

**Big Cheese Notes '22**

Panelists: President Cassidy, Dean Walters, Provost Timothy Harte, Associate Director of Dining David Chase, Title IX Coordinator Kimberly Taylor, and College CFO Kari Fazio

**Panel Notes:**

→ President Cassidy: Covid Rates and Protection Question

- ◆ President Cassidy believes transmission is across friend groups, not in public spaces in which most BMC students interact with Haverford students
- ◆ Cases have leveled off, advice from the county to reduce guidelines, Bryn Mawr chose to keep masking and be more conservative

→ Fazio: Will student wages be raised next year?

- ◆ The pay scale is divided into two levels: level 1 is for normal employees, and level 2 is for supervisory responsibilities. Unfortunately, regardless of how hardworking a student is, if they are classified as a level one worker, their salary will be lower than that of a level two worker. This is because a level 2 worker has a more critical role, such as supervisory/mentoring duties.
- ◆ Students are strongly invited to check the student employment office website to read the clearly laid out model chart of how compensation is computed based on level 1 and 2 qualifications.
- ◆ Do not know how much because budget is not yet approved
  - Will be approved next weekend (BOT Meeting April 30th)
- ◆ Student wages should increase as a part of the proposed budget
- ◆ A suggestion was to raise wages by 55-70 cents per hour, hope to do better

- ◆ All student wages will increase, not just in specific departments
  - ◆ Aside from all of the fantastic work that students perform, fellow staff members, such as HR staff members, have been working tremendously hard over the last several years; we want to look into alternative options for improving their salary as well.
  - ◆ Premium pay for special events will not affect wage changes
- Provost Harte: Why are lotteries determined during the first week of classes?
- ◆ Not really a question he can answer, better for Registrar
  - ◆ Knows that it is a concern but can look into it
  - ◆ Registrar feels this is best, have to factor in Haverford's registration
- Kim Taylor: Screening process for DLT members in terms of Title IX
- ◆ Asked for clarification on the question
  - ◆ Students who violated conflict have considered in looking for leadership positions
  - ◆ Being accused of violating the policy is not the same as actually violating the policy
  - ◆ All students have rights; not assumed guilty until it is proven
- David Chase: Food waiver process for clubs & Covid protocols
- ◆ No different than any other waivers despite Covid protocol
  - ◆ Will these restrictions be lifted?
    - No, not until there is a more robust catering policy
- Kimberly Cassidy: Strike Demands
- ◆ Documents on the website that outline responses to the strike demands
  - ◆ Created a working plan/timeline for DEI

◆ Highlighted:

- Campus climate survey with published results
- Campus climate action plan around the results of the survey
- Small group discussions and town halls with faculty members
- Special office hours for discussion
- Moving forward with the curriculum program
- Independent study established to develop curriculum; developed proposal, received robust discussion from faculty who have met to discuss implementation
- Two new positions that came from the Strike: Assistant Deans
- Change Agent fund- anti-racism journal
- Racial justice impact fund for engaging with community-based organizations, developed into a praxis course that will partner with local social justice organizations and nonprofits
- Funds have been increased, as well

◆ Updates on the removal of M.Carey Thomas's name from Old Library

- Board discussing the matter, no conclusion yet

◆ Updates on Wellness and Health Services

- Dean Walters: invested money in the new facility; four full-time counselors now for the first time; investing in medical services staff—hiring new people due to turnover; proposing additional position in Access Services but needs to be approved by the budget, know that students are experiencing barriers nevertheless but are trying to improve

