1. Call to Order
2. Attendance
   a. Present:
      ● Andrew Fischer
      ● Silvia Radulescu
      ● Caroline Reppert
      ● Natalie Klingher
      ● Alex Hollister
      ● Conor Craven
      ● Phoebe Greenwald
      ● Jordan Zeng
      ● Elizabeth Ughetta
      ● Lauren Mulligan
      ● Catherine Conroy
      ● Jose Olivares
      ● Evelyn Torsher
      ● Alex Hirsu
      ● Ilana Schwartz
      ● Michelle Chapman
      ● Kureem Nugent
      ● Mariaelena Hiller-Chacin
      ● Lizzi Tran
      ● Zach Oscar
      ● Isabel Grieder
      ● Lilly Pieper
      ● Alex Black
      ● Annalie Garcia
      ● Maggie Horne
      ● Raza Zubair
      ● Rachel Dawson
      ● Jeremy Cottle
      ● Ellie Ducommun
   b. Excused:
      i. Chris Lee
      ii. Zach Hardemeyer
   c. Unexcused
      i. Ryan McAlonan
3. Old Business & Committee Reports
   ● Committee Reports
     ○ Constitution
     ○ Cultural Affairs
     ○ Facilities
       ■ Lots of different projects
         ● Ram Franqui and Annalie Garcia are working on a facilities appreciation project for the Physical plant workers.
         ● Rachel Dawson- There have been student demands about vending machines in dorms.
           ○ Noted.
         ● Andrew Fischer- Is the appreciation project this semester?
           ○ Zach Oscar- No, next semester.
     ○ Food
     ○ Health and Safety
     ○ LITS
       ■ The Hamilton app is ready to go out and has been submitted to the app store.
       ■ Will let everyone know when it is available for download.
     ○ Philanthropy-
       ■ Dumpling Sale- Sunday, 12/13 at 8:30pm in KJ Atrium
     ○ Social Traditions-
       ■ Men's Hockey Date Auction- Success!
         ● Raised $708 for the Kelberman Center
       ■ Citrus Bowl was a success too!
         ● T-shirts were gone in 6 minutes
       ■ FebFest, 2/14-2/20
         ● If any organizations/clubs are interested in sponsoring an event, please reach out to soctrad@hamilton.edu and we can give you details on how to get FebFest funding.
     ○ Student Affairs- Christmas Lights are up on the bridge.
       ■ Thank you to Chris Rubino from Physical Plant for your help!!
       ■ Annalie Garcia- Small section is broken on the bridge. Can we fix that?
         ● Yes, we are going to get a new strand.

4. Public Comment Period

5. New Business
   ● Pat Reynolds (Dean of Faculty) and Dean Sam Pellman- Faculty Recruitment and Retention Process
     ○ Thank you for the opportunity to talk
Faculty meeting last week where Dean Pellman explained the faculty hiring process
  ■ Including things Dean Reynolds has tried to do to improve the process, including diversifying the faculty

4 main categories-
  ■ 182 faculty members are either on the tenure-track or are tenure faculty. This is the vast majority of faculty.
    ● This is a relatively high number in the world of higher education. Small liberal arts colleges maintain commitment to tenure or tenure track faculty.
  ■ 4 Teaching Fellows- This number has fluctuated over the years.
    ● They are hired for one year at a time
  ■ 29 Adjunct Faculty members- All have the rank of “Lecturer”
    ● Used to meet emergency curricular need (i.e if another section of a course needs to be opened, if someone needs to go on maternity leave, etc.) or special elective curricular breadth (i.e those who can offer something new to the Hamilton curriculum, such as Accounting with Prof. Steve Owen or Prof. Jean Morris in the Psychology Department)
  ■ 54 Vising Faculty members- They teach full time, but are only here for a limited period of time (1-2 years)
    ● 39 are “Leave Replacement” faculty- They are replacing a member of the tenure or tenure-track professors for a given reason (sabbatical, administrative leave, etc.)
      ○ The number varies year to year
      ○ Every tenure /tenure track professor can go on sabbatical every 5 years of teaching.
        ■ If they go for a year, then a visiting professor will come and take their place in the department.
      ○ This is good because new faculty members can come to Hamilton and work in a liberal arts environment.
      ○ Visiting faculty also bring new courses and areas of interests
      ○ Because tenure/tenure-track faculty members come back after 1 year, the visiting professor is only hired for one year.
        ■ Unless another member of the department is leaving the following year
    ● 15 are “Curricular” positions, which are renewable
      ○ Some are standing positions in a given department
      ○ Others are allocated amongst departments that allow them to respond to increases in enrollment when tenured faculty
is unable to accommodate new enrollment or interests (i.e. when computer science became very popular very quickly)
  ○ There are about 10 positions throughout the in the college
  ○ If these positions are not being used, then they are replaced with tenure/tenure-track positions

