

Harmon Room - Library

February 29, 2024 | 12:00 PM CST



MACALESTER COLLEGE
STUDENT GOVERNMENT

Legislative Body Meeting Minutes

[Land Acknowledgment](#) (We are on Indigenous land) ~ *Reagan Kimzey* ~ 2 minutes

[Tabletop Role-Playing Games Club](#) ~ *Mikayla Giehler* ~ 3 minutes

- Mikayla: We have a rep from Tabletop to tell us about their org!
- Rep: Who knows what Tabletop Role-Playing Games are?
 - DND is the most famous one
 - Have been running an unofficial group for these games for four years now
 - We want to have something more formal now
 - The club will be fairly decentralized
 - Online platforms to run games
 - One big meeting per semester for people to present their games
 - Smaller groups meet weekly
- Mikayla: Any questions?
- Vote
 - Mikayla: Motion to approve Tabletop Role-Playing Games
 - Andrew: Second
 - In Favor: 27
 - Abstaining: 0
 - Opposed: 0
 - Reagan: Alright, you guys are chartered!

[MUWU Resolution](#) ~ *Mariah Loeffler-Kemp* ~ 20 minutes

- Mariah: As you guys know, we talked about this resolution last week
 - We have about twenty minutes to continue to discuss it today
 - If we need more time after twenty minutes we can have it, but we may not have quorum next week because it is the week before spring break
 - We have Henna and Roxy here to answer any questions or speak
- Henna: Any questions?
 - Mikayla: Someone brought this up last week, but we wonder if you guys have talked to Cafe Mac workers or management about how if student worker hours decreased if that would put more of a burden on Bon Appetit workers
 - Henna: I am a Bon App worker, not a student worker
 - Most Bon App workers we have talked to are in support of decreasing student hours and increasing student salaries because a current issue is that people run out of work study hours and can't work, making us understaffed
 - Sophia: Do you have any clarity about where the money for increased wages would come from?
 - Roxy: The college has about 1.1 billion dollars of assets and about 230 million dollars from tuition and an 830 million dollar endowment, meaning that they have the money
 - We will be sure to ask that it doesn't come out of financial aid
 - They have the money, and we don't know where it will come out of yet, but we will keep looking
 - Most union contracts haven't been more than about 1-2 million dollars, which sounds like a lot of money, but in the grand scheme of things with Mac's budget and endowment, it's not as much
 - Sophia: If Macalester doesn't want to provide this money, we are concerned that the money will come from increased tuition or Financial Aid
 - Henna: This is something we can stipulate in bargaining and contract negotiations that this money won't come out of these tuition increase or financial aid
 - Roxy: This contract isn't something we decide as two people
 - If you join the union and it wins, you can have a say in the contract that is made

- We want to represent the needs of student workers, so it will not just be the two of us crafting this contract
 - There will be a long process of speaking to members
 - Henna: By signing a union card, you are not agreeing to a specific contract, but just supporting the formation of a union
 - Once we have a union, there will be elections and bargaining, but this will not be the case until after we form
- Eliora: I want to be clear that I think you're totally in good faith when you say that it's not going to come out of tuition, but I think most of the people in this room know I served on the Board of Trustees Finance Committee, and though I can't disclose exact details from those meetings. I do think that I can say that, realistically, the way that college finance works, we cannot confirm that money won't come out of tuition
 - Even with money coming out of the endowment, that just means that the money will shift to tuition
 - Realistically, any increase in tuition will disproportionately affect people who are able to pay it
 - People in the union who are student workers are less likely to be impacted
 - Roxy: The truth is that we don't know precisely the specifics of where the money is going to come from until after the union forms
 - We are just focusing on getting more funds and opportunities for student workers
- Joel: Getting a union recognized triggers a very long, highly iterative process for specific contractual negotiations, and that's why I think that is an effective venue for change
 - We need to understand that though we can ask speculatively what the goals and process of bargaining will be, we can't know until we truly enter that process
- Brady: Is the union trying to increase wages for all students, or just Cafe Mac workers?
 - Henna: Right now, we don't have any demands that are agreed upon
 - We are predicting a raise for all student workers