- ◆ Updates on Dean's Emergency Fund
  - Dean Walters: does not exist, replaced by Student's Assistance Fund; report on the website posted each semester
- ◆ Updates on Compensation for Strike Collective Organizers
  - Dean Walters: stipend was given to students last year; more opportunity in the President's office and Pensby for compensated social justice work, more hiring rather than volunteering
- ◆ Updates on Transformative Justice Training & Reshaping of Customs Week to Include Transformative Justice
  - Dean Walters: students, staff, and faculty working on implementing transformative justice in higher education; how to implement it into Thrive and Customs Week to prevent harm; students are asking for more institutional assistance with interpersonal conflicts, so BMC is looking to provide more training to manage conflict—Dialogue Project
- Dean Walters & President Kassidy: Response to Rock Hate Crimes & Actions to Prevent Future Hate Crimes
  - ◆ Dean Walters: Interviewed more than two dozen students, reviewed swipe cards, conducted handwriting comparisons, but still may not figure out who did it; hoped the student would come forward and still hopes that will happen if a student did it; a report will be made by the end of the semester
  - ◆ Dean Walters: curriculum changes; community expectation building; administration can do some things (education, support, etc), but students need to hold each other accountable to certain standards, as well.

→ Provost Harte: Efforts Making Towards Retaining Faculty and Staff of Color & Making BMC More Diverse

- ◆ Tricky but working as hard as they can considering the “very good” job market, certain faculty of color “in demand”; looking for various ways to keep faculty such as through relief policies; show appreciation for efforts considering climate on campus and acknowledge their invisible labor; make more efforts to hire more faculty of color

→ Fazio: Expectations Campaign: Where has the money gone? How can students see where it’s gone?

- ◆ Career and Civic Engagement Center and internship opportunities
- ◆ Funded building projects on campus—new building (The Well), renovation of Park
- ◆ Four new faculty lines
- ◆ Kimberly Cassidy: Financial Aid (60 million), eliminate and reduce loans for students; every year counted in the total is the Bryn Mawr Fund which goes to general operating expenses; advancing scholarship money

→ Kim Taylor: Public Criticism of Title IX—How to Better Policies and Support Students

- ◆ Aware of harm and changing landscape
- ◆ 90% of cases involve two students so someone is inevitably going to be unhappy with the process
  - Scheduling concerns, criticism about programs done during Customs Week

- ◆ Student feedback is essential—Dean Walters and her often meet with students to discuss concerns and feedback
  - ◆ Created form for feedback on sexual assault awareness month
  - ◆ Have a wide network of staff support
  - ◆ Watch and listen to what happens in D.C. to stay updated on policy—make policy at the start of the year and do not change it until the summer so students have consistency
- Fazio and President Cassidy: Will Sick Pay Continue for Student Workers?
- ◆ The federal government does not allow them to compensate for sick time, only pays for labor
    - Trying to go around this policy, especially because of Covid, but very complicated issue moving forward
  - ◆ Staff work every day so paid time off for staff is easier—students can generally make up wages, staff cannot as easily
- David Chase: How will dining wages change for full time staff?
- ◆ Evaluating wages, completing mortgage studies to compare wages
  - ◆ Fazio: Do this for all staff every year, argue for raises based on inflation but try to distribute equally, but sometimes do targeted market comparisons
    - Expect to increase salaries to a larger degree than in past years
- Cassidy: Plan for Cambrian Row
- ◆ Buildings on campus need to be renovated so CR will be “swing buildings” where offices will be moved
  - ◆ Looking to renovate library so lots of staff would need to be moved

- ◆ After, will have a larger discussion on how to use Cambrian Row
  - For now, just a general student space
- Provost Harte: Students Being Dropped From Essential Classes
  - ◆ Did not see the trend mentioned but would certainly consider it if the trend continues
- Provost Harte: DEI Curriculum Requirement
  - ◆ Under consideration from faculty—the first vote passed by a large margin, a positive trend, just need requirement to officially passed
    - Opportunity to double count with other courses taught by faculty who choose to participate
  - ◆ The class of 2027 will be the first class to see it fully go into effect as a requirement
- President Cassidy and Dean Walters: Reparations for Mending Harm to Indigenous Communities
  - ◆ Tribes have reached out about acquiring stolen objects
  - ◆ Asked to be respectful of the Tribes involved
  - ◆ Departmental collections are being looked into to make sure they are not in violation of policy
  - ◆ Beginning process of connection with the Lenni Lenape people
    - Must be a relationship built over time, need to understand what the Lenni Lenape people want rather than making decisions internally