■ When a tenure/tenure-track position is available in a given department, that position does not automatically go to that department.
  ● Departments can apply for that position and the Committee of Academic Policy makes a recommendation to the Dean of Faculty based on those applications. Then the Dean of Faculty makes a recommendation to the President.
  ● There is a fair amount of movement between these positions.

○ Jordan Zeng- What is the cap on full-time faculty positions?
  ■ Dean Reynolds- There is not a cap, but we do have a student-faculty ratio (9:1) that we work to maintain.
    ● We don’t want that ratio to be out of balance, so, for example if enrollment increases, we hire in order to maintain that.
    ● There is no plan to increase the number of students here at Hamilton, but if we tend to creep up naturally, as we have been in recent years, then we can adjust the number of faculty.

○ Annalie Garcia- How much notice does a tenure professor have to give to go on leave?
  ■ Dean Reynolds- They must give notice, which have just been approved for the 2016-2017 year.
    ● It is up to the department chair to replace the professors going on leave.
      ○ Searches for replacements happen during the spring semester.
    ● Usually, the tenure-track search positions happen during the fall, and visiting professor searches happen in the spring.

○ Lilly Pieper- Is there a review process for visiting professors to transition to tenure/tenure-track professors?
  ■ Dean Reynolds- Yes, but that doesn’t happen often.
    ● Ex: If someone announces that they are retiring late in the year, then a department will look for a visiting prof to fill that while they search for someone to fill the tenure-track position.
    ● It doesn’t happen often that a visiting professor is hired into the tenure track position.
      ○ It is very competitive to get a position here at Hamilton. Positions are nationally published and the pool of applicants is world-wide.
○ Zach Oscar- If there is a visiting professor who is really excellent and students give glowing recommendations, is there consideration for students’ positive feedback?
  ■ Dean Reynolds- It is hard to account for that when there isn’t a need for a tenure/tenure-track professor.
    ● In the past when there is a visiting professor who is truly excellent, sometimes there is an effort to put that professor in somewhere else in the department.
    ● The flip side of the coin is that when you are faculty member who is hiring, you are thinking about how you can get that visiting professor a permanent job. If it’s not at Hamilton, then you don’t want to delay the job search process and delay that professor’s chances of getting a tenured position at another institution.
  ● Alex Hirsu- Can a college dismiss a professor from their tenure track position?
    ■ Dean Reynolds- Yes, but this is very rare. The procedure is outlined in the faculty handbook. In my 24 years, it’s only happened once.
      ○ It would, essentially, have to be criminal, truly egregious activity. Dismissal usually means it is in response to unprofessional conduct.
  ■ Phoebe Greenwald- Thank you for coming!
    ● I went to the faculty meeting and Dean Pellman talked about the issues of race and diversity in the hiring process. Could you discuss that?
    ■ Dean Reynolds- Sure!:
  ○ Race and Diversity in the hiring process: (This is merely a snapshot of where we stand)
    ■ Currently, 18.8% are Faculty of Color (F.O.C.)
    ■ The Survey of Earned Doctorates tracks the number of PhDs earned each year
      ● The data provided shows the diversity of new PhDs
        ○ This helps Hamilton understand where we are in terms of the ratio of national new PhDs of color (a number which is increasing over time) and the faculty we hire.
        ○ At Hamilton, we can be fairly pleased that the number we have of F.O.C. exceeds the national average. Not so good in the sciences and math, though.
        ○ Total, the national average is about 23%, whereas we have 18.8%
        ○ Why is our number so low? Because tenure professors stay at Hamilton for 30-40 years. Back then, only 13% of PhDs
were PhDs of Color. Diversifying the faculty is a slow process. We are now hiring from a much more diverse pool as other faculty retire. This will especially be important in the next few years as a large number of faculty members retire.

