

This rough edit transcript, which may contain missing, misspelled or paraphrased words, is only provided for your immediate review and is not certified as verbatim and is not to be cited in any way.

Rolks Report Live Webinar

February 25, 2021

4:30 p.m.

(Please stand by for captions)

>>PRESIDENT ROELLKE: Good afternoon to the Stetson University community. Thank you for joining us this afternoon. We're going to have an opportunity to get updates on safer Stetson and on the university's budget as well as looking forward to the spring -- excuse me. We're in the spring '21 semester. Looking ahead as we plan for the future. Thank you for being with us. We have a number of guests and I have some very brief remarks before moving forward. First, just to let our community know, the Stetson flags are lowered to half-staff to commemorate the over half a million lives lost nationally to COVID-19 and we extended our condolences to the thousands of family across America impacted by the global pandemic and mourn the losses throughout our Stetson family. All flags remain at half-staff until sunset Friday. I always want to indicate I've been encouraged. The campus has started

to become activated. Everyone is still masked up and physically distancing themselves to promote safety but I am encouraged to see activity on campus. Folks are having physically-distanced conversations. Athletic teams are being to compete in intercollegiate competitions. We have people able to attend games in small numbers. I am encouraged to see our campus be activated a little bit as we move through the spring semester. I want to talk briefly about what was completed last week, which was our February meetings on the board of trustees. On Thursday, the 18th and Friday, the 19th, the trustee's and the president's cabinet and faculty and staff met virtually to review our performance. I want to share what was written to you. I want to express the same sentiments that were shared in the opening remarks for the board of trustee's meeting. That was thank you. This has been an extraordinary time and we can all take great pride in how we have enabled a Stetson education to move forward during a once in a century set of challenges. As Maureen said, we've wrestled with public health, safety, ongoing financial challenges. I want to thank everyone on campus for everything you've done to work diligently. The board also had three highly interactive sessions. The first session was around the 20 climate report and inclusion partnership team and the three climate working groups addressing Stetson culture, inclusive transparent communication. Please do expect an update on this important work very, very soon. The trustees and members also had the opportunity to hear from the athletics director, as he reviewed the current status of intercollegiate athletics, not only during the

pandemic but looking forward. It included a review of efforts over the past. Very good discussion. The final, which was led by the provost thinking about what have we learned pedagogically and otherwise during the COVID-19 and what might we want to keep moving forward and things we'd like to avoid at all cost as we move more closely to instruction. On behalf of the board of trustee, I want to express my deepest appreciation for patience and resilient and creativity. I now turn to my colleague, Bob Huth, who has somebody to introduce to you.

>>LUA: I want to introduce Jeremy DiGorgio. He started a week ago as social vice president of budget and financial planning. He came from another college. We're pleased he is able to join us and he's hit the ground running. Welcome, Jeremy.

>>JEREMY: Thank you.

>>LUA: I'd like to just go briefly through some of the things that have happened over the past almost year. It's been tumults. One of the thing we've learned of COVID is to be wary of it and how quickly things can change. To take you back to late spring, the president formed the budget working group. During that whole process, safety was prioritized and also there was a strong desire to minimize the impact of actions taken relative to COVID on faculty and staff. The charge to the group was to look at 5, 10, and 15% reduction. The trustees were more supportive of the 15% reduction than others just because not knowing what COVID could bring and the budget prioritization working group, in emphasizing community, couldn't help to reach the 15% without including some attribution to furlough, salary reductions and

elimination of the retirement plan contributions. The 15% was effective. For those of you who may have forgotten, in July, there was a fairly significant COVID spike. That allowed the university to prioritize safety and have single occupancy in the residence recalls. Due to that, there was a reduction of 800 beds. That was done at a cost of about \$5 million. We also budgeted 5% less students coming to Stetson. I'm happy to say that that budget was surpassed. We had about 18 students beyond the 160 or so that the budget didn't expect to come. We also had some additional costs with the 800 less beds and all the Stetson students that wanted to continue academic progress. We ended up paying \$1.5 million for hotel rooms. Some good news, the graduate programs really were very successful exceeding the budget by about 1/3. They were up \$1.8 million, which helped a lot. And then December 27th, federal government passed a higher education emergency relief funding, which brought \$5.2 million to Stetson. A portion of that went to the college of law. It was split between students and the institution. \$1.8 million went directly to students and \$3.4 million went to the institution. That \$3.4 million helped subsidize the amount of money that wasn't brought in from revenue from room and board due to the loss of 800 beds and the addition of the \$1.5 million for hotels. In addition to the \$1.8 million from here, higher education relief funding, the endowment fund spent more than normal and about \$1 million of additional scholarship money were provided to help students maintain their academic progress. All this was done in preparation to prioritize safety and protect the community and really

