

ASSOCIATED STUDENTS OF WILLAMETTE UNIVERSITY
Senate Meeting Agenda
Thursday, October 27 • 7:00 p.m. • Cat Cavern Dining Rooms

1. Call to Order
Meeting called to order at 7:00pm

Motion to suspend Robert's Rules
Dausmann/Chen
Approved

2. CDO Task Force Forum

Raina Arberry: I'm here to be a liaison between the taskforce. We're here to represent the taskforce. The point of it is to see if we need a director of diversity at WU. I don't want to use the word we, bc the point is to have students be a part of this process, but we present a report to P. Thorsett at the end of the year. The taskforce is a mix of students and faculty from all the schools. Thanks for having us. The purpose of this is to get input. I wanna know if you think we need one, how do they work? How do they operate? We've had various CDO come and speak to us. Now we have a presentation.

Co-Chair Jackie Balzar: We've found as a taskforce that learning a little bit about the CDO is important. We want to take five minutes to just inform you all about what exactly a CDO is and what they do. These are the task force members. In the 50s and 60s there was a push to be more inclusive of diverse students in higher education institutions. The next move in the 60s and 70s was that we now have a more diverse student body, but there isn't enough support for them. In the 90s and 2000s, broad campus-wide diversity plans/initiatives are created, including curricular diversity requirements and holistic admissions to include all members of the community. 00-current: increased need for diversity specialists in higher administrative ranks.

CDO is an executive level position that promotes and encourages institutional diversity goals. They provide leadership to organize and integrate these efforts. They provide expertise on inclusivity laws like Title IX. They advise on inclusive curricula, conduct campus climate surveys, lead and organize workshops centering on diversity. They would advise on recruiting and retaining more diverse students and faculty. They might review and make recommendations on how Willamette presents itself.

Schools CDOs and their offices differ from one another: level and scope of authority, organizational structure, level of fiscal resources, types of qualifications, career tracks prior to becoming CDO.

Potential pitfalls:

- "Diversity messiah" - one person solely responsible for equity issues on campus
- Concern that they'll face passive resistance from powerful constituencies such as students, faculty, admins, or alumni

- Risk that the position will not be given sufficient staffing, power, or financial resources to do the job
- They may experience tokenization and marginalization, especially if they are people of color themselves

Will only be successful where there are

- supportive campus leaders
- institutional readiness for change
- a commitment to long term systemic efforts
- financial investment

Thanks for listening to that presentation.

Raina Arberry: So now that you have an idea of what we are trying to accomplish, do you have questions or thoughts for us? You are all always welcome to come to our meetings. This is an important and serious topic.

Co-Chair Jackie Balzar: Meetings are always in the Bearcat Bulletin. Convo next week is on a similar topic, and more information will be shared.

Landoni: Does the current recommendation look like they are going to recommend?

Raina Arberry: I am leaning towards yes, and there are quite a few other members that are leaning that way. We acknowledge the importance of this office, and we want to do something to make people feel more included.

Co-Chair Jackie Balzar: there is a lot of excitement, but we have not gotten to the phase of the work where we really flesh out the recommendation. Stay tuned, because there will be a full report that shows how we came to our conclusions.

Jeremy Bogan: We've learned a lot from our peer colleges, and that has been really helpful. When we think about how we want to head as a group it's helpful to get a sense of how other institutions have done.

Landoni: What do the other schools look like?

Jeremy Bogan: all the other four schools of the Northwest five have CDOs.

Raina Arberry: They all had really positive feedback too. Like they take time, and it has to fit WU, but overall really positive

Wellman: How much would it cost? Salary? And resources we would allocate?

Co-Chair Jackie Balzar: We won't be recommending a salary. That is for other administrators to decide. It would be competitive though. I believe that we will make

recommendations that it needs to be adequately resourced. The CDO needs a place to sit, help with scheduling, some sort of infrastructure.

Jeremy Bogan: We have to figure out how it would work at WU, but the support services are a really important piece. They shouldn't just be by themselves.

Co-Chair Jackie Balzar: Maybe we will look for an office that already exists that this person could fit. We might have to get creative with some recommendations. The structures vary, and evolve. We've heard sometimes that someone comes from the faculty, but some of the positions start slow.

Mackey: Do you think that some of those recommendations will include exact numbers for how supported they will be?

Jeremy Bogan: Again, that is not for us as a committee to decide, but we are in the learning stage still.

Raina Arberry: We are literally in stage one.

Co-Chair Jackie Balzar: If any of you have feedback please let us know. There is a place on the website to give us feedback. You could also make a resolution as a group if you are in support of this.

