Land Acknowledgment (We are on Indigenous land) ~ Austin ~ 2 minutes

Introductions ~ Bobbie
Let’s all go around and say our names, positions, and pronouns
*Introductions from the LB*

Senior Leadership Questions/Discussion ~ MCSG Members ~ 50 minutes
Bobbie
- Happy we get to have this conversation
- Not often the case that MCSG gets the opportunity to speak to the President and DOS
- We’re so grateful
- We’d love to hear an intro from both of you
- First question: what is your role as President and how does this fit into short term and long term goals for the college?

President Rivera
- Because there are students here from all different years, some of what I’m going to say is repetitive
- This is my third year at Mac, in some ways it feels like my first because we were not operating in a customary way
- We were doing things in a strange way which meant SLT was not interacting with students as much
- This year we’ve been doing things in a customary way
- First year we’ve had a full house for opening convocation
I’m still learning is the point…Macalester and the role of President
Before here, I was at Case Western in Ohio and two others before that
I’m originally from NYC, raised in Spanish speaking home
I totally believe in higher education as lifechanging
I enjoy my job because I’m making that opportunity available to other people
Education has been really important for my family
When I’m faced with challenges at the college, I think of some of my own experience in college and getting the support
The role of president at a small liberal arts college is different than a larger university
Role of president is chief executive officer of the campus
I’m responsible for all functions of the college but the scale is small enough that I can be at events (sporting events, poetry slams)
I generally enjoy those activities more than sitting in meetings
Me and my partner have adopted the Mac community
We arrived 4 days after George Floyd’s murder
It was the part of the pandemic where we didn’t know how the virus was transmitted and there was no vaccine
We could only interact with people through zoom
Campus feels different now than then
Being able to be in person for meeting is a positive sign of progress
Job of the president is to provide leadership for students, faculty/staff/employees, to raise visibility and reputation of Mac around the world (because it affects the value of the degree you get here), foster connections, etc
I manage the SLT including Dr. Coquemont who has service lines below them
Board of Trustees is my boss
BOT is in charge of stewardship and governance - making sure rules are being followed
My job is day-to-day operation
I’ll stop there

Austin
• Reminding everyone to respect speaking order and respectful of the time

Joel
• This is a question for all of SLT, Dr. Rivera you touched on community events but what steps are you taking to increase transparency between students and SLT?

President Rivera
• I feel like virtually everything we do involve engagement with constituencies including students
• I and SLT engage in formal ways with student government and informal ways all the time
• Bobbie serves on President Advisory Council that is a closed space where there’s a free exchange of ideas and concerns between FAC, AAC, etc
• Very inclusive way we ran the strategic planning process - inviting all students at every step of the process to give input on things to change etc
• If you have specific questions… another example would be the board mixer… let me know

Dr. Coquemont
• One of the great things President Rivera has done has been hiring me
• It’s kind of like surgery where there’s a doctor but the nurse does the daily care
• I’m kinda like the nurse on the daily care but there’s always communication with my colleagues and the president
• Trying to be more student focused and student centered

Austin
• Three minutes for follow up

Joel
• I also want to ask specifically about the SLT meeting following the sit-in last year and if that’s going to continue?

Dr. Coquemont
• Had a meeting today on how to get formal and informal feedback
• Right now there’s a lot of formal committees and that’s great because it allows for a sustained relationship but you have to apply
• One of the things we talked with Bobbie was talking about are the methods of the ways of interacting still working
• Maybe we need a mixed bag of formal and informal
• Executive Board meets 12-1 on Monday and SLT ends meeting at 12
  ○ Maybe having lunches would be good
• Making sure there’s a variety of ways and times as things come up in the semester

Emma
• What do you see as student’s role in process of shared governance and your relationship with MCSG now and in the future?

President Rivera
• One of the tricky things is there’s a difference between sharing responsibility and transparency
I may have info that may lead me to make a different decision because something may be more complicated than what meets the eye. An example is the strategic planning process website has every draft and idea with suggestion boxes. As opposed to curating information in a way that is obscure. My responsibility is to be honest, engage, and listen. Early in the pandemic, there were strong opinions on whether we should have a vaccine requirement. People were lobbying me for different opinions → student groups wanted to kick people out if they didn’t get a vaccine. In the end I had to make a decision. Shared governance is about the opportunity to make input but there are somethings where I just have to make the decision.

Emmanuel

Thank you for being here, Dr. Rivera and Dr. Coquemont. Specifically in terms of transparency we’ve touched on the sit-in but I want to know about the issues concerning international students specifically study away, financial aid, and housing.