happy to say that there were no layoffs and, at the end of the day, no salary reductions. We don't expect any of those to occur the rest of the fiscal year. We also had some recovery on theory time contributions, which was helpful. Yes, COVID has taught to be wary. As such, we still have resources in the 2021 budget to support contingencies. (Audio cut out) as far as next year's budget is concerned, we're starting out with the philosophy of a modified zero-based budget. We're going to keep the COVID budget that was there and ask budget managers to identify needs that they have and see going forward, have them discuss them with the provost and vice presidents and the AD and if they move forward from that point, we'll discuss them as a group. And then provide the budget to the president and eventually to the trustees for approval. This is an aside. Last year's budget was approved much later than normal. Usually, the budget is approved in the beginning of May. Last year, it was June 29th. Hopefully we do not do that again. There's a board meet this May and the intent is to have the budget approved as normal. So please practice the (indiscernible) and stay safe.

This helps protect the community and not having bad things happen to the budget. So thank you very much.

>>PRESIDENT ROELLKE: Robert and Jeremy, thank you very much. Another warm welcome to Jeremy. Just a couple other quick points on the financial health of the institution. Our, A-3 rating was sustained and endowment continues to personal well because of the investments made by the investment committees of the board. I want to echo what

Bob and Jeremy are providing. We're still not out of the woods and we want thank everyone in the community for all great work that you've done and sacrifices that you've made all in an effort to move the Stetson education forward. When I came in as president on July 1st, we started the with a budget that was 17 million less than we anticipated. It's because of everyone's effort that we've been able to traverse this semester, I think, safely, and, again, with moving Stetson education forward. Thank you both very much. I hope you'll stay not on the screen but in the background. We may have questions that come forward that one or more of you can answer. Thank you. I'd like to invite Terry Radwan from the college of law and Dr. Hancock. Terry, we're going to start with you.

>>PROFESSOR RADWAN: Thank you, President Roellke. I'm the co-chair of the safer campus task force. I want to thank you as well. Just like with the budge, much of what we have accomplished, everything that we have accomplished this year, keeping the community as safe as possible, comes as a community effort. It is because everyone has worked together that we've been able to manage in the way we have. So I'm going to give a few updates from the safer campus perspective. The first thing I want to highlight is the tiers. As you know, at the DeLand campus, we're tier one. Are we ready to move to tier three? Not yet but we're looking at can we go to a tier 2.5? Are there things in tier 3 that we might be able to add to the current program. That comes because as a community we've taken the efforts to stay safe and that helps us to be able to move into additional tiers. So do

know that the safer campus task force is looking into making recommendations and what we are comfortable doing at this point in time. The while we're not ready for tier 3, we do anticipate that there may be places where we can add opportunities. One of those is in sports. I know we did get a specific question on whether we're going to have athletics events open for members of the Stetson community. As the president noted, some of the teams are now having active competition. We have visiting teaming coming to campus to compete and right now we are working at sort of an initial capacity, which includes primarily, of course, athletes, the coaches, the staff, and their guests. So there's a pass list for each. I've learned so much about sports in the last year there's a pass list that is included. That's where we are now for most of the athletics. The good news is that the next capacity will include members of the Stetson community. We're making sure the details planned -- the athletics has put forth detailed plans how to keep the community safe, that they do work in practice before we start adding more members of the community, but that is coming. Keep an eye out for more information on that. Probably the other hot topic is vaccines and you know that that is a big area. We are working with other schools in Florida and ICUFF on how we can support having vaccines on campus in the future.