○ It is amazing that Trinity and Connecticut College are very high, but we are proud that to be much higher than Colby or Middlebury.

■ Why are Trinity and Conn so high?
  ● Maybe they had a large wave of retirements in the past few years.
  ● It might be hard to recruit people to work here, since Clinton is such a rural area
  ● In 1988-1989, Hamilton only had 5.3% F.O.C., now we are up to 18.3% and continuing to improve as the number of PhDs of Color rises.

○ Dean Sam Pellman- Hamilton is currently conducting searches for a number of positions in the sciences. We are hoping to have those searches done by the end of the month.

■ We are currently looking for two physicists, two biochemists, and psychologists, just to name a few.

○ Dean Reynolds- The Dean of Students has been try to assert themselves over the departments in order to promote diverse hiring.

■ They have held workshops to help increase diversity in hiring
  ● These workshops covered a number of areas such: unconscious biases in hiring process, how to reach out to various areas of the country, different language to use in interviews (i.e asking applicants to respond to increasing levels of diversity in the student body), job listing in different places/publications

■ There are lots of new candidates coming in and it is a very strong pool
  ● But, we need to make offers and get those candidates of color here on campus.

■ Phoebe Greenwald- What are other ways in which you have improved your outreach and are there any other plans to improve? What are some things that you are particularly proud of, that you think have a lot of promise for attracting potential candidates? You only have to list the top three.

  ● Dean Reynolds-
    ○ 1) Increase starting salaries and increase salaries for faculty who are here.
2) Workshops for enhancing our search processes. There has been massive change. It isn’t easy to change culture, since departments have a history of autonomy in searches, but to start stating expectations and missions of the college. Most departments have really come along in the past few years and understand the importance of it.

- Sam Pellman- Agrees. The workshops have had a deep and lasting impact.

3) Addressed the issue of mentorship of faculty once they get to campus.

- It has involved criticism of some departments where mentorship has not been strong enough. It’s hard because all faculty members are all responsible for mentorship. But we have taken steps to help the process.
  - We have set tenure guidelines, so we can tell candidates who are meeting those guidelines and help them when they are not.
  - There are still some areas where we need work, but we are doing everything we can to help the situation

- Andrew Fischer- Do you have a sense of the importance of the urban/rural factor and the effect of different demographics in attracting faculty?

  - Dean Reynolds- We don’t have data, but we think it makes a big difference, especially with young faculty who are planning to have families.
  - Demographics- We thought if we could understand demographics better, we could target our efforts in the hiring process, but this takes a long time.
  - This is something that has been an issues since before current students were even born.
  - Strong faculty who are F.O.C. are competed for by other institutions, so we lose some incredible candidates to other colleges
  - Some of that has to do with rural/urban factor

- Andrew Fischer- So is there good diversity in the pool and they just take other jobs?

  - Dean Reynolds- They apply and that data reflects the national levels, but they take other positions.
  - We to explain the high quality of life here and the quality of the students here on
campus, which has been one of the biggest assets to getting people to work here.
- Very few institutions are more appealing in terms of starting salary and the quality of students, so we lose them for other reasons, which we can’t control
- Our salaries used to be very low comparatively, but we have made an effort to raise them (We went from the top 50% to top 10% nationally)
- It is very frustrating when losing candidates comes down to things we can’t control, like the rural/urban factor.
- Chief Diversity Officer tries to meet with all candidates so that the candidates can know what it is like living here (worship houses available etc.)

- Lizzi Tran- How are the students selected to be on the search committee? Is diversity considered?
  - Dean Reynolds- Students are not on the search committee for new faculty members, but they are invited to lunch with the candidates, which is a great chance for those candidates to get to know our students as well as our students to see the candidates.
  - Andrew Fisher- I’m a Government major and they will send out emails to come to lunch with a candidate they are considering.
  - Dean Reynolds- The candidate will also give a talk/lecture.
    ■ Maybe we could be more direct about reaching out to students of color to participate in the hiring process and attend these lunches/talks.