Gautreaux: Do you know where a CDO would fall, like what their powers would be, or is this more about what the students want?

Jeremy Bogan: Yeah, we definitely want student input. I see this person reporting directly to the President, with a team that helps with the day to day. I don't think this position would have as much direct contact with students, but they need to have a good grasp of what is happening with them.

Gautreaux: What does Willamette need from a CDO?

Raina Arberry: I thought it was interesting about not just attracting poc, but that everyone is represented, and getting faculty of color and retaining them.

Co-Chair Jackie Balzar: As we've explored what has happened at WU, is the need for alignment. There are so many great activities happening, but there is no one trying to coordinate them. There is no one person that is overseeing this.

Landoni: I was wondering about the timeline? When is this going to the President's desk and when would it go into effect?

Co-Chair Jackie Balzar: We were asked by the President to get this done by the end of the calendar year, but we asked for more time. We are trying to finish in spring term so that he

can respond while school is still in session. I am hoping to get someone potentially hired next fall. There is a sense of urgency, because time is ticking if we want to implement new structures.

Jeremy Bogan: We want to make sure that we do it right. We need to have thought through this and make sure that this person is set up for success.

Co-Chair Jackie Balzar: Also, this is not the first time that something like this has been proposed at WU, so we want to make sure that we get it right.

P. Gill: In the research and consulting that you've done with other schools, what structures have you encountered that might work well for WU? What do you see as plausible for us?

Jeremy Bogan: In terms of what we've seen is that you either hire from within, or you bring someone in. This is an interesting time at WU, because there are a lot of new people working here, but it is also making some admins uneasy with all the change. Short term people can be unhappy, if that's what it takes, but long term if we create an institution that creates equity and inclusion, that will make people happy. It's important to find someone that can speak with all constituents.

Co-Chair Jackie Balzar: It's the character, style, and competency of the person that is hired that matters. So they have to strive for everyone. Mostly what we're hearing from the CDOs is that it is about instilling the desire to lead this way in others.

Wellman: Could you share what has worked at other schools? How do you measure the success of the CDO? And then in terms of us, if we hired someone, how would we measure their success?

Co-Chair Jackie Balzar: Yeah, like what are the deliverables? Diversity strategic plans, climate surveys, addressing those issues, helping faculty, managing bias incidents, coaching and helping with hiring processes. Helping to identify potential employees of color, especially faculty, and how much they had to work in their academic circles. Extra support for student groups, accountability of monitoring data of demographics of campus. Monitoring that persons from diverse interests are increasing and if they are taking advantage of resources.

Raina Arberry: They have a big role, but a small piece in everybody's...

Co-Chair Jackie Balzar: Sitting in on leadership meetings, and bringing a diversity lens to them. That would be huge, and seems to be pretty standard across the board. One of them has a student who is an ambassador in the office who sits in on student events.

Co-Chair Jackie Balzar: These are great questions, but we are really looking for feedback. You can come to convo next week, say it here, or send us an email. Reach out to us.

Chen: Diversity in general has a lot of subfields, but something that is important to me is that all subfields are tackled. I want to have someone that you can come up and ask questions, and fix this stigma of administrators “being bad” or unapproachable.

Co-Chair Jackie Balzar: So you would notice that this person needs to be involved and engaged on the campus.

P. Gill: So whether this is symbolic or is more concrete, but making sure that there is an agreement among admins that this person is taken seriously and their suggestions are taken seriously. There needs to be a clear consensus that we need this person and that we take their opinion seriously. Like maybe a document or agreement gets made.

Co-Chair Jackie Balzar: That is really important.

Jeremy Bogan: The guy from Pudget Sound said that the key to success is having everyone’s buy in. As a campus we all have to buy in, support, and listen. He pushes people in different directions, question how they respond, their attitudes. Everyone needs to be open to changing and listening to their feedback. But you’re right, the top level needs to have that agreement.

Co-Chair Jackie Balzar: I think part of the reason Thorsett had us do this process is that we can talk about it and name these things. It helps us to acknowledge what the issues can be, and how we can address them if they come up. Our website has a number of articles on it. Type in Equity and Inclusion Task force on the website and it will come up. We have more meetings before the end of the calendar year. Since you are all leaders, please get this information out. We are really passionate about doing a good job, and we are all passionate about equity and inclusion and want to make WU a place where those things happen.

P. Gill: If this process moves forward we would love to be included in that.

Co-Chair Jackie Balzar: We can even give you more insight before our recommendations get made.

Student: I think student buy in may be an issue because it feels as though the administration does not listen to student voices.