That is an ongoing process and we have to work closely with the state and department of health to figure out if that's a possible. In the meantime, we do strongly encourage you, if you are eligible to be vaccinated, get a vaccine. Obviously, you can't do it on campus at

this point in time. We hope that will be an opportunity in the future. Wherever you can get the vaccine, if you are eligible, we encourage you to get that and report it to the university so we can keep track of what has been vaccinated and what percentage of the population has been vaccinated. Julie has posted the reporting form so you know how to report that. We will continue follow CDC guidance on everything from face coverings and distancing. Right now, the CDC is recommending face covering. I anticipate that is going to continue probably through the fall semester at this point and we will continue to follow that CDC guidance the same on distancing, cleaning, things like that. The even as vaccinations increase, the word we're hearing is the CDC will still recommend wearing face coverings. That will continue to be our mandate on campus. The final point from safer to campus, we engaged in gateway testing on our campuses this spring semester. We felt that was successful in helping us gauge how the community was going but we have also -- there's improvements that we can make over the spring program and we do anticipate having gateway testing again in the fall semester. So we will provide more information about that. In the meantime, we are also having interim testing every week or two, depending on what campus you are on. Please know that a significant portion of our population is actually mandated to engage in that testing. If you are a -- for example, a student, who has high risk factors from your contacts within the community or outside of the community, you might be engaged in mandatory testing protocols but we hope that even if you are not mandated to test at our testing events, that you will

strongly consider coming to those testing events. We've made it as easy as possible by having them on campus, by making them no charge. So we really hope that the entire community will take advantage of those testings, and we are committed to having those tests, as many as we can, to have the community tested. That's the best way for us to keep control, have a sense of how the spread is going and whether we can move to additional tier because the rate of infection is low enough. Please do even if you're not required to consider testing. My last point, we are only about six months out from fall. Please keep in mind safer campus are making hard to make decisions. We also recognize a lot could change between now and the fall and we don't know what those changes will look like. While we're making plans, we're making back-up plans, so we can be flexible. The name of the game is flexible over the next six months as we try to work with whatever the world looks like at any point in time.

With that, I'm turn it over to Lua.

>>LUA: Thanks so much. I apologize. The light has shifted while I've been in this meeting. To reiterate what Terry has said, I've been going into DeLand and getting tested with the saliva test. It's easy and ran quickly. It's nice to get the results quickly. It's an asset for the institution. As we shared, we are still mandating hundreds a student a week, who are in higher level contact with people to go get tested, but please do that yourself. Also there was a question about tier 3. I would encourage you to read tier 3 on the website. There are some things in there that most people in the community would

agree we are not ready for.

One thing we've learned about the tiers, they're not clear cut, one, two, three, the way we wrote them. Before we went to tier 2, we were probably at 1.4 because we added some things then kind of went to 1.8 before we went to 2. Take a look at those when you get a chance. We are having more in-person events, which are going well for the most part. We've learned a lot about how to have safe events and distance events and we appreciate the students and other people, who are putting those on. Also, you know, this might go without saying, but I'm so impressed by the work of the safer Stetson task force and VP ops, who meet often. We continue prioritize safety and learning. We talk about time about safety and learning. Those are the things we talk about. Fall 2020, there's been this -- I don't know what this means, back to normal. I don't know what back to normally ever be.

We've learned some things that changed. We have a new normal in a positive way but we certainly won't be like fall 2019. We won't have all students in the center for orientation. I don't see that that happened. We also won't be like fall 2020. Fall 2021 will be more face-to-face, more events, more connected, so we're excited to move in that direction. With that, we have -- we'll continue the things we've, like the classroom cleaning, the air filtration, all of these things that we put in the residence halls and classrooms. We have reinstated the residency requirements on the DeLand requirements. We do know that there are students the medically, who need to request an accommodation. That process has always existed. We are working,

a group of us, on that process for students, who feel that they cannot come back to campus either for classes or the residency requirement. We understand we will have to work with that throughout this fall. We can take any other questions later, just to say similarly I think we are in the process of making decisions about fall and we're also making sure that we plan but not too far in advance, like Terry was saying. We try to plan about 8 weeks out. That doesn't work with some big decisions, like housing sign-up, which is why we've started to address that. I'll let Terry answer a question about vaccines.