- Zach Oscar- One particular area of concern is the lack of counselors of color and coaches of color. Can you talk about these issues?
  - Dean Reynolds- Head coaches are faculty members, so this conversation/these statistics apply to them as well.
    ■ The staff, such as counselors, is different. It has been much harder to get staffers of color. Counselors is a particularly large concern. Some initiatives made last year, so it is on the radar, but it is an ongoing problem.
When we hire faculty, we advertise the position nationally to try to attract candidates from around the country. Unfortunately, the pool for hiring staff is not national. Instead, it is local/regional, which can be restrictive. We are currently working on strategies to help address this problem.

- Dean Pellman- Issues are ongoing, even past our education. Please expect to find the same kinds of issues anywhere you go post graduation, which is something of which to be mindful.
  - Thank you so much to Dean Reynolds and Dean Pellman for coming!!
- Dave Smallen (LITS) - Response to YikYak
  - Unable to make it due to illness, unfortunately. We hope you feel better!
- The Movement’s Student Assembly-Related Demands
  - Silvia Radulescu- Recap of Opinion Piece in the Spectator
    - Demand: Reservation of seats for underrepresented students
      - This demand is unrealistic, so the article mentions how we could achieve increased representation of diverse students through other, more realistic means.
    - Andrew Fischer- Demand in question: “VIII. We, the Students of Hamilton College, demand, that the College allocates certain Student Assembly seats for marginalized and underrepresented groups.”
      - Student Assembly is a student-run and regulated body, so the College can’t require that Student Assembly allocate certain seats. In order for this to happen, students would have pursue that proposition.
      - Not opposed to this idea, but it is very logistically complicated. Many questions would have to be answered before implementation. For example:
        - Would these representatives get a vote?
        - Would an underrepresented student receive twice the “voting representation?”
  - Andrew Fischer- Select student governments at our peer institutions have representatives for “underrepresented groups.” This, unfortunately, comes at the expense of their efficiency. We are doing well. We have a simple model when it comes to allocating representatives as well as funding and other procedure. We can do other things to reach the same end point, but allocating positions is not the most efficient means.
  - Phoebe Greenwald- Somewhat in Andrew’s boat. Doesn’t reject the idea behind the demand since it is important that we aggressively pursue inclusion, but the technicalities are important.
- When we had a larger Student Assembly, everything was much less efficient. Student Assembly gets better work done as a smaller group. But
there is still room to include people and encourage people to come to Student Assembly.

- We should address the role of committees because they are the powerhouses of Student Assembly. We should look for different ways to use/reshape committees to get other, diverse, student organizations on board.
  - Andrew Fischer- Frustrated that Student Assembly sometimes has uncontested races. Even with multiple candidates, races aren’t usually very competitive. Should encourage students of color (and students, in general) to put their names on ballots.
    - To Phoebe Greenwald- Agrees with making better use of committees for that purpose. We had a “Sexual Assault Prevention Committee” last year as a pilot program. Its goal was laudable. Ultimately, though, it simply duplicated SAVES’ efforts. Additionally, SA only has so many members to place on committees, and other committees needed representatives to function. I decided to scrap the committee. After a conversation with Daniela Manzi, we appointed her as SAVES’ representative to Student Assembly. Daniela graduated, and we need to re-establish that connection.
      - Phoebe Greenwald- Getting on Student Assembly is not as simple as just putting your name on the ballot. Campaigning is scary, and we don’t want marginalized people to feel uncomfortable having to do so.
        - It even scares me to run for a position on Student Assembly, and I come from a place of privilege. That makes me think that there are a lot of people who might not be comfortable putting themselves out there.
        - The only year in which there were uncontested races for Class of 2016 Representatives was my junior year. I don’t know if that is the case for other class delegations.
    - Andrew Fischer- Do you have suggestions for how to get underrepresented students to run for Student Assembly?
      - Phoebe Greenwald- Will think about it.
  - Alex Hollister- We are a pretty diverse Student Assembly. How many of you identify as students of color? *students raise hands*
    - This number is larger than the students of color ratio in our student body.
      - We should have a person on the Cultural Affairs Committee who represents the issues of BLSU or Rainbow.
  - Conor Craven- It’s scary to put your name on a ballot and potentially lose, regardless of color of skin or religion.
    - But, running for a position is supposed to prepare you for the real world; jobs that we are going to apply for are not explicitly reserved for students of color, so we should treat Student Assembly positions in the same way.
The Central Council of Student Assembly, Hamilton College

