being paid up until May 7? Dr. Matson said that he is not aware of what is going to happen after May 7.
   9. Vice-President Huymayun Zafar, Information Systems, asked about fees that online and remote learning fees. Are these students being charged online tuition. Dr. Matson said that he will look into this.
2. Dr. Anissa Vega, Interim Vice President for Curriculum and Academic Innovation.
   1. No updates related to Covid. All committee groups have been diverted to the end of April for a vote. She has asked that the General Education makeup committee to be considered at the next senate meeting.
   2. President Moodie noted that people need to think about the three options for a new General Education Council a little more.

**New Business**

1. Motion on lack of faculty governance and consultation at both KSU and the USG during current Covid shutdown.

“The Faculty Senates regrets the lack of faculty governance and consultation at both KSU and especially the USG level during the Covid emergency. The FS appreciates the information that the Provost has put out to faculty and hopes such communications can continue in future. The FS call on the BoR and USG to consult with the USGFC EC before making major decisions affecting faculty. Such consultation can occur rapidly using an online tool” – Senator *William Griffiths*

* 1. USG has made decisions without any consultation with the USGFC.
  2. Professor Moodie moved to make the motion.
  3. Dr. Pincock offered a friendly amendment: KSU administration should consult with the FSEC and Faculty Senate.
  4. Senator Noah McLaughlin, Foreign Languages, asked whether we should request the USG and KSU administration to establish a plan for the future.
  5. Vice-President Zafar, Information Systems, Shouldn’t our office of Strategic Communications be sending out emails on COVID.
  6. Senator Daniel Rogers, Psychology, suggested “Shared governance and faculty consultation.”
  7. Bill suggested that the lack of communication at KSU has been damning.
  8. Humayun, “we are expected to switch to a class to online class in 48 hours, but they cannot meet with us?”
  9. Heather, we might suggest that President and Provost schedule their own town hall.
  10. One senator asked whether it is possible to see how money has been moved around as a result of the virus. For example, some internal grants have been swept.
  11. Dr. Moodie asked whether anyone was against.
  12. Motion Passed

1. Pass/fail motion

*Whereas the Covid 19 Pandemic has upended the 2020 Spring Semester for administrators, faculty, staff, and students with a sudden shift to remote learning and work,*

*Whereas the sudden shift to remote learning did not and could not allow for adequate preparation for faculty to teach developed online courses,*

*Whereas unexpected technological problems and resource issues, from poor internet connections to faculty and students who lacked the appropriate technology, created difficulties conducting classes,*

*Whereas the lives of administrators, faculty, staff, and students were upended by local, state, and federal restrictions to stay home,*

*Whereas faculty teaching face-to-face and hybrid courses only had two days to transform their classes,*

*Whereas universities and university systems across the country, including MIT and the Ivy League, have chosen to forgo letter grades for a pass/fail system,*

*Whereas the University System of Georgia chose to remain with a letter grade system throughout the Spring 2020 system,*

*Resolved: The Kennesaw State University Faculty Senate requests that the University System of Georgia to reverse its decision and move to an optional pass/fail as part of the grading system for the 2020 Spring Semester. This pass/fail option would be a student decision, not a course or instructor decision.*

* 1. Senator Pincock, Conflict Management, seconded the motion.
  2. Senator Pincock, Conflict Management, argued about further details of pass/fail. Several schools have offered pass/fail. Students are given a late date, such as the last day of class, to state whether they want pass/fail and grade. She noted that several SACSCOC accredited universities are currently doing this.
  3. One Senator suggested that we include all grade options to the drop down menu, including Pass/Fail. It is possible that USG would have to enable something. Technical barriers should not stop us.
  4. Senator Rebecca Hill, ISD, was thinking that this could potentially allow students thinking of withdrawing to not do so. (These students might be willing to take a pass/fail grade rather than withdraw from the course.)
  5. Senator Darina Lepadatu, Sociology and Criminal Justice, added that the language is directed towards USG.
  6. Senator Joanne Lee, Part-Time Liaison, asked what constitutes pass/fail? Is there consistent criteria across campus.
  7. Senator Jenn Purcell, Leadership Studies, posted a link to language on Pass/Fail. There is an existing link. She noted that the actual wording is “successful/unsuccessful completion.” http://catalog.kennesaw.edu/content.php?catoid=14&navoid=864&hl=refunds&returnto=search.
  8. Motion was sent for an online vote.
  9. Passed online 27 yeses, 8 no