- Brady: If we just raise wages for Cafe Mac, then all student workers will be paying dues without making any more money
 - Henna: This will not happen
 - Dues will never be more than the benefits for all workers
 - Any jobs considered less desirable will get more money to decrease problems with working
- Philomena: What are the setbacks that you foresee if this is put to a vote rather than recognized by the administration
 - Henna: This is only an issue of losing time and taking longer
 - People who signed cards will just have to vote again
 - We want to have this process of formation complete by the end of the school year so that we are not losing interested members
 - It is just a matter of time that it will take for the same results to occur
 - Jordan: Following up, do you think that an NLRB vote will put us past the end of the semester?
 - What is the timeline?
 - Roxy: The NLRB takes six weeks for an election
 - Our worry is that this would be delayed even more than this because the NLRB is understaffed
 - The goal is to get students' concerns into a contract to be negotiated as soon as possible
 - With voluntary recognition, we don't have to wait six to eight weeks and possibly start all over again
 - It is not necessarily an issue if we have to start over because we will keep organizing, but we want to be having fair bargaining as soon as possible
 - Henna: If we are pushed to a secret ballot election, the college has the opportunity to intentionally delay elections to wait out the organizers
 - They can continue to raise any number of concerns that would then push that six, eight weeks back even further, which is something that we would try to eliminate through neutrality agreement, but has happened at unionizing colleges in the past
- Tor: How exactly will the verification process work?
 - Are you working with administration for this?

- Henna: We have worked with administration to come up with a number of student workers employed at Macalester
 - NLRB will check all of the information with a list that administration send to them to confirm the validity of each student’s signature
 - We have requested this Excelsior List, but have not received it yet
 - We would like to use it to confirm these numbers before we send them to the NLRB
 - No matter what path we take, our numbers would be confirmed by the NLRB
 - Luke: A concern of mine is that the school has already said that they aren’t willing to voluntarily recognize the union
 - The MCSG resolution likely won’t be able to change their mind
 - It does seem likely that the union will have to go to a secret ballot election no matter what, so how has this been planned for?
 - Roxy: We will not stop talking to workers regardless of what happens, even if we do not get voluntarily recognized
 - Henna: We are also able to continue pushing for voluntary recognition even if we go to a secret ballot election
 - Mariah: Sometimes our resolutions are asking for something that the administration simply won’t do, but we do have a lot of say with them
 - We are able to make some changes, and things like this do matter
 - Administration does really see MCSG’s opinion as important, and these resolutions do matter
 - Maybe we will not make a huge change, but what we do matters and we have made changes in the past
 - Emma: I have felt really complicatedly about the union as a low-income student
 - A lot of what I have heard, and possibly my own feelings, is that a lot of people don’t feel that they need to be represented by a union
 - I feel well taken care of by Macalester, and people are feeling uncertain about the wants and needs of the union
 - I have also heard a lot of people say that the union is coming across as tone deaf

- Student workers might not be the demographic on campus who need the most care from a union or that have the most concerns
- Earlier, did you say that there would be a vote by the student body. Did you mean by student workers?
 - This would be student workers
- Roxy: I am a low-income, trans student. In my conversation with low-income students, I have seen a lot of issues at this school
 - I am in school part-time and working 33 hours a week, living off of \$18,000 a year with no additional support
 - The need for this union came from talking to student workers at Cafe Mac who need support
 - A lot of problems that I face are very invisible at a college with so much wealth, but they are very real
 - I am hoping that we are able to represent the needs of specific workers who have not been represented up to this point
- Henna: Even for the people who feel that there are not specific things that need to be changed, the union is able to protect the good things about specific jobs
 - There are a lot of things that could be taken away by admin, but we are able to contractually protect these things
 - Having an increase of unions on campus is only a benefit to the general union-formation process
 - By making this union, we are showing that unions can and should be created
 - If there were a union on campus that started to organize, having us work with them would only be a positive
- Mariah: Now, it is time to vote or to table
- Vote:
 - Elicora: Motion to pass Resolution 15
 - Joel: Second
 - Emma: I would encourage everyone to vote yes or no, rather than abstaining because they are nervous
 - You are representing your constituents are you won't be judged, so please vote yes or no
 - In Favor: 21