Co-Chair Jackie Balzar: Absolutely, and that will honestly be a part of our recommendations as to why this role is so important.

Uphoff: Has the taskforce been given time to speak to the BOT?

Co-Chair Jackie Balzar: They have been updated on the concept of a CDO, and they know about us and support the task force. There will likely be some conversation this weekend.

Jeremy Bogan: Since we haven't made a decision yet we haven't been presenting to the board.

Co-Chair Jackie Balzar: Our charge is very specific, yes or no on a CDO, and why.

Raina Arberry: Thanks for having us.

**Motion to reinstate Robert's rules
Wellman/Landoni
Approved**

3. Roll Call (Clerk Carstens)

4. Approval of the Agenda
**Motion to approve the agenda
Trosken/Uphoff
Approved**

5. Approval of the Minutes
**Motion to approve the minutes
Trosken/Uphoff
Approved**

6. External Programs Reports (President Gill)

P. Gill: WEB came and talked with us about their chairs monetary structure. They talked about when one chair moves money to another chair and I told them they need to inform us when that happens. They are going to have a night showcasing all of the OMA clubs. We also talked about ways that the EPC can facilitate communications with clubs and the rest of campus. We want to know where help is going to be needed. We will be presenting something to you all by the end of the semester. I want that process set in zone so next year's exec doesn't have to build from the ground up.

7. Officer Reports

7.1. President Gill

P. Gill: A lot of my time this past week has been spent talking about the budget, and getting on the same page before the BOT meeting. I am really excited about the SBAC presenting to them. We are the only organization to have any recommendations to give. We gave some recommendations.

- The discount rate should not be changed for any students
- A small tuition increase, but a philosophy should be formed about tuition in the future.

I want to set up some time to talk with students about their concerns. I have also been urging the University to be as open and transparent as possible. People should not be surprised by the cuts.

I also had my monthly meeting with P. Thorsett, and I met with Bryan Schmitt to get a broader understanding of the role of the things he is charge of, like the fitness center.

We are proposing charging staff to use the fitness center.

Please attend committee meetings. We are going to be starting to take attendance and I am going to have to keep people accountable to those. It looks really bad on us if people aren't attending their meetings that they have agreed to be at. If you can't be there ever, like just communicate that.

7.2. Treasurer Morita

T. Morita: This week I drafted all of the fall round 2 journal entries, and there was no presentation this week, but there will be one next week. I found a project for myself, which is trying to get Chief Justice Henderson compensated.

7.3. VP Kittelson

VP Kittelson: Hello! First of all, I apologize for this space. All of the large bookings are full because of the BOT meetings. For proxies and not attending senate, you all need to let me know 48 hours in advance or it counts as an absence. If you get more than two you have to meet with Judicial. Since you ran for this position, please come and let me know if you aren't going to. Just tell me that you are going to have a proxy, and let me know who it is when you find one.

8. Judicial Report (Chief Justice Henderson)

Judicial Report: Reiterating what you said. It is important that you are here and representing students! We're not here to babysit, it is about responsibility. I'll be sending out emails. It's two unexcused, and four excused with a proxy. If you reach that point there is a procedure that we will go through. You will meet with Judicial and we will hear your side, and the outcomes are either removal, or a contract that you can not violate or you will be removed. You have fairsay, but that is our role as judicial. I am available if you have any questions. We wrote other procedures this week, so that if anything happens we have a smooth process.

9. Senate Reports

Steffy: For anyone interested, I've been in contact about getting some sort of dispensation to get out of being paid only once a month. If anyone is interested in this please let me know. I want students who have serious financial need to be able to get paid more often.

Gautreaux: The class of 2020 caucused last week. We realized that most of our class doesn't understand what is happening. We are going to have some pilot programs and see if there is a better way to figure out how to be representative of student opinions.

Chen: I went to the GFI, and they are totally down for the swingset. I have my meeting with Jim Baur to talk about university liability, especially when it comes to people

that aren't necessarily right in the brain. Also I want it to be a positive space for students to decorate if they want.

Uphoff: I sent out surveys about the screens and had really mixed results. I am going to focus on redoing the website. I am also going to be talking to judicial about getting funding for senate projects or student projects.

10. For the Good of the Order

P. Gill: Would people be down for a Senate Thanksgiving next week? Yes? Also, please RSVP for Thorsett's dinner. It's a great time. If you can go please go.

Chen: Educational Rave part 2 is approved and in Cat Cavern on November 12th! Let your friends know.

Motion to adjourn

Landoni/Chen

Approved

11. Adjournment

Meeting adjourned at 8:12p.m.