President Rivera

SLT has been looking at ways to address student concerns generally and some of the concerns with international students. Those concerns have overlapped a little with the strategic planning process. I don’t want to conflate things that shouldn’t be conflated. The coffee break that we had last November that turned into a sit-in addressed some of what SLT was looking at. Some issues deal with housing, some with belonging. Tomorrow I will be meeting with Bobbie and some international students about these issues. Dr. Coquemont has been working on international students and the whole student body with food insecurity and a variety of other questions that cause challenges for the international students as well as the whole student body.

Dr. Coquemont

A full time employee was added to ISP last year. Some of this because of the pandemic has been paused. But we’re bringing back ISP friends program to make it safer and more expansive. Also benchmarking with other institutions. As well as thinking about problems that other institutions are handling. How does the way they creatively thought about serve us?
• We have alum and faculty and staff who have been international students to make connections between current international students and those who have been in that situation
• How do we continue to preserve the great things and keep things in mind
President Rivera
• We’ve also hired more mental health counseling
• Generally speaking adding personell to tend to wellbeing of students
Dr. Coquemont
• Most students getting health insurance also need information and education on how to navigate US systems of healthcare
• We have increased time for the position to do all the things in the background and some counseling
• Also renegotiating relationship with them saying we have international students or BIPOC or the other identities that diversify our student body
• We know that we can’t just have a one of everyone → avoiding tokenizing
• If someone has someone they want to use not on health insurance, we work with them to make it happen
• This has directly impacted folks with marginalized identities
Austin
• Study away, financial aid, and housing
• What is college doing particularly?
President Rivera
• The provost is working on a group that will work on making study away options more available to international students
• For financial aid, there have been conversations around loan eligibility
• It’s very complicated, let me just say
• I have concerns that it’s not completely transparent how financial aid packages get put together
• Domestic vs international students face different financial aid problems
• For example international students cannot get federal loans
• If you’re a domestic students, you’re given a loan, work study, etc
• International students do not have federally subsidized loans available to them so the college uses their money to give international students loans
• There’s then a gap between state of need for the student and what’s in their pocket
• We then have an equity gap between domestic and international students
• Question of financial aid is really complicated and we’re trying to think of different ways to help that
• Winter housing specifically?
Bobbie
Dr. Coquemont

- I think that come from year round housing
- We recognize who is able to study away and who isn’t
- Another part of our roles is fundraising to preserve the privacy of those conversations
- Provost and I were just meeting about scholarships for international students to study away
- We do see this and we care and we’re working on it
- For winter housing, have I told this group what we’re doing this winter?

Bobbie

- I think we wondering about the long term plan?

President Rivera

- Strategic planning addresses how we can use the campus for the whole year (summer, etc)
- Not looking at this in a reactive way but a more global way → do we want to operate as a year round campus?
  - We would need more staffing
  - We could move to this model but would require changes

Dr. Coquemont

- It’s not just we’re waiting
- Kyle Flowers and I have collected information from parent institutions (where the money comes from, etc)
- Looking at model of what it could look like and what things would need to change
- Sometimes you don’t see an immediate impact but it’s not because we don’t see the work

President Rivera

- If we choose to take something that we usually pay for 9 months and make it 12 months we’d have to raise tuition, cut back on something, or use philanthropy
- Might make people happy to live in the summer but not to raise tuition
- When we struggle to make a decision, trying to determine all the consequences

Dr. Coquemont

- Is money better equipped for winter housing or study away?
- We can’t have 15 first priorities

Tristan

- I hope that you were both able to read the macweekly article on all-gender housing?
- How do you plan to address this short term and long term?
Dr. Coquemont
- We’ve been working with Alina Wong to have next fall reverse the model where people can request gender specific housing
- President Rivera doesn’t get to toot her own horn
- She is such a passionate advocate for this
- That’s the tone of the SLT
- We want to recognize and value student’s identities
- I want you to know that we have a leader that’s driving us in all these ways
- I’d love to talk one on one
- We’re working primarily with departments but close to wanting student feedback

Tristan
- I’d love to touch base off line
- Is there any active plan that you’d like to share about bathrooms?

Dr. Coquemont
- I got a petition on needing more all-gender bathrooms
- I’m curious if there are more things like that that can be done right now
- Also thinking about RA’s who would need gender specific housing
- Not a lot of places are doing it yet so we’re trying to work with current data

President Rivera
- Is it clear by what we’re saying with flipping the model?
- Exception would be someone who needs all-gender housing

Ellen
- I’m an RA myself and I know that my compensation has increased
- PB, OLs, MCSG, RA’s what are the next steps for student compensation?