>>PROFESSOR RADWAN: There was a question about whether we're offering vaccines in DeLand or going to try to do that. We're working with state. We hope so but there's an awful lot of things that have to be put in the place to make that work. We're trying to figure that out. We don't know the answer to that.

The other question, should you be testing if you are vaccinated. If you've watched the news, there are two answers why the answer is probably still yes. They are not sure whether you might be able to infect others. You might be able to catch COVID and affect others even if it doesn't make you ill. The second no vaccine is 100 percent effected. I encourage you to continue to get tested and wear your face mask. There's guidance coming on what you can and cannot do when you're vaccinated and what quarantine might look like if you've been vaccinated and test positive.

>>President Roellke: Thank you so much and huge thank you to the Stetson safer task force. The group has worked so diligently and under a lot

of pressure, a lot of scrutiny and done tremendous work. I'm appreciative with the collaboration between the college of law and DeLand campus. Keep your questions coming in the chat. We do, always until these sessions, like to reserve a few moments for Q & A. Now I'd like to turn to our provost and president, Noel painter.

>> Thank you. For those of you, who have joined this, I'm getting interest if I'm going to see the Clark Kent version of the president or super man version with the glasses on or argue. For Terry and Lua and those participating in preparing for the pandemic, I think everyone is doing amazing work. I won't say too much in addition.

A lot is about questions that are connected to COVID-19 issues. I will say a few words about planning. I'll follow up on Dr. Hancock's comment about normalcy. I said in a forum earlier this week that any institution that indicates to their perspective students that they will be normal in fall 2021 is blowing smoke. Normal is not going to be a thing. We are, though, advancing back toward normalcy. I'd say we are firmly in the planning for that in fall 2021. I feel like we have a good handle on what summer of this year will look like and the way that we are modeling some of the things that we did last year. We have a good, robust set of courses that are planned. We have mostly online classes, as we have for five or six years now and we do have some in-person experiences available for students as well. And as we move back to a more residential experience in fall of 2021, I believe that we will, similarly, be advancing the in-person experiences that we have in our classrooms. Right now, we have a considerable number

of in-person experiences for our students. As drive said before in this venue, roughly 60% of our school of business and administration classes are face-to-face and roughly 90% of the students in the school of music have some face-to-face experience, so we are back in that format. The question is to what degree can we do that safely in fall 2021. So questions related to that are what does our academic calendar look like? Do we continue to have an expanded schedule that includes 30 minutes of cleaning between classes? Do we continue to have a reduced class size in our classrooms? Will we continue to wear masks when we have classes? And we know the answers to some of those and others we're exploring. So, for instance, earlier this week, I met with the academic affairs committee of the faculty senate, who are going to be doing some thinking and talking about recommendations for the fall 2021 academic calendar and issues of scheduling that we expect to have in place soon. There are things we know. We know we are planning to have reduced course capacity in classrooms because we're going to continue to be six feet apart and masked in the fall. If we learn something about vaccinations over the summer, if we get different guidance from the CDC that can put us closer together, we'll follow CDC guidelines. We're not presuming to guess about things. We know the caution way that we have approached planning for the several semester we've had during the pandemic has paid dividend at Stetson and allowed us to be on campus and have in-person experiences. We expect to continue that planning. The result will mean more in-person classes and those are likely to be considerably smaller than a class two years ago would

have been in person but we understand both that students want in-person experiences and we understand that students learn better, in most areas, with in-person experiences. We'll continue to move toward that goal for fall 2021 and we'll put those pieces in place as quickly as we can for the advising period that we start tomorrow and for the registration period for our students in DeLand that begins at the end of March. So with that, I think we'll enter into a period, where we're answering questions is that.

Right, President Roellke.

>>President Roellke: Thank you. Let me welcome another participants on to the screen. We have received several questions. I will do my best to help moderation questions. Terry, why are bracelets required after gateway testing? What's the rationale?