- Abstaining: 1
- Opposed: 5
- Reagan: With that, Resolution 15 is passed

Strategic Plan with Paul Overvoorde ~ *Mariah Loeffler-Kemp* ~ 25 minutes

- Reagan: We now have Paul Overvoorde with us
- Paul Overvoorde: Vice Provost and Associate Dean of Faculty
 - My kids both asked me why I had to ruin Macalester by working here
 - Anyway, thank you for the opportunity to speak with you
 - I am a member of the Senior Leadership Team as well
 - One over hat I wear is one of the co-chairs for the Strategic Planning Implementation Committee
 - I will try to address some of the questions that you all shared
 - Hopefully the majority of them will be addressed by this presentation
 - Imagine, Macalester was a plan we created
 - We included student champions, alumni, community members, faculty, and staff in our planning process
 - This plan was ultimately adopted by the Board of Trustees in 2022
 - The plan falls into buckets of changes in curriculum, culture, and campus
 - Strategic plans are created every 8-10 years to improve the campus
 - This is meant to separate us from our competitors
 - How we talk to and manage alumni is part of our identity
 - We want to identify certain directions for our campus
 - The Strategic Plan has a longer lifespan in terms of the kinds of changes we can make
 - Implementation
 - Context Continues to Matter
 - These changes happen while Macalester is active
 - People are always moving and working, and we have to be mindful of this
 - Have worked hard to try to advance the implementation through inclusive and interactive process
 - Listening and making changes
 - Because of the work that continues to happen, we rely heavily on campus governance and committee structures that show student, faculty, and staff voices

- Progress is Being Made
- When this plan was adopted there were several priorities and goals that support each of these priorities
- We tried to create a plan that is closer to the ground level through working groups that included students
- Changes in curriculum fall to the faculty
- Take information and ideas that we generated and synthesize them through an iterative process to move forward on
- We have six initiatives that we carried forward
- Working groups started thinking about strategic initiatives versus operational projects
 - Operational projects were the needs identified by working groups over the summer that were important, but not necessarily strategic
 - These were initiatives that make Macalester a better place and allow for ongoing operations to be strong
 - The reaching that happens when you are a cell is called the filopodia
 - The strategic piece is the filopodia
- These working groups were used to create specific groups for each action
 - Reports from these groups are arriving to be shared with SLTs in the next month
- One of the questions that often comes up is how these decisions are being made
 - Senior Leadership looks at these plans and considers our four foundational imperatives
 - Academic Distinctions
 - Financial Sustainability
 - Social Responsibility
 - Community Well-Being
 - We considered these imperatives when deciding how to move forward
 - Talk about new buildings and what is happening and why
 - Campus Center Project was just approved by the Board of Trustees
 - This process involves a lot of moving parts with the Lampert Building being renovated

- Once this is complete, there will be a number of offices moving out of the first floor of Weyerhaeuser
 - Offices from the second floor of the CC will move to the basement of Weyerhaeuser
 - These decisions came from the Facilities Plan for changes to the campus environment
 - After the next academic year, we will change the C-House and Cottages to make room for the new residence Hall
 - The main floor in Kagin will be used for cooking and various groups' use
 - These slides have been available on the Macalester Strategic Plan website
- Culture-Student Well-Being
 - There have been a number of policy updates
 - International students can now use financial aid for study away
 - There have been updates to winter housing, related to the work of MCSG
 - MacNav will be used for student resources, getting information in one place
 - Map for updating the student portal
 - Pilot change in timing and structure of New Student Move-in and Orientation
 - Faculty investment in programs like Serie Center-hosted *Transforming Pedagogies*
 - The majority of suggestions from Working Groups have fallen into the operational bin
 - Curriculum
 - Movements to think about appropriate curriculum and learning outcomes
 - Work from EPAG about FYCs
 - At the institutional level, the Student Learning Committee is drafting Institutional Learning Outcomes
 - Also thinking about High Impact Practice
 - Strengths, who can participate, etc.
 - This is all I have for you in terms of my presentation
- Any questions?