**STUDENT ASSEMBLY MEETING**

**DECEMBER 7, 2015**

- **Katie Conroy** - The problem with allocating seats on Student Assembly: which groups should be represented?
  - If we were to determine seats for every group that wants and needs representation, we would end up with well-over 30 new seats.
    - Student Assembly would be very inefficient.
  - Very surprised that this demand was made, since no one came to the Cultural Affairs Committee Town Hall, which was advertised for a month prior.
    - Seems like people aren’t aware of the Cultural Affairs Committee
    - Cultural clubs have pulled out of food truck series, due to lack of interest
    - Surprised and upset about this demand.

- **Phoebe Greenwald** - I’ve heard the ‘real world’ argument a few times and I don’t like it.
  - Here at Hamilton, we can take action to make people feel safe.
  - Just because something doesn’t happen in real world doesn't mean it can’t happen here.
    - Hamilton should be an example to the real world and to other institutions.

- **Conor Craven** - Student Assembly provides the student body a service. Members give up their time to represent students and make an effort to get their positions on Student Assembly and get things done. There is no guarantee that the appointed students would properly represent the student body, since they aren’t voted in by their peers.
  - Also, there is a difference between feeling unsafe and being uncomfortable. Students haven’t said they feel unsafe running for Student Assembly.
  - A lot of organizations aren’t stepping up when there are opportunities.

- **Zach Oscar** - (Agrees with Katie) How do you determine the number of people you would appoint to represent marginalized groups?
  - It is a very important point, but hard to control
  - Agrees with Conor Craven because if there were marginalized students losing consistently contested elections 100-5 to the white student, it would be weird. Reserving spots gets complicated because if they can’t vote, then does that mean they don’t matter. It could also step on the toe of other clubs, like what happened with SAVES.

- **Ilana Schwartz** - (In response to Katie Conroy)
  - How do we determine which marginalized groups are more important or more marginalized? We don’t have that right.
    - Once you say that you will include a spot for one group, then a number of others will come up (snowball effect).
The Central Council of Student Assembly, Hamilton College

**STUDENT ASSEMBLY MEETING**

**DECEMBER 7, 2015**

- The issue goes way deeper than figuring out logistics. We can’t just decide which groups should be included. So we can’t allocate seats on Student Assembly.
  - Jose Olivares- In favor of increasing diversity, but it should be done naturally.
    - Based on student government conferences we’ve attended, it would seem like a last ditch effort to maintain diversity on SA through appointments.
      - If we appoint students, it would make it seem as if we are unable to get diverse students by other, electorate, means.
    - In some ways, we could learn from the Dean of Faculty’s method of analyzing diverse candidates for faculty positions.
      - We should have more diversity in various Student Assembly committees and at the activities fair.
      - We should have open hours during the election season with a diverse group of students to answer questions.
  - Silvia Radulescu- This year the freshman elections had, by far, the most diverse pool of candidates I’ve seen since joining Student Assembly.
    - There was such a large number of freshmen students who came into the school year with the mentality that they can make a change. Hopefully that will continue in the coming years.
  - *Class of 2019 Delegation agrees*
  - Ram Franqui- In principle, I agree that there is a nature of competitiveness in Student Assembly elections. But the allotment of seats would undermine a student’s position on the Assembly.
    - It would create the issue that a student gets a seat based on their color, instead of their merits.
    - As for the argument about the real world- I agree.
      - As a student of color, I feel safe here. I want to take full advantage of any competitive opportunities on campus. I want to be ready for the real world.
      - Obviously, I don’t want a job to not hire me based on my skin color, but I also don’t want employers to hire me because of it either. It discredits my value and my merits.
  - Lizzi Tran- Agrees with Jose to open hours during elections.
    - Some students didn’t know specificity of how to run for elections.
  - Maggie Horne- We send out an email every week reminding students that the Student Assembly meeting is open, but they don’t show up.
    - Students shouldn’t feel underrepresented when they can come and talk to us about things they feel uncomfortable about. Or really about anything.
    - Silvia Radulescu- (Agrees) Students shouldn’t just attend when they want to air their grievances on significant campus topics.
      - The Public Comment Period is available for any and all feedback. Positive and negative.
The Central Council of Student Assembly, Hamilton College