>>PROFESSOR RADWAN: The rationale is so that the community as a whole can quickly tell that someone has gone through the gateway testing process. Each campus is different as far as how long you have to the bracelet or what access that might have given you. So there were some places on campus, where you aren't allowed in. Over at the college of law, we were different because our timing was such that we couldn't do our testing in the classes started but as the same process. As a professor, I could see whether students had done the gateway testing on whether I needed to find out what was going on with them. It was designed to make it fairly quick and easy for the community to see that people had been tested and that they were allowed access wherever might be limited.

>>President Roellke: Terry, thank you. The Lua, you may be able to tackle.

This what's your status of thinking about international students and what we may be able to do moving forward. I know it's dynamic. We're watching closely CDC guidelines. Can you give us a take of what we're thinking in terms of international students?

>>LUA: Yeah. Noah might know better than I do. I know we will follow CDC guidance. Some countries have been different. There are countries allowing people out or in more easily than others. I was chatting with a student in Uganda. She takes her 4:00 class midnight to 2:00 or something. I'm impressed with international student resilience. I don't know, Noah, if you have more up to date information than I do. We -- the world office and I have worked one on one with individual students to make sure that if there's quarantine requirements or requirements as far as how much of their courses have to be in person versus online, but that's been quite a move moving target.

>>President Roellke: No what, any other comments.

>> I can add what I'm doing admit night and it's not taking a class. Let me address that broadly. With international travel, whether we are going from the states away or international students coming to DeLand, we're on a time line that seeks to make decisions about that with about 8-10 weeks in advance of the issue that's at hand. So we're still considering the possibility of some international experiences for our DeLand and gulf port campuses for this summer. Once we get

to that 8-week window, we'll be making decisions and we'll be using the best information, again, not guessing about that. Similarly, we are restoring some budget for international travel in the fall and spring semesters, being optimistic that that will be possible but we're not yet guessing and not at the stage where we feel like we have to say absolutely yes or absolutely not right now. That gives us some freedom to allow what is a really essential experience to happen, if it can happen safely, if we canning in safety then we'd like to give that opportunity to our students and faculty. For international students, we're going to be in a situation in the fall and spring, where we need to make sure that we can continue the educational journey for our students, even if they have barriers like travel internationally to us. That's a commitment that we need to make to them. Obviously, we need to understand what the barriers are, the legal challenges, to that for funding and degree progression and those kinds of things. At that point, as Dr. Hancock said, there are a lot of moving targets. What we're trying to do is position ourselves to accommodate these experiences for international students and domestic students as best we can.

>>President Roellke: I have to remember to unmute. Thank you both very much. Appreciate that. Terry, earlier, you talked about the benefits of being tested even if you have been a recipient of the vaccine because we're learning more and more about that. Speaking more broadly about vaccines, can you tell our audience a bit more about our overall approach to vaccination in terms of recommending vaccinations?

>>PROFESSOR RADWAN: I can. Can you hear me?

>>President Roellke: Yes.

>>PROFESSOR RADWAN: Perfect. Right now, we do not anticipate mandating vaccines, at least in the near future, really for anyone. There's two reasons for that.

The first, of course, is right now vaccines are not widely available to the general population. It's hard to mandate something that people cannot get. It's a large part of the reason why we did not have mandatory testing in the fall, when testing wasn't available.

That may change as vaccines are readily available. On the other second point is that all the vaccines currently approved are only proved for emergency use authorization, so they do not have the full approval that you might have, for example, with a flu vaccine. Those are the two factors that our vaccine subgroup is looking at in determines whether at some point in the future vaccines might be mandatory for some or all on campus. For the time being, we don't anticipate that that could be a possibility, given those two factors.

>>President Roellke: Terrific. Thank you so much I'd like to turn to the financial situation here at the university. We've tried very, very hard with the board of trustees and others that have fiduciary responsibilities to keep tuition rates are at the lowest. What advice would you give to budget managers as we try to prioritize things on campus? I know we're a little bit behind than we normally are. Bob, could you tell us what advice you'd give to budget managers.

>>BOB: I'm going to defer to Jeremy.

