

Special Senate Meeting April 30, 2019

- A. Introduction by Patrick
  - a. Not official business (no parliamentary procedure)
  - b. Senators have speaking privileges
- B. Roll Call: Thomas Davis
- C. A little agenda: EHH and HRR will do opening context
- D. Erin Hoffmann Harding
  - a. Thank you
  - b. Want to hear concerns/ideas (their explanation will be brief)
  - c. Overall context and background:
    - i. 4 years ago, university was over crowded. Dunne and Flaherty allowed strategic thinking about residential life on campus. Student affairs was challenged by Jenkins, Tom Burch, John Affleck Graves to understand the significant increase in seniors living off campus. Wanted to understand how important it was for everyone to have upperclassmen leadership in those communities. Important to have upperclassmen down the halls (easy accessibility)
    - ii. The process: student discussion, analysis, asked questions about halls themselves (mix of rooms, location, etc.) that caused people to move off campus? Conducted focus groups over time: if you decided to stay on or off, why? What would make you stay? What are those influencers?
    - iii. “We learned a lot”
    - iv. Also learned from the data and benchmarking trips (vanderbilt’s residential system, university of Dayton because they have a unique senior experience), looked at these overall trends
    - v. Announcement in 2017: stating they believe the res experience matters, acts as a differentiator, where people feel they can belong, feel as though they have a homem on campus.
    - vi. Two announcements: 1) the 6 semester residency requirement (september 2017, got most attention). This was to allow those applying to make a decision as to whether or not they wanted this on campus experience to be a part of their undergraduate education. 2) going to invest in a variety of incentives and enhancements to strengthen the experience overall. Details were still being worked out but would share those in the future with the incoming freshman class.
    - vii. Three groupings of announcements:
      - 1. 1) incentives, 2) enhancements for all students (direct feedback from students, prior student body officers, etc.), 3) around other hall life efforts, HRR will cover this in a bit of detail. Wanted to be responsive to concerns of students.
    - viii. Why sharing now?
      - 1. Had to get approval for any incentives that cost money, which is quite a few. Wanted to be mindful of rising sophomores this fall to be making decision about moving off campus. All of the details aren’t ironed out

yet. Hope there will be new senior fellow roles (how to recruit, hours asked of them, etc. are still being worked out)

- ix. Block meal plan will work with partners in campus dining. Flexible meal plans for seniors in particular (specifically those on campus). Dedicated to this on off campus differentiation is something they are having some of several conversations about.

#### E. HRR

- a. Associate VP for res life, undergrad at ND, former rector of Pangborn (7 years), started GRC, currently in 8th year of her position
- b. As a student and professional, she understands lack of consistency among residence halls
- c. As they thought about what it was to attract students to stay on campus, they kept going back to consistency. Reached out to rectors, filled out a survey (100% participation from rectors). Got feedback for dif. Practices
- d. "Hallmarks of residential community at Notre Dame" committee formed discussion. Asked halls on the fringe of strictness (more or less) were act to go more toward the center. Regardless of male/female hall, there were consistent enforcement. During this, on-off campus practices among halls is where students identified inconsistency
- e. Some of this started about 10 years ago. A decade ago, there was no participation. But, then some residence halls didn't have enough students to fill a football team, so they got off campus people to join which had other halls do the same and that spread to other sports and then to women's halls. But, it wasn't a necessity on women's teams. Then a greater inconsistency happened where some rectors said "ok no sports, but u can have dances". Other halls then were like "ok you can do that, but pay a premium"
- f. "Wild Wild West" depending on hall, rector, community size, needs of community, there were different practices within each hall. There was great dissatisfaction around not knowing what could be counted on as a hallmark of a residence hall community.
- g. If they were going to roll out senior incentives and enhancements, it was this consistency piece. There is a need at some point to address this question, and they wanted to set expectations.
- h. With April 11 announcement, they did not plan to announce the differentiation policy. It was in her unit (rectors, res life leadership) that encouraged her to tell freshman what they know as soon as they know it. Tell them change is coming. It will be solidified fall 2021, spring 2022. (This is why it's tacked on). That difference will be decided in conversation with students to fully flesh out what that would look like.
- i. Feedback to HRR: perception was it had already been decided and not shared fully with students.
- j. Has not been decided because it has not been discussed.
  - i. This has always been the plan and remains the plan.
  - ii. Was nervous about putting it out, but wanted to be transparent. Glad it went out "no regrets"
- k. Quentin
  - i. Yield time to friend (Catherine)
- l. Catherine