**STUDENT ASSEMBLY MEETING**

**DECEMBER 7, 2015**

- Lilly Pieper- Agrees with Maggie and Silvia.
  - Student Assembly is a place to come to talk about these campus issues.
  - It may be scary at first, but then we can get feedback about these issues and we can see how to incorporate people into the committees
- Eudocia Montiel- Some students can’t come to the Student Assembly meetings because they have other commitments during this time.
  - Based on personal experience, when I was a freshman, I didn't feel that Student Assembly did anything for students of color and based on social background.
  - As a first year, my friend group was not the majority population, so it would have been hard to get enough votes to win.
  - In 2012, there was a divide and race was not talked about. This has changed only recently, and I think people forget that sometimes.
  - As a freshman, I did not want to run for SA because I did not feel it was my place.
  - Now, this has changed because as a senior, I decided to move forward and took cues from others to move forward.
    - Getting a spot on Student Assembly is not as easy as just stepping up for one.
- Even if you have 6 people of color on the Student Assembly per year, you can’t say they all are diverse. It doesn’t account for their backgrounds. They aren’t just diverse because of the color of their skin. Not all POC come from the same background. You can’t say we have diversity because we fit the checkbox or quota.
  - Silvia Radulescu- When he mentioned the diversity, I think Alex also meant in terms of different majors, hometowns, life experiences, involvements on campus, etc.
    - Eudocia- Fair, but I’ve heard it around campus, not just here.
      - The demand from the Movement may not be a solution.
      - Agrees with Phoebe that we should continue this discussion. This doesn’t just end today or tomorrow. It is ongoing.
- In response to the Cultural Affairs complaint that people didn’t show up to the Town Hall- I am the President of La Vanguardia, and I feel the same way when people don’t show up to our events. So why is there separation? Why do students back out? What is the larger issue here? Only the
same group of people come to the meetings. We should address these issues.

- Silvia Radulescu- Agrees that there is not enough collaboration between student groups. This is not just limited to Student Assembly.
- Thanks for coming!!
- Funding for Cultural Organizations- Womyn’s Center, BLSU, and one other have their own sources of funding outside the Student Activities fee.
- Evelyn Torsher- appointment of new representatives
  - Class Representatives: Michelle Woodward, Kacy Hobbis, & Ben Schafer
  - Treasurer/Secretary: Jack Vissicchio
  - Need ¾ of majority to approve nominations.
  - Andrew Fischer- Any questions about nominations? Objections?
  - Nominations approved!

6. Funding
Amount Remaining: $8,238.34

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**ALL REIMBURSEMENT ENVELOPES ARE DUE FRIDAY 12/11 BY 4PM IN THE STUDENT ACTIVITIES OFFICE**

- All funds not rolled back by the end of the semester will automatically be rolled back into the Student Assembly General Fund for next semester.

- Alex Hollister- This would come out of next semester’s funds, since the dancer is time sensitive
  - Doesn’t feel comfortable making a recommendation because won’t be the Treasurer next semester.
  - Mari Hiller- Has HACE asked for funding this semester?
    - Alex Hollister- Yeah, but this request is from next semester’s budget.
    - Jose Olivares- So the $800 is mostly for the dancer?
    - Alex Hollister- Yes.
    - Andrew Fischer- They are getting funding from late night, but that is not enough to cover the costs.
    - Conor Craven- What is the price per person?
      - Alex Hollister- For the whole event, it is around $31 per person.
        - Late night only covers $750
They are saving the late night funding by looking for other sources of funding.

Lizzi Tran- Is this in celebration of Chinese New Year?
  * couldn’t hear response*
  ▪ Date would be 1/29
  ▪ Passed!

7. Announcements
   • Andrew Fischer- Silvia and I really enjoyed our time on Student Assembly. Thank you everyone for a fantastic year and all your hard work. Good luck on finals! Have a great break!