>>JEREMY: I would say at this point to continue what we've done so far. Stetson has done an amazing job getting through the pandemic and looking at the budget last summer and getting through it, I would encourage budgets managers to continue that spending and being judicious about your budgets, where now, as Bob alluded to earlier, we're going to reset beginning with the COVID budgets last year as we begin the fiscal year '22 budget process, so really looking at where you think and maybe where you can rethink expenditures. When we look at the detail level, we're not printing as much as we used to and thinking about how to make things electronic. If you had a big printing budget last summer, how can we rethink that. When we think about food, events, travel, this summer and next fall are not going to be back to a pre-pandemic normal in terms of those things so thinking about where there might be cost savings. Our staff is here to work with you as you have questions or if there's things that we can be of assistance. I look forward to meeting everyone. I'm in the administrative services building and happy to help you and continue the journey with you around budgets this year and bond.

>>President Roellke: Thank you, Jeremy. Outstanding. I'm going to ask you a follow-up softball question, which is how has your transition to DeLand been? I know you're coming from far away but do you have any early impressions of our community?

>>JEREMY: It's been an amazing first nine days meeting everyone. Having being on the campus years ago, it's amazing how much growth has been happening. I've been trying to take time over lunch to

beautiful Florida weather and see the campus and hopefully run into people. Really joying it and I want down to have lunch today and get pizza, so just trying to be a part of the community.

>>President Roellke: That's great, Jeremy. I didn't mean to put you on the spot. I knew the answer was going to be a good one. Dr. Painter, I know that the board of trustee meetings are confidential but I'd like us, if we could, to reflect about what we learned from the session that you organized. What did we learn from COVID and how do we move forward? I want to share what about we've learned what about we also hope we might be able to get back to more fully.

>> What a fantastic question. Thank you. I'd say that I can answer this maybe by the presumption that came before that session at all. I contacted one of the faculty members, who agreed graciously to be a part of that and she hesitated. She hesitated to participate because there was a presumption, perhaps, that as we have entered into this online realm, as we have embraced virtual learning, that the university was going to change itself and become largely more online. What was interesting, what are came from my conversation with that faculty member and from another faculty member and the student on the panel and the dean on the panel was a confirmation of what we see as our mission and how our mission is connected to in-person, really careful and student faculty engaged learning. I think that that was probably the theme that came from all of the members of the panel. That doesn't mean that we don't have opportunities. There are absolutely opportunities to use the things that we have learned and particularly to get rid

of some of the distance components, the travel components, the space components, that have limited what we can do in the past. I'd say Kelly from the college of law spoke pretty passionately about what she sees as opportunities for engaged legal engaged learning much more broadly with certificates and those types of things. The student on the panel, Nathan west, spoke passionately as a knew situation, about what it meant to re-engage in-person learning. Now we have this gigantic tent on the campus and music rehearsals underneath that tent. He said the other day before we had that session that the choir got together and it was the first time in ten months that someone had given him a physical down beat to sing together. And that actually gives me a little bit of chills there because it's one thing to create Eric Whittaker online music presentations like we've done well and it's another thing to be present and produce music together. I think that thread went through everyone's comments. The only other thing that I'll add that is Neil was a part of the panel and he talked about how we need to keep our eye on institutional resilience as we go through next several years. I think we've done that to some degree. We'll continue to have to change, to responsive to the market, while holding true to our learning mission. It was, I think, an extraordinary discussion to have and be heard. Thank you for asking about it.

>>President Roellke: Gray. On our webinar today, we have a combination of faculty. I understand there's students in the audience as well some possible parents, future parents, to Stetson University units. I have a broader question. I think I'd like to direct it first

to Lua, which is around -- it's really quite a volatile time in a sociopolitical sense. How do we continue to be engaged in activism, social betterment and things we care deeply about, whatever it may be? How do we do that in a time in, which we are still virtual and how can students, in particular, remain productive in their activism?