Dr. Coquemont
- One of the things going into this conversation is prioritization
- Another thing we’ve been looking at is what do the roles encompass
- Trying to move some of RA responsibilities to professional staff
- Patricia Langer and I have been working on that
- Do we want to look at one position first or other ones all together?
- There’s a lot of other positions besides the ones that come to the forefront
- MCSG is representatives and is not traditional that we all get paid: this is unpopular
- If you’re going to meet during lunch, you should have lunch
- We’re hoping to prepare you for what comes after college
- There’s sometimes there’s things you do work for that you don’t get paid
- Balancing voluntary leadership vs paid leadership

Academic life ~ 20 minutes
Dr. Rivera - Any questions for students? ~ 5 minutes
Willow
Process for hiring tenured track professors? Equity in this process?

President Rivera

- I don’t have the budget in my head right now
- Our faculty governance model empowers elected faculty serving on a committee to review proposals to get an allocation for a faculty member
  - Based on data
- Departments sometimes need allocations
- Committee of faculty looks at demand of classes, budgets, requests for allocations, and comes up with list of how many tenured track professors the college needs and in what departments
- Searches are conducted and people are hired
- If you’re interested in this, go to the floor where the provost and president’s office are and you’ll see posters on the wall with tenured track faculty classes
- The posters tell you a story about what the faculty looks like at Mac and how it’s changing
- Principles of equity and inclusion have been emphasized
- Domestic faculty of color and international faculty has been high
- Going to change the face of professors at Mac
- Non-tenured track professors are different
  - Hiring people to fill gaps
  - Also some long-term non-tenured track
- You had a representative in the room, Joel do you feel like you could share some of this info with MCSG?

Joel

- EPAG asked us to step out

President Rivera

- If you would like, I can ask the Provost to come talk to MCSG about hiring process
- What do you need from SLT that you feel like you’re not getting?

Dr. Coquemont

- I need you in my life Austin to tell me when to stop talking all the time
- President Rivera is such a fun, caring human
- SLT laughs madly or is dealing with something so complex
- You don’t get to see this here, but President Rivera has a great sense of humor
- This feels like an inquisition
- I want you to know we’re funny, and I’m corny I know

Cooper
● I would like more opportunities for MCSG and the wider student body to talk to you
● The general student body
● More opportunities to talk to you and get to know you as actual people

Emma
● I would just add
● After last year’s sit-in there had been promises to continue to conversations
● Continuing those types of conversations and having those spaces that would avoid bigger things

President Rivera
● If you want us to try again with coffee and bagels we can, but it wasn’t clear to me that would work
● My personal experience is smaller groups works better
● I’m totally open if students say they want it

Mariah
● Most important thing to make it informal
● Obviously zoom made it more formal
● Maybe weekly coffee and donuts so that it’ll be a smaller group

Joel
● Some kind of aggregating from the various work groups would be helpful
● Students don’t understand what these bodies are and what they do
● I know there’s work going on with MacDaily but hearing these updates would be helpful

Austin
● Vote to extend the meeting five minutes
● 18 yes
● 2 no
● No abstentions

President Rivera
● My main question is what do you know that we should hear and what do we need to address?
● As long as my schedule works, I’m happy to come
● Any forum that involves students and SLT is more successful when in partnership with students instead of top down
● We sometimes get it wrong
● If MCSG wants to work with me to host coffee breaks or lunches with students we can easily do that
● Things that we come up with together are going to be better than what I come up with unilaterally

Question List:  

SL Question List/Sign-Up
**Committee Updates** ~ *Committee Members* ~ 2 minutes

**Cabinet Updates** ~ *Cabinet Members* ~ 2 minutes

**Announcements** ~ 4 minutes
- Kagin Help- Mariah
  - [https://docs.google.com/forms/d/e/1FAIpoQLSeMKKRwD-6sxZnh6UyWcRcSTK0kyQ98u2MyZtHSVGwJvTDcTA/viewform?usp=sf_link](https://docs.google.com/forms/d/e/1FAIpoQLSeMKKRwD-6sxZnh6UyWcRcSTK0kyQ98u2MyZtHSVGwJvTDcTA/viewform?usp=sf_link)
- Extra hands needed
- Google form on the agenda
- We need setting up, coat check, taking down help

Bobbie
- We’re going to take a picture
- It’s also my takeover day so we’re going to take a selfie