

Student Congress Executive Board
Fall 2021 Semester Summary
February 1, 2022

Dear Hope College Community,

In an effort to better document the inner workings and initiatives of the Hope College Student Congress, a summary of the Fall 2021 Semester has been compiled. The following summary and appendices, as advised by Dean of Students Richard Frost, will allow for a history of Congress membership, initiatives, and ideas, both to be kept internally and in the Joint Archives of Holland.

This is the first installment of an extensive Student Congress Summary, but we hope this is the beginning of a long historical record of the leadership power students have in Hope's unique shared governance system.

Spera in Deo,
The 2021-22 Student Congress Executive Board

Luke Rufenacht '22, *President*
Mara Benitez '22, *Vice President*
Garett Shrode '22, *Chief of Staff*
Haley Whitmore '22, *Controller*
Mary Kamara-