>>LUA: I think individually and collectively I've been amazed by what some of our faculty, staff, and student teams have been done even in this time. For example -- you might have seen this in the news that we put out. But the recent historic declaration for the Wright building in DeLand was an amazing systemic action that was done by a lot -- some faculty were engaged. Sydney from the grants office were engaged. People were passionate about that project and about the possibilities that that could bring to a community, who has need around access to healthy feed, around wellness and health resources. So there's some really cool systemic projects that are going around. I would encourage any faculty, staff, or student member, who is interested this being engaged to come to community engagement. Talk to us. Let's make it happen. I'll talk more about the individual level. Many of us have found in a time to pause and assess our own values and beliefs around equity, the ways that we show up in the world, ways that we do this work with each other and we, on campus, where a microcosm of the world. So there are issues that student government has dealt with around equity. There are reports that come in for bias in our community I think we have systems to address that. We have to figure out how to have a dialog. If there's injustice, you have to address it. Then separately

how you create dialogue around decision-making and around ways that we show up in this community. It is hard and super important work. So there's a couple resources. One I'll recommend is on religious and spiritual life site, there's a resource of dialogue guidelines that were created by faculty, staff, and students at Stetson, that are ways that we can show up and do challenging work with each other. I know there are students working with faculty even on looking what the is needed in the curriculum to best address race for all the students, for example. So really optimistic about the work that's been done by students, faculty, and staff together.

>>President Roellke: Right. Noah, I've also see activism about graduate students. Can you speak to that?

>> I'm happy to and I'll gauge it in a response to what Dr. Hancock said. A place like Stetson should allow a student be heard. That's one of the benefits of being at a place like this. There have been good questions asked by our graduate assistants and it's important top understand that those questions at a place like Stetson are not ignored. The questions that GA's have resulted in conversations with deans, faculty chairs, vice presidents. The question at the core that has to do with compensation, that discussion happened among the group of all vice presidents and presidents, a group that we call VP ops. While we don't always come to an outcome, we certainly listen and take action where action is necessary. In the specific instance that we're talking about now with graduate assistant compensation, there's not a change planned for the fiscal '22 budget, next year's 2021/2022 budget

but there's a commitment to evaluate, wholly, GO composition and there's a commitment to look at market and equity between Stetson and other marks for issues of computation. It's something that we do with staff composition and faculty composition. That's one aspect of the voice, I think, that Stetson students have. I'm actually quite proud of the voice that our graduate students have had over the past three or four years, a population that, I think, eight or nine years ago, felt ignored at this institution, now have a number of advocates around our campuses. I think that that's good progress for Stetson.

>>President Roellke: That's excellent. Thank you both very much for those responses. Let me also share that I really enjoyed -- Dr. Hancock and I have the opportunity to meet regularly with student leadership. It's been one of the more joyful experiences I've had here at Stetson. Let's keep those conversations rolling. As I've said before, not only is the content of the conversations that we have critically important, how we have that conversation is also critically important. So I appreciate all the community's patience and understanding as we tackle challenging issues. I'm going to end early today with a few remarks and I do have a few closing signs -- announcements I need to make. Can you see this here?

(Applause) anyway, I don't mean to promote the US news and world's reports ranking system. I certainly don't mean to do that but I'm pleased to report that we are on the cover of 5,000 of them and on the back cover and there's interesting information about Stetson inside as well. Stetson is an extraordinary place and we are going to move

through this pandemic judicially, safely, and can care and with empathy. I thank everyone on the community. I want to thank everyone on the screen for their remarks today. Do take note of upcoming events and keep your questions flowing in advance and during the webinars. Upcoming events, we have a parents webinar, housing self-selection for continuing students. We had a number of questions about housing that came us today. So Thursday, February 25th, 6:00 to 7:00 p.m. Free COVID-19 saliva testing. I have taken advantage of this. Even if you've been vaccinated, you can take advantage. The 3rd and 10th of March are the most soon to be down the road here coming for your free testing. Vaccination reporting form, if you are able to get vaccinated, a number of members of my family have been able to be vaccinated. They're in New York and Connecticut. I, myself, have not been. As soon as I am, I'm going to make sure that I report that I have been vaccinated. An online form link is available. Thank you all very much for joining us. Stay tuned for the next edition of the Rolks report, online and live. Thank you, stay safe and stay well.