



Senate Minutes

January 14, 2019

Opening:

Speaker Boos: Call to Order
Moment of Silence
Reading of the ASUP Affirmation of Values

Director Burks: Roll Call & Establish Quorum

MOTION TO APPROVE THE MINUTES PASSES BY SENATOR O'CONNELL

Communications:

1. Open Senate Positions: 1 Shiley School of Engineering & 1 School of Nursing
2. Guest Speaker: Presidential Advisory Committee on Inclusion (PACOI)

Present members of PACOI:

1. Yuri Hernandez, coordinator for Diversity & Inclusion Programs (DIP). New to the committee this year
2. Cassy Esparza, Assistant Director of Undergraduate Admissions. Second year on the committee
3. Sally Hood, associate professor in the School of Education. Mainly works with primary teachers in preparing them to work with students of different backgrounds. Second year on the committee
4. Eddie Contreras, Assistant Provost for International Education, Diversity, & Inclusion Director, Studies Abroad. Third year on committee
5. Bill Jenkins, Director of Employee Relations and Staff Diversity in Human Resources and Deputy Title IX coordinator for staff-related issues. Fourth-year and chair of the committee.
6. Sarina Saturn, psychology professor. Working on efforts in coordination with Diversity & Inclusion Programs, Active Minds, and Green Dot

Bill Jenkins:

- PACOI is one of the many Presidential Advisory Committees. Positions are earmarked from the President's Office to include different representation. Serves as a conduit of the university community to feed diversity concerns and ideas through the committee. Has the ear of Fr. Poorman
- Major ongoing project from last year: consolidate diversity & inclusion information on the UP website to show what UP is doing around diversity & inclusion
- Working on creating all-user bathrooms on campus

Cassy Esparza:

- Continuing project from last year: bringing an emphasis to the university's commitment around diversity & inclusion on the website for current & prospective students to find information & resources
- Seeing more commitment by UP in involvement in diversity & inclusion initiatives, which is part of the strategic plan, a priority, and front facing – seen by students when they come to UP
- Goal: getting more student involvement & increasing awareness about what PACOI does and increase presence at campus events - upcoming Diversity Dialogues is a great opportunity
- Engage is an opportunity for student clubs & organizations to increase awareness and attendance of diversity-related events
- Did a rebranding of UP marketing on different pieces – such as translating materials to Spanish and having a Latino night in Beaverton schools for prospective students
- Co-advisor for MEChA branch on campus coordinating upcoming Spanish tours for admissions

Yuri Hernandez

- People of different backgrounds & talents are represented on the committee → everyone brings their own expertise and lens to the committee
- Incorporated the Land Acknowledgement on the website as a PACOI member – a small thing can make a big impact, with tour guides now using it on tours
- Making more of a commitment to going to student events on campus
- Faculty on the committee are passionate about revising the Core Curriculum – a goal for this year
- Student outreach is another main goal – get to know students and inform them of what PACOI is and does

Eddie Contreras

- Diversity in the committee in terms of where everyone comes from, for example, PPlant, which allows the sharing of different perspectives around diversity & inclusion at UP
- One of the challenges of the committee is being a committee without a budget – have to ask for funding

- One annual thing is having listening sessions
- Introducing a campus-wide climate survey on diversity & inclusion for the first time for faculty, students, and staff – rolling it out in February to be sent the week before spring break in order to get community feedback

Bill Jenkins

- Develop training materials to hire for diversity amongst the faculty – meet each fall with hiring coordinators to help them with their searches

Questions:

- I was curious what your focus is as PACOI on the core curriculum? (*Pres. Nath*)
 - The faculty has already put it as their number one commitment, so PACOI is plugging into that work to support them. There is already a set of proposed changes & recommendations (*Yuri Hernandez*)
 - We invited 3 members of the core revitalization committee and talked about how the process works: a committee is looking at the Core and seeing what we're doing now and what we should be doing. Everyone has talked about including diversity & inclusion in their changes. At the end of this month, we're inviting to campus a specialist from the American Association of Colleges and Universities, Dr. Michelle Whitehead, who will meet with faculty about curriculum development (*Eddie Contreras*)
- How often do you meet with the president (*Speaker Boos*)
 - It's on an ad hoc basis, no formal schedule. Just need to request to meet (*Bill Jenkins*)
- Did the creation of this committee come from one of the main points of Vision 2020? (*Sen. Owen*)
 - PACOI precedes Vision 2020, it has been around for some period of time (*Bill Jenkins*)
- You said you're trying to show up to club meetings and increase interaction with students, but are there other ways for students that are passionate about diversity to reach you? (*Sen. Owen*)
 - That's something we're trying to tackle – make our meetings more accessible for people to drop in and listen (*Yuri Hernandez*)
 - You can help us with ideas on how to best do that – holding meetings like this, for example. The issue of equity & fairness is important to us (*Bill Jenkins*)
- You were talking about academics and we have different committees on ASUP, like the Academic Committee, which is helping with revitalizing the Core Curriculum, that could work PACOI with diversity initiatives (*Sen. Kasper*)
 - That goes with the idea of not replicating work or reinventing the wheel – it's great to resource-share and engage people who are already involved or passionate about this work. There's a lot of overlap, so we're trying to catch everything (*Yuri Hernandez*)
- Can you go more in-depth about the hiring methods for increasing diversity