**Breakout Group Notes:**

→ President Cassidy, Dean Walters, Provost Timothy Harte

- ◆ Practice room taken away from music department- only 3 practice rooms, 2 being used- 69 students in private study, 75 orchestra members, 60+ involved in chorale, 30 seniors, minimum of 300-400 students using music facilities- any progress on solving this issue?
  - Provost Harte: Email Provost Harte the data, he toured goodhart on monday, been in touch with multimedia who has equipment in room 102, talking with registrar this past week and emailing, using one of classrooms proposed as a solution with key available to students, doesn't seem like multimedia will be able to move stuff out by the end of the year, ongoing meetings about this with music faculty at Hav, trying to find solution to this for end of semester and hoping to find real solution over the summer
  
- ◆ Student received email from Heidi this morning, doesn't think that classroom would be a proper space because it is often used for larger ensembles like acapella, juries and final exams are coming up for private students and chamber music concerts coming up, wants to prevent instrument damage from constant public use
  
- ◆ Are there going to be follow up emails, links for students to get more information following this event? Lots of resources were mentioned during the panel, would like those to be consolidated

- SGA will work with admin to compile list of resources that can be sent out through the listserv
  
- ◆ Recommendation for students to be able to ask follow up questions and clarifications during Big Cheese, having a back and forth conversations- more questions that weren't answered than were, felt that questions about wellness center was not addressed well
  - Dean Walters: specifically clarified wellness center comments, was thinking in more monetary context, knows that health center doesn't meet everyone's needs in midst of mental health crisis, having trouble finding staff in labor shortages, specifically trouble finding therapists who are qualified and want to work at the college, more money in private sector, now we have 4 full time counselor who are going to put in planning hours during the summer and hopefully increasing available things beyond individual therapy, had protocol but did not have My SSP which works all year round, using telehealth- this is not satisfactory for all students but thinking hard about how to get resources
  
- ◆ In terms of increasing the budget for college services, could a source of spending for additional funds be an increase in salaries?
  - Dean Walters: We want to hire people who want to work in college health specifically, there is not really a way that income from private practice can be competed with

- ◆ Anything specific being done to hire more BIPOC and POC counselors?
  - Always looking for more, new psychiatrist is BIPOC, every time there is an opening that is a priority to diversify the population of staff
  
- ◆ Any way that process of how to hire counselors could be released?
  - Dean Walters: Trying to use the college health networks, had luck with hiring individuals who started as interns with the counseling staff, turnover in these positions is also a challenge, bring this up with Reggie Jones (head of counseling) and possibly have convo with her about that
  
- ◆ Response to hate crime at Rock: did not appreciate that there was suggestion that student body is ultimately responsible for hate crimes that happen on campus, hate crimes have always happened at this school, places responsibility on ECC and BIPOC to stand up and advocate for themselves
  - Dean Walters: Empowering all students, including white students to stand up against racism on campus
  
- ◆ Students asking for DEI requirements, wanting administration not trying to deflect responsibility but administration does not have control over interpersonal behavior, education of staff and faculty doing DEI anti-racism training and education, look at own policies and how the college works with students and develops trainings, set expectations, What are we not doing that we could be doing?

- Connection between admin and students- disconnect between what we want and what we need, want more conversations with students on a regular basis
  - Dean Walters: Departments have been holding specific events and teach-ins, are faculty and students talking with students?
- ◆ Emotional burden put on professors of color, white students don't want to be held accountable and not being seen by white professors, some white professors do get it wrong and are going to mess up
- Provost Harte : Had a long conversation with a faculty member, concerned that faculty members and students at the college are wary of raising issues of race in classes, talking about ways they can expand the dialogue and have discussions- faculty are wary of saying the wrong thing
  - President Cassidy: Admin has taken some action whether in structural or educational realm, brought in outside consultants, taken institutional actions, need to stay in dialogue about what is effective and what isn't, agree that having these dialogues more often is important, President Cassidy has offered office hours and had no one attend, hard to get traction, there are absolutely structural issues but it takes all members of the community to change the culture, what feels so frustrating is that students are not uncomfortable enough when hate crimes occur
- ◆ Students say that there has to be more that the people in charge can do, cannot place all blame on students