1. President and Provost addressing FS

“The faculty Senate would appreciate if the KSU President and Provost can appear in the 27th April FS meeting, or if they cannot give the FS an alternative date”. – *Doug Moodie*

* 1. President Moodie noted that it would be great for both to address the Faculty Senate.
  2. Senator Pincock, Conflict Management, suggested that the President and Provost host their own meetings for various stakeholders around the university.
  3. Senator M. Todd Harper, English, seconded the motion.
  4. Motion was sent for an online vote.
  5. Passed Unanimously

1. Opt in vs opt out

*“The Faculty Senate thanks Provost Schwaig and AVP Matson for their communications regarding required review timeline extensions and requests this decision be implemented in the following ways:*

*1) Opt out instead of Opt in*

*Provide an automatic one-year extension for all faculty with required tenure and promotion, tenure, pre-tenure, and post-tenure review in 2020-2021 or later. Affected faculty will be given the option of “opting out” of the extension through a notification process.*

*2) Timeline for decision*

*a. For faculty with required reviews in Fall 2020, the deadline to notify KSU of a faculty member’s preference to “opt out” of the extension and keep their original review schedule should be:*

*i. Tenure and Promotion reviews: June 15 2020 (in order to accommodate the external letter requirement).*

*ii. Pre tenure reviews and Post tenure reviews: August 21 2020 (once faculty are back on contract for 2020-2021).*

*b. For faculty with required reviews originally scheduled for 2021 or later, the deadline to notify KSU of a faculty member’s preference to “opt out” of the extension and keep their original review schedule will be the end of the Chair review period during the ARD cycle in the year the faculty seeks to be reviewed (March of each year).” –Heather Pincock*

* 1. Senator Pincock, Conflict Management, noted that there is new language that has been communicated recently from the Provost’s office that clears up some of the issues, like Post-Tenure Review, that faculty would opt out through Digital Measures by June 15, and that faculty who have opted in would have the ability to rescind decisions later by January 1st.
  2. The current amendment states that her measure would allow faculty to opt in to the tenure decision. (First Part). The second part has to do with timeline, June 15. This is when we are off contract and it is very soon. Dr. Pincock’s motion proposes that it would be March of the following year.
  3. Senator Zafar, Information Systems, asked whether the motion could apply to other extraordinary circumstances, such as childbirth, or if those other circumstances could be included.
  4. Senator Zafar seconded the motion.
  5. Senator McLaughlin, Foreign Languages, wondered about language in the faculty being able to stop twice. How would this affect them?
  6. Dr. Matson noted that this one is distinct from the clock stopping for two years.
  7. Dean Ivan Pulinkala noted that this issue was discussed among the Deans. The June date was designated for colleagues going up in the Fall. (Implication for external letters.) Most colleagues will not want to delay their tenure clock.
  8. Senator Pincock noted that it is an open question how many faculty will want to delay their tenure clock. This motion errors on the side. She does want to make clear that June 15 is necessary for faculty going up in the fall. Does recognize the need for the 2020 timeline.
  9. Senator Steve Collins, Political Science, asked about colleagues doing the calculation. If there were to be any change in expectations for performance.
  10. Dr. Matson did note that there is concern for getting this sooner rather than later. To Steve’s point, no changes. Only changes to time, not expectations.
  11. Another reason would be for opt in, which would relieve pressure for Academic Affairs.
  12. An online vote was requested.
  13. Passed online: 34 yeses, 1 no

1. Budgets

“*The Faculty Senate requests a detailed report before its next meeting regarding all KSU's budgetary decisions, allocations, and redirected funds related to the pandemic response and any plans or projections that are currently in place for future, as well as any available information regarding known and unknowns related to future budgets.”*- *Heather Pincock*

* 1. Passed Unanimously

1. Remote Learning

***Resolution on Remote Learning from Faculty of Kennesaw State University***

*We, the faculty of Kennesaw State University, resolve regarding the COVID 19 campus conversion to remote learning:*