amongst faculty? (*Sen. Mathias*)

- “It’s not rocket science but it’s thoughtful science.” Minimum qualifications should be just that. One of the first things is shortening job descriptions and making them more simple in order to cast a wide net. Then you look at where you’re hiring – a lot of it’s the notion of being present in organizations & groups where you’re targeted audiences are. It takes awhile to build those foundations. It’s also making sure that the environment is welcoming for people of different backgrounds so that they can see a place for themselves in the community. You focus also on your own biases and check yourself at the door (*Bill Jenkins*)
- These are ongoing efforts, not just one training will attract all these new hires. It’s constant work. For example, Willamette University spent two years on a hiring search. You also have to acknowledge that we’re the whitest city in the U.S. (*Yuri Hernandez*)
- One thing UP did this year as HR: the first staff development day during fall break, in which we brought powerful speakers and trainers in around diversity & inclusion. Fr. Mark was impressed and said we’re going to do it on an annual basis, so we’ll expand it and bring in other communities because “you have to be aware, self-aware, to make the change”. The University is committed to this (*Bill Jenkins*)
- Are the goals or focus points for PACOI on the website or easily accessible so that we could potentially coordinate Senate projects around them? (*Sen. Owen*)
 - We’re developing a strategic plan, so once that’s developed we can make that easily accessible. We’re looking at our goals for each year and later on down the road to make it more sustainable. It takes a lot of work and time to create, but we’re heading in that direction (*Yuri Hernandez*)
- Have you seen a correlation between tuition increases and attracting more diverse future students? (*Sen. Paumier*)
 - We’ve seen an increase in the number of students of color that we’re attracting and tuition increases every year. The shift is in the ability to provide need-based and parent-based aid. We need to fill the gaps – one is pointing students who are traditionally not represented in higher education toward resources with organizations that we’re in partnership with, for example different scholarships to get tuition covered. It’s our role in admissions and financial aid to put together outside resources for students (*Cassy Esparza*)

Final thoughts:

- Our Diversity Committee did a roundtable last year and will be doing one this year with different club leaders and ASUP representation. We got great feedback. I think that’d be a great collaboration effort in the future between ASUP & PACOI (*Pres. Nath*)
- The Diversity & Inclusion Programs schedule of events for the Diversity Center is online and there is a schedule for upcoming Diversity Dialogues (*Yuri Hernandez*)

- Reach out with ideas to include more students in PACOI meetings (*Bill Jenkins*)

New Business

1. Committee meetings: Jeromy mentioned how important it is to get your committee projects going right away, since we have limited time this spring. It's important to use this month and a half extremely efficiently (*Speaker Boos*)

~Senate breaks into committees~

Reports

Executive Board Report, President Nath

- Excited to see Senate's efforts come to fruition this semester. Second semester is when ideas from first semester hit the ground running
- You can come to me or other executive board members for help on your projects
- I'm on the Senior Class Committee and we're meeting with the Office of Development later in the week
- The Diversity Committee is meeting hopefully this week too
- Supporting the MLK Day of Service next week. Go to the Moreau Center website to register for the event
- There is also an MLK Remembrance event on Monday, January 21, from 4:15-5:15 pm in the Chapel

Elections & Services Report, VP Gallagher

- Elections: start planning for speech night soon. If you're running for a position, you can't be on the Elections Committee
- Focusing on SASA, Title IX, and LGBTQ inclusion initiatives this semester
- Trying new things in regards to managing ASUP services in order to improve communication