- President Cassidy: We are trying to do as much as we can, everyday we think about what we can do and investments, have to keep the conversation going- concrete example of two new positions created, planning to add resources but getting feedback from strike about where resources were going to have impact were helpful, how can we find those connections- it's not okay that it's the culture we have, working hard to change that
  - Response from students: Many of us are here for 4 years, those 4 years are very hard for a lot of people, culture can take a lot of time to build but these are hard experiences at formative ages
  - Dean Walters: Doing the best we can to accelerate the change, but culture change does take time, diversifying faculty takes time and structural change is not instant, embedding new employees takes time to know the institution and
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- ◆ Student: Part of the problem is that white students are not uncomfortable enough, discomfort can be forced by people in power, admin response has not been enough to make students uncomfortable, lots of ways that admin could be doing things better, increasing response, culture takes time to change but admin could be doing more to force that and forcing discomfort that makes the change
  - ◆ Student: Curious about process of creating course that came from the strike, DEI requirement-

- President Cassidy: Some courses should be appearing next year, can't spring requirements on people who are already enrolled because it could influence enrollment decision, advertised next year so students coming in will know that it will be there, Provost office instituting course development funds and these will be in the curriculum-
  - Provost Harte: Faculty already asking for course development money, curriculum committee essentially spent the entire year on this issue and is very complicated, faculty self governance makes process more complicated,
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- ◆ Student: Request for courses that will be introduced this coming fall, even if the requirement does not exist yet, could these courses be marked down as something that will fulfill the requirement? Like sustainability tag on Bionic
  
  - ◆ Student: How are professors who were against this new DEI requirement being addressed, conflict within faculty and departments? Biology department example, some professors' responses to the strike were not adequate, support for POC faculty? Concerning that professors who voted against this are still teaching classes and POC students would not know
    - Provost Harte: Knew of several faculty of color who did not want the requirement, not just faculty who are white, looks like it will be a small percentage who vote against it, don't correlate vote against DEI with racism, some ideological reasons faculty would give who are still

committed to DEI, some of it is generational shift, can't kick faculty out who have less progressive views, academic freedom is important to the college

- President Cassidy: Some objections are not about the content of the courses, we don't know how professors vote because votes are anonymous, lots of work done by faculty on education and discussion to persuade faculty of importance, some of this education is ongoing- have to address experience in the classroom where people are not feeling safe, but cannot assume that it is based in curricular requirement, have to address classroom issues institutionally
  
- ◆ Student: May be some correlation, cannot make assumptions and we don't know who vote- tenure faculty can be racist because they are protected, may not be outwardly racist towards students but saying things in their classes- tenured faculty cannot be dealt with
  - Kimberly Cassidy: If people are saying racist things in the classroom, we can address that- campus climate survey and sharing things with faculty
  
- ◆ Student: Who is educating these faculty members? Is it POC or white people educating these professors?
  - Provost Harte: Brought in consultants for various departments where workshops have happened, cannot force faculty to engage in workshops

but a lot have, one of the best things about the strike is that faculty began to rethink things, how department functions, etc. change is happening

- ◆ Student: commented that no one has mentioned impact on Belarussian students during Ukraine crisis, ashamed to speak Russian on campus and hearing micro aggressive comments
  - No faculty responses
  
- ◆ Student: Nature of racism in the classroom is not always direct, if student of color experiences racism in the classroom it is not always reported, culture of micro aggressions and favoring white students, if we cannot control faculty- need to hire faculty who are anti-racist

→ Associate Director of Dining David Chase

- ◆ Increase in wages for full-time staff?
  - Not in charge of wages for full-time staff, more so question for Bernie
  
- ◆ Limiting waste in the dining hall?
  - Students previously would volunteer to take food from DH to shelters in Philly, lost traction throughout the year
  - We talked about making a club dedicated to eliminating food waste in the dining hall, certified student van drivers,
  - Incorporating this idea of eliminating food waste in DH into the Greening Committee



→ Title IX Coordinator Kimberly Taylor



→ College CFO Kari Fazio

◆ Why do dining workers not start on the Level 2 pay

- Level two is reserved for supervisory roles