- i. What has not been included in this discussion: there is a certain kind of student who may feel pressure to feel off campus. Doesn't adhere to mainstream and identity. Any conversations about inclusion also needs to include those who are normally excluded from these normal activities
  - m. CST
    - i. Preferential option for the poor. Differentiates us because we feel this ethical drive to take care of those in our community that are most vulnerable. Question to EHH and HRR "as those who have bought into this preferential option for the poor, how is this differentiation going to mean to students who are excluded because of socioeconomic, race, lgbtq, etc. is inline with the catholic value of preferential option for the vulnerable?"

#### F. EHH response

- a. Last time she was in this room was to talk about the inclusive campus survey. Which students feel like they don't belong? How do we do better?
- b. Just a bit of info: they did a bit of data analysis and talking to students about why those off chose to move and those on chose to not move.
- c. Not a lot of difference based on hall single availability or AC. those most likely to live on campus vs. off campus are students of color, those who might receive most gift aid, and single biggest and most significant predictor was actually not receiving financial aid.
- d. Sexual orientation: ND doesn't have that data to study about those students (also same thing for sexual assault survivors)
- e. Counterintuitively to the question: the analysis suggests that those are the students most likely to be living on campus.
- f. To those feel they don't belong and felt the best solution was off campus: deep belief she has is that her first response as an institution should/must be how can we make that experience better? Want all welcome from all backgrounds. Want homes for everyone.
- g. Care deeply, want to know if someone feels like they don't belong
- h. How we listened and tried to respond

#### G. HRR

- a. Focus groups and listening with HPC, CLC, DC, Senate, randomly diverse groups
  - i. About the waiver process, as we implement 6 semester requirement, what do we do with students who doesn't feel sense of community/feel excluded from community in res hall?
  - ii. Want to create a process for those who feel like they need to go off campus to do so. Built a process that addresses those concerns. Also want to create an opportunity for students to do better on campus.
  - iii. Result:
    1. Heard they could create a more friendly interhall transfer process.
    2. Also heard it's not part of culture to move halls. Wanted to change culture about this process.
    3. One that used to exist: needed old rector and new rector to sign off, and still have possibility to be rejected from process.
    4. Now, this rector talk is not required (but recommended)

5. Also wanted to give people options of 1st, 2nd, and 3rd choice hall.
  6. 74% of students got first choice, 17 (percent?) students received second choice, and those who said they'd go anywhere didn't need to do that because they got first two choices
  7. Built an exemption process (fka: waiver). Create a board of people who make the decisions normally, but also make sure that board has people diverse backgrounds. Don't make it required for them to talk to rector, let them write down story so they don't have to say it multiple times, blind process, can have a faculty or other student to "vouch" for them
  8. Exemption requests this year: 2 requests after new interhall transfer process.
- b. Absolutely want to address that very important question of how we can change the experience to do better by everyone. This interhall transfer process and exemption are ways they've tried to help with this.
  - c. They didn't call it the senior exclusion policy, they called it differentiating the on and off campus experience. Wasn't a "big switch" or a "hide the ball" kind of thing.
  - d. "I meant what i said," it's differentiating the experience. These two groups will have different experiences. We tried ("perhaps wrongly") to put "e.g." so students know it's an example.
  - e. When asked the question about why off campus students are excluded from residence hall communities, that's not what the policy is saying.