Financial Report, Director Wester

- Need to get the approved budget sent over to the online budgeting system. Using Excel for now
- Met with Jeromy about an ongoing issue: lack of understanding with the Constitution and info between the University & ASUP. Stipends are on an annual basis, not a semester basis, despite us voting on the changes mid-year. The ADvantage stipend and CPB coordinators will stay the same this semester rather than changing as we voted on. The Constitution must be revised first in order to make these changes
- Alan Timmins recommended that we somehow change the stipends so that they're on a semester basis. I think an annual basis is fine. We need to make it clear in the Constitution

Communications Report, Director Burks

- Putting ideas into action this semester
- Getting projects done that were supposed to be started last semester, like the Senator posters
- Revising the suggestions boxes idea for the residence halls to see if it's effective
- Goal for spring: increase ASUP's visibility on campus → weekly tabling. Senator office hours will count towards them
- Coordinating a Senate Pilots After Dark night
- Events to plan this semester: Awards Night & Speech Night
- Will start live-streaming Senate meetings after a constituent request

CPB Report, Director Sullivan

- First event of the year: Friday, January 25, bussing students to the Timberline Lodge to watch *The Shining*. In coordination with ASUP films. Replacing Cosmic Tubing. Students leave campus at 7:00 pm and return to campus between 12:30 and 1:00 am
- Saturday, February 9: Dance of the Decades

Student Affairs Report, Senator Krigger

- Continuing projects from last semester
- Meeting time for the semester: Mondays at 1:30 pm

Infrastructure Committee Report, Senator O'Connell

- *Sen. Mathias*: the goats have moved to the neighborhood during break and their office hours will be posted on the Belmont Goats website. Looking for people to take care of them. Located at 6631 N Syracuse
- The Sustainability Committee will continue meeting this semester – meeting times TBD. Looking for help with the Slug Garden
- Meeting time for the semester: Tuesdays at 2:45 pm

Communications Committee Report, Senator Mitchell

- Still working on the tabling details & plans to increase ASUP visibility on campus
- Meeting time for the semester: after Senate on Mondays – approx. 6:00 pm

Academic Affairs Report, Senator Anderson

- Continuing projects from last semester
- Meeting time for the semester: after Senate on Mondays – approx. 6:00 pm

Constituency Reports

1. Someone asked when clubs will be notified about their budget (*Sen. Joglekar*)

- a. It's on Engage and club leaders received emails (*Dir. Wester*)
2. A couple constituents have complained about the accessibility/usability of the club recognition & creation site – the process didn't seem very streamlined (*Sen. Owen*)
3. From before break: the path by the construction near Waldschmidt is very dark at night (*Sen. Moore*)
4. Some transfer students this spring have been lost and asked if there are buddies for them to get acquainted to campus – no workshop for them (*Sen. Moore*)
5. A student emailed about the Diversity Space during Finals Week – it was locked after 9:00 pm and PSafe said they treated it as a regular classroom since they don't know what the University wants to do with it → need to extend the hours and communicate with PSafe about the use of the room (*Pres. Nath*)
 - a. We need to find out if there's going to be a change with how Dr. Contreras ran it last semester, since he has the keys (*Speaker Boos*)
6. A number of students had their cars broken into over break that were on campus and weren't notified about it (*Sen. Mayer*)

Open Forum

1. Send office hours ASAP to Director Burks. Will figure out whether office hours need to be in the office or not – possibility of tabling in the Library or Commons (*Speaker Boos*)
2. Are there plans to have an info session about the open Senate positions and is there an idea of a timeframe? (*Sen. Owen*)
 - a. I'd love petitioners to come in to Senate next week – they need 50 signatures from their constituencies (*Speaker Boos*)
3. Reminder: the file cabinet in the Office has a file for each senator to document the projects that we're doing for continuity's sake (*Sen. Owen*)
4. Spring Activities Fair is this Friday from 4:30 – 6:30 pm in Beauchamp – great opportunity for face-to-face contact with constituents (*Dir. Burks*)
5. Secret Santa gift exchange during the Senate Refresher on Saturday (*Sen. Mitchell*)
6. Senate Refresher: Saturday at 11:00 am in Shiley 301 and moving off campus – to be concluded by 3:00 pm (*Speaker Boos*)
7. Help advertise Timberline Terror, since it's a new CPB event (*Sen. Taylor*)
8. Will send an email about the committee to revise the Constitution (*Sen. Taylor*)
9. Congressman Blumenauer is interested in coming to campus and we'll be helping coordinate the event – reach out if you'd like to help (*Pres. Nath*)
10. Students come in to St. Mary's and feel intimidated about the Senate meetings – can we make a sign to welcome students in? (*Sen. Owen*)