- Alec: There is a large change within the educational environment regarding affirmative action, and I am interested in how this is changing things
 - Also lots of shifts from humanities to STEM
 - Paul: I encourage you to talk to our admissions college about what we can and do continue to do once students arrive here
 - The admissions part is difficult in terms of what we can use to evaluate students on, but you would get great answers from the admissions team
 - It is also an interesting question of how we think about the changes in where incoming students are selecting majors
 - How is it different to get a STEM degree from Macalester versus other institutions?
 - Related to how we shape our curriculum
 - How do we welcome students into the liberal arts?
 - This is what is exciting
 - These trends are not good or bad, we just need to consider how Macalester can make students more ready for the future
 - This is a topic I think a lot about as a biologist
 - Even though you get the same set of skills, the ways of making meaning and thinking are different
- Reagan: How can we reach you?
 - Paul: Reach out through email, I am sure especially juniors and seniors have it!

Committee & Cabinet Updates ~ *Committee & Cabinet Members* ~ 6 minutes

- Eliora: FAC is continuing to prepare for Budget Bonanza
 - Have onboarded new liaisons
 - Tomorrow at noon is the deadline to submit your budget for orgs
- Mikayla: Deadline to submit the charter for an org is also tomorrow
 - Should be wrapping up in the next few weeks
- Willow: The Cabinet is working on Liaison description updates and moving departments
 - Hoping to utilize the precedent we have set
- LeSean: CEC is working on election plans
 - A part of that is having an information session on the Monday after spring break
 - Tabling in front of the CC

- Norah set out a signup sheet
- Also working on a survey to send out to the student body about our engagement
- Sophia: AAC linked a When2Meet for an alumni fair with previous MCSG members
 - Also having an upcoming GSAT program change
 - Negotiating textbook charging contract
 - Slowly learning details of student communication on contract implementation
- Emma R: Health and Wellness Liaison
 - Please take the survey
 - If 600 people take it, we will get boba
- Elizabeth: Belonging and Accessibility Liaison
 - Met with director of Disability Resources
 - Will meet monthly
 - Listening session with LSC with Emma Kopplin about the future of the C-House
- Yosephine: International Student Liaison
 - First meeting on Tuesday envisioning database and info space to increase accessibility and awareness
 - Engaging in activism for campus environment
 - Generating conversation from local CEC and ISP
- Philomena: Met with Kyle Flowers and Res LiFe to make sure that information about gender inclusive housing and restrooms are consistent
 - Will have more updates soon
- Jordan: Meeting for Scot Ball planning got moved
 - Please fill out the mascot form
 - Please fill out NCHA
- Emma K: Two weeks ago, someone wrote an op-ed about us, and a handful of us from the Executive Board wrote a response to that that will be in print tomorrow
 - If there are any questions, let us know

Announcements ~ 3 minutes

- Upcoming elections ~ *Reagan Kimzey*
 - Encourage people to run if you think they will be a good fit
 - Talk to them face to face
- [T-shirt form](#) ~ *Emma Kopplin*
- Meetaway Pilot Alumni Fair [when2meet](#), Fill it out! ~ *Joel Sadofsky*

- (a hypothetical weekend, could be a week or two sooner or later depending on alumni engagement office)
- [Apply to be an OL!](#) ~ *Emi Menk*
 - Apps due March 8 at 12PM
 - Perks: Early move-in, meal plan during training and orientation; students who complete training and orientation will receive a \$900 stipend for volunteering their time!
- Social Media Form ~ *Lorenzo Gurrola*
 - Fill out a form if you want anything on social media