#### H. Megan

- a. Question about the standardized enforcement of policies between men's and women's dorms, but women's halls want to know what this looks like in coming years

#### I. HRR

- a. Survey from rectors, a number of topics came forward (dances, parties, storage, etc.). Was surprised at list of things that were of concern to students. From this long list, rectors decided (2 yrs ago) first things to pass: dances, noise, parties, etc. Some women's halls had perception that parties weren't permitted and wanted to bust that myth to say parties were welcome everywhere.
  - i. In women's halls, people are having parties, men's parties were smaller. People you know are at parties now, and this increases safety.
- b. Last year, same hallmarks committee met, and rectors who talked to students came to committee and said they weren't getting anything big and new this year. One of the rectors who has been a co chair of committee will report back to slight changes of areas of consistency in meeting on May 8th.
- c. Each year in August, memo to student body about "things trying to do better, trying to do consistency across the residence halls"
  - i. So students know if this isn't happening in their halls.
  - ii. There is no big plan

#### J. James

- a. With the differentiating experience policy, understand that it's clear this is going to be differentiated. But, there is a perception that lal ideas stated in the announcement are

concrete and determined. Can you consider sending out a campus wide email for clarification?

K. HRR

- a. Debated doing this, have had wonderful meetings with outgoing and incoming officers, others. After thinking about it, what was decided that not all of the student body is in the place to hear that right now.
- b. What might be better was to talk to smaller groups of student leaders. In addition, last week at end of the week, sent out a 7-8 paragraph email to anyone who had met or written to her/res life/was a member of hall staff and shared this specific information. Said it was welcome to be shared widely and with other student leaders. Thought about putting it in the observer, but didn't think that would be helpful

L. LUKE

- a. Appreciate transparency
- b. Issue of consistency does make sense
  - i. With regard to the ones mentioned, implementing those particular policies would be the wrong answer.
- c. As mentioned in resolution, res life flourishes on upper classmen community/off campus. If you want people to be more involved, some alternatives as far as requiring them to do service could work.

M. HRR

- a. The loudest voices are from people whose "premise is flawed" assumed the things stated were final. To assume it's been decided or that there is a desire to exclude off campus is not where we're headed.

N. EHH

- a. As much as we regret that some of the intentions were misunderstood, it's a good opportunity to talk about community. Challenges us to think about what it means to literally live down the hall from someone. How big of a role does proximity play? Mutual contribution builds community, there are some things that can be barriers to these contributions. All trying to achieve wonderful communities.

O. Quentin

- a. A lot of those mentioned are focus groups and data
  - i. Issue of selection bias
  - ii. The type of person involved in focus group is a specific type of person
    1. Specifically, lack of data with lgbtq and sexual assault victims
  - iii. How can you release this with these errors

P. EHH

- a. Did have some conversations with students/had institutional research office gather data with these groups

Q. Ryan senator

- a. Yield to erin heistad
  - i. Curious about why they chose to make it exclusionary vs. inclusionary

R. HRR

- a. Goes back to big picture from EHH at beginning, randomization and stay hall system.

- b. This contributes to new students through mentorship, model is cyclical. Wants to attract seniors to stay on campus because model depends on it. Wanted to pay attention to things that pointed away from that.
  - c. If everyone could participate in everything, does not help in the model of upperclassmen staying on campus
  - d. 40% went off campus when she was here, now at around 67% (?)
- S. DC Morris
- a. Why are you so committed (“obsessed”) that ever hall is like one another and why are you motivated to bring consistency? Each hall has own identity and culture. UW Madison doesn’t has consistency, doesn’t want to see this happen to ND.
  - b. Doesn’t want fisher to be like dillon
- T. HRR
- a. Agrees, every hall should be distinct/different.
  - b. Short answer: because students have told us it’s important to them/it matters.
  - c. Not to enforce/obsess that there are carbon copies of halls
- U. Jack
- a. This session has been productive
  - b. Can you give us ideas of what is on the table with regards to differentiating this experience?
- V. HRR
- a. This won’t answer your question, but only thing known is that every residence hall has a chapel. This holds importance in life and experience of the hall. Regardless of background.
- W. Patrick
- a. Thanks for coming. It’s 7 pm. Hard stop. Not end of conversation. Feel free to talk with all of senate, pat, exec cab, etc.