1. *The transition to online learning has been very difficult for faculty. University administrators should not advertise, tout, or boast in the public or the media portraying the transition in a positive light.*
2. *Faculty effort level during the transition has been extraordinary and well beyond normal faculty workload for teaching. This workload should be reflected in our evaluations covering this period.*
3. *Students deserve appreciation for bearing up under these unfortunate circumstances. We are dismayed that students are not receiving the quality of instruction they would in a face-to-face format.*
4. *As a university, we’re getting by as well as we can under very difficult circumstances with, for most of us, a clearly imperfect teaching product, in multiple ways.*
5. *Faculty and the administration should have our eyes open about the compromises we’re making in remote learning.  The main aspect of teaching that many faculty are proud of right now is simply that we have managed to continue to deliver something in the way of instruction to our students.*
   1. Senator Randy Stuart stated that the use of the word “advertising” was used incorrectly. She then asked whether this violates free speech.
   2. Senator Pincock, Conflict Management, suggested using the word “remote.”
   3. Senator Griffiths stated that he would rewrite the motion.

Chat from Zoom Conference:

12:27:33 From Pete Rorabaugh : free account meetings close out in 40 minutes on zoom, i think.

12:28:18 From rstuart : All,

12:28:56 From hpincock : We are planning to vote online afterward right?

12:29:11 From Humayun Zafar : We can vote and even then it does not matter :)

12:29:39 From rstuart : Correction to minutes. Section 10 e it states:

12:29:43 From rstuart : "e. Randy Stuart, Marketing, noted that the university has not looked into General Education for a number of years.

12:29:53 From Jennifer Purcell : Correct, vote afterward as needed

12:29:55 From Pete Rorabaugh : @humayun why is that?

12:30:20 From Humayun Zafar : @Pete we are advisory.

12:30:42 From rstuart : HOWEVER what I said is that we looked at gen ed during consolidation and I sited the date of the Gen Eds OWG final report.

12:31:20 From Manda Sexton : Can people mute themselves unless they are talking?

12:32:36 From Humayun Zafar : You can save the chat

12:38:30 From dlepadat : do we have any faculty, students and staff diagnosed with COVID-19?

12:38:37 From Jim Wright - Education : Mute your mic on your end

12:47:52 From hpincock : Thank you Ron.

12:49:49 From hpincock : I think more discussion of the options would be important before an official vote. Thanks Anissa.

12:50:19 From wgriff17 : I agree with Heather.

12:50:23 From dlepadat : we must have only the top 2 options left for a vote

12:50:27 From James Gambrell : I agree with Heather

12:53:09 From Noah McLaughlin : Why was there not a "business continuity plan" already in place?

12:53:32 From hpincock : I have a friendly amendment

12:54:35 From dlepadat : great idea

12:55:48 From Humayun Zafar : We have an office of emergency mgmt

12:57:19 From Jennifer Purcell : https://oem.kennesaw.edu/

12:57:49 From Pete Rorabaugh : “shared governance and faculty consultation”

12:57:58 From hpincock : Thanks Daniel, great point.

12:59:12 From bwood53 : I have to leave the meeting and give my proxy to Chris Sharpe.

12:59:24 From hpincock : Thanks Barbara!

12:59:27 From hpincock : Let's ask them to schedule a faculty town hall for a time that works for them. Open to all faculty?

13:00:08 From Humayun Zafar : Yes. Good idea.

13:00:24 From dlepadat : yes

13:00:30 From Jillian teachliberation@gmail.com : Great idea!

13:00:33 From James Gambrell : I agree with Heather

13:00:36 From Jim Davis : Yes - townhall meeting is a great idea

13:00:40 From Cheryl Stiles : A town hall open to all KSU people and with the president would be helpful

13:00:51 From wgriff17 : Did we pass that resolution?

13:00:54 From Rebecca Hill : it's pretty outrageous if the pres is not even talking to the provost

13:01:09 From hpincock : We are voting later? Or should we test if there is any opposition and it may pass unanimously?

13:01:46 From Humayun Zafar : Does anyone know who the registrar is? Ana. Edwards retired.

13:01:57 From hpincock : I think his name is Paul Parker?

13:02:21 From rmatson : Heather is correct... it is Paul Parker

13:02:35 From hpincock : Thanks Ron.

13:02:43 From hpincock : We have a motion on this coming later in the agenda

13:02:47 From hpincock : (budget)

13:03:15 From Pete Rorabaugh : if there is quorum of senators? if so, potential passage of motions is possible in this meeting rather than delay?

13:04:15 From hpincock : only if there is unanimous support. probably too difficult to have divided vote over zoom

13:04:39 From Jim Wright - Education : optional - good

13:05:12 From Jillian teachliberation@gmail.com : very important that it be optional for students.

13:05:30 From Laurie Tis : So “optional” would be implemented by individual faculty across campus?

13:05:38 From cdutcher : Second

13:05:41 From Laurie Tis : Not until optional is defined

13:06:41 From Jennifer : Would the option be for student to decide or faculty?

13:07:18 From Cheryl Stiles : Do you have a quorum of senators?

13:07:29 From dlepadat : Pass/ Fail: I don’t think we can suggest USG what to do

13:07:37 From dlepadat : we can only recommend what KSU can do

13:08:03 From hpincock : I believe "optional" here refers to giving students the option. As other schools have done by setting a date late in the semester that students can decide if they will take a Pass/Fail grade or an A-F grade

13:08:24 From Joanne : Would there be specific criteria for pass and/or fail?

13:09:15 From Rebecca Hill : I don't know how to raise my hand but I'd like to add something here

13:09:35 From hpincock : if you click on participants view then the hand raise button appears

13:10:11 From Rebecca Hill : thanks

13:11:34 From James Gambrell : As faculty, we were asked to operationalize our whole semester in 2 days in new formats, we should be able to ask this P/F option be implemented when we are giving university administration multiple weeks to prepare.

13:11:35 From dgregory : Do P/F grades go on the record as C?

13:11:53 From ukokil : I understand that P/F grade will not count towards their GPA? Will that be beneficial for the students in general?

13:11:53 From wgriff17 : Just as a pass and then they do not contribute to the GPA at all.

13:11:55 From Laurie Tis : P/F grade goes in and does not count toward the GPS

13:11:57 From hpincock : Pass/Fail courses already exist at KSU

13:11:59 From Laurie Tis : GPA

13:12:16 From hpincock : the grade options are "Satisfactory" for Pass and Fail for Fail. It has not impact on GPA

13:12:16 From Daniel Rogers : Although withdrawals are being allowed, I'm not aware that this results in any partial tuition refunds.

13:12:39 From Joanne : hand up!!

13:13:02 From hpincock : Correct @Daniel. There are no tuition refunds going with late withdrawals

13:13:09 From hpincock : as far as I am aware

13:13:12 From Laurie Tis : click on participant, you will see a list, and you can click raise hand

13:13:19 From Jennifer Purcell : Existing grading policy:

13:13:24 From Jennifer Purcell : http://catalog.kennesaw.edu/content.php?catoid=14&navoid=864&hl=refunds&returnto=search

13:15:20 From Daniel Rogers : Catalog refers to D or higher as passing. But C or higher is required to serve as prereq and for most major requirements.

13:15:37 From hpincock : Thanks Jenn.

13:16:13 From Rebecca Hill : I would assume like Doug - A-C = pass D-F - falil

13:16:17 From Jennifer Purcell : D = "less than satisfactory"

13:16:32 From Jennifer Purcell : so, A, B, C, would be S = pass

13:16:39 From hpincock : Students can pass classes without completing some assignents

13:17:02 From hpincock : Depending on how the assignments are weighted in the final grade

13:17:05 From Jennifer Purcell : in accordance with the professor's grading policy (which could include required assignments to pass)

13:17:22 From hpincock : yes absolutely Jenn

13:17:50 From dlepadat : Great point, Jennifer! Should this be a Student Government proposal?

13:18:05 From hpincock : Faculty are affected by this too and we should weigh in on it.

13:18:08 From dlepadat : students should be consulted as well

13:18:19 From hpincock : agree.

13:18:24 From Jennifer Purcell : HP - did our SGA president sign the petition?

13:18:38 From Jonathan Brown : Were the KSU SGA part of the larger group that engaged the USG?

13:18:59 From hpincock : he did not. I have written to him to ask if that is because he did not support it or if it is just because he was not aware of the campaign. no response yet but I will report anything i hear.

13:19:13 From cdutcher : Thanks, Heather.

13:19:14 From Jennifer Purcell : Interesting...

13:19:16 From Pete Rorabaugh : brief suggestion from a non-senator: this might be more "weeds" .. nothing in this motion is trying to set policy .. but merely asking another look at the "no pass fail" policy .. details could be worked out later.

13:19:38 From Jennifer Purcell : Agreed, Pete. Good point.

13:20:43 From Jonathan Brown : https://www.redandblack.com/uganews/sga-senate-encourages-uga-to-implement-pass-fail-system-for-rest-of-semester/article\_3118ee82-7458-11ea-abc5-a7e3f26d72df.html

13:20:48 From hpincock : yes good point Doug

13:20:58 From Jonathan Brown : This article lists the SGA that were on the letter

13:21:09 From Pete Rorabaugh : the motion does not designate any of that.

13:21:19 From Laurie Tis : can you clean up the wording and send it out for a vote

13:21:43 From Laurie Tis : thank you

13:22:05 From hpincock : I have a copy of the SGA letter as well with the signatories if anyone would like to see it let me know and i can email

13:22:15 From James Gambrell : I agree with Marrielle

13:22:28 From Jim Davis : Yes Heather - please send it out

13:22:47 From Manda Sexton : The KSU student reddit has their own petition right now too

13:23:07 From hpincock : Thanks for letting us know Manda. Can you see how many signatures so far?

13:23:27 From Manda Sexton : Yes, give me a minute to look

13:23:31 From hpincock : thanks

13:23:34 From Jennifer Purcell : For reddit, is this r/KSU?

13:23:39 From Manda Sexton : Yes

13:24:30 From dlepadat : is withdrawal without a penalty an option for students too? Some students never wanted to take an online class

13:24:46 From Laurie Tis : i believe so

13:24:48 From dlepadat : some have 4 kids to take care at home and cannot focus on work

13:24:57 From Jonathan Brown : Looks like they KSU students have a change.org petition going to address the pass/fail for what its worth

13:25:12 From Rebecca Hill : yes the registrar announced an extension of no-penalty withdrawal to 4/27

13:25:17 From Joanne : I agree with Heather. A town hall is something w need.

13:25:55 From Rebecca Hill : but this means that we are incentivizing students to drop out rather than finish classes if they are especially worried about a C vs. B or A. This refers to the revenue losses the Ron Matson identified at the beginning

13:26:30 From Jennifer Purcell : Excellent point, RH.

13:27:17 From Jennifer : No refunds if they take a W at this point

13:30:07 From Jim Wright - Education : this is smart

13:30:16 From James Gambrell : I agree with this rationale

13:31:57 From Noah McLaughlin : 100% support of Heather's motion

13:32:05 From ukokil : For those applying for P/T in Fall 2021, the deadline should be during ARD meeting in 2021. Agree

13:32:23 From Laurie Tis : FMLA gives an extension of one year

13:33:03 From Paul McDaniel : One of my colleagues had following question about the tenure clock: "the faculty handbook states that faculty may only stop the clock twice. Are faculty who have already stopped the clock twice eligible for this new stoppage? How will accepting this stoppage affect faculty who already have one stoppage, but may need an additional one in the future?”"

13:34:16 From wgriff17 : This is a slam dunk.

13:39:18 From Jillian teachliberation@gmail.com : great point

13:39:22 From Jennifer : How are conference presentations that were accepted but not delivered because conference was canceled to be treated?

13:40:06 From Laurie Tis : In my department we have a revised dept promotion and tenure statement for this already passed. We have a lot of faculty going up Fall 2020

13:40:40 From Daniel Rogers : @Jennifer Several professional associations in PSYC have offered suggested citation templates for CVs.

13:41:16 From Jennifer Purcell : Please share via email, DR. Helpful tip.

13:43:06 From James Gambrell : agreed

13:43:21 From dlepadat : I think there is strong support for this motion. I second Heather’s motion

13:43:32 From wgriff17 : Pass it!

13:43:44 From Jim Davis : Bill is correct

13:43:55 From hpincock : Budget Motion: “The Faculty Senate requests a detailed report before its next meeting regarding all KSU's

budgetary decisions, allocations, and redirected funds related to the pandemic response and any plans or projections that are currently in place for future, as well as any available information regarding known and unknowns related to future budgets.”

13:44:23 From Noah McLaughlin : I support this 100%

13:44:29 From James Gambrell : Second

13:45:08 From Marrielle : I also support this

13:47:32 From hpincock : For reference, the MDJ article William is referring to: https://www.mdjonline.com/news/ksu-president-speaks-on-university-life-in-a-pandemic/article\_644392ae-79e3-11ea-8673-ab5015fb9698.html

13:48:55 From Lei Li : I’d like to chip in on this too.

13:50:29 From dlepadat : it was a PR move on the part of the President.

13:50:47 From dlepadat : to show that KSU has everything under control

13:51:10 From dlepadat : we forget she’s a communication expert

13:51:11 From hpincock : friendly amendment: "remote learning" instead of nine learning

13:51:18 From hpincock : instead of online learning

13:52:18 From Jillian teachliberation@gmail.com : I agree with Lei Li that there needs to be a qualifier.

13:52:23 From Jennifer Purcell : Suggestions shared via email.

13:52:36 From Joanne : if we talk in terms of percentages of classes that were moved online, would that help?

13:54:12 From dlepadat : great point, Jonathan!

13:54:55 From James Gambrell : I agree with Rebecca

13:55:13 From Jennifer Purcell : Well said.

13:55:21 From dlepadat : well said, Rebecca

13:55:21 From Noah McLaughlin : Perhaps "University administrators should acknowledge those difficulties and be specific about the successful transitions that it celebrates [in the press]."

13:56:11 From Jillian teachliberation@gmail.com : #1 can be changed to Rebecca Hill’s point.

13:56:46 From hpincock : Maybe something like: "University administrators should prioritize communicating to internal stakeholders over communicating the external stakeholders"

13:58:04 From Pete Rorabaugh : One other point: the exceptionalism of KSU to switch in 48 hours instead of the other USG institutions.

13:58:16 From Jeff Yunek : Point of order: I believe we are extending the meeting past the traditional meeting end time. (Accordingly, we need to vote to extend the meeting or move all unfinished business to the next meeting.)

13:58:29 From hpincock : Thank you Bill for taking the time to write this. I share many of your concerns and think a revised motion along these lines is worth pursuing!

13:58:59 From dgregory : I have to leave for another meeting. Best to all stay safe and well.

13:59:22 From hpincock : Thanks, you too @dgregory!

13:59:31 From Pete Rorabaugh : There's a point of order.

13:59:59 From dlepadat : can we also get the minutes for today’s meeting to share with our departments?

14:02:29 From James Gambrell : I agree with Marrielle

14:03:09 From Pete Rorabaugh : I have a question for Ron, but not sure if it's appropriate to ask it as I'm not a senator. Can I? Too late in the schedule?

14:03:33 From hpincock : @pete, Ron invited emails with questions

14:03:38 From Laurie Tis : raise your hand?

14:03:42 From Pete Rorabaugh : 10.4

14:03:45 From hpincock : so that is also an option. i think we are about to adjourn

14:03:49 From hpincock : but maybe not! :)

14:04:06 From wgriff17 : Concur

14:04:11 From James Gambrell : I agree

14:04:17 From James Gambrell : Vote by thursday

14:04:22 From hpincock : thanks Daniel

14:05:50 From Marrielle : I agree with that. I think we should compile all lingering/unresolved items and request status updates OR revised timelines on all of them. We can’t let salary equity/compression and other work disappear from our radars.

14:07:09 From Pete Rorabaugh : hand!

14:08:02 From Noah McLaughlin : Keep safe, all!

14:08:13 From Joanne : Thank you Doug. Good job!

14:08:20 From cdutcher : Thanks, Doug and FSEC!

14:08:24 From Jennifer Purcell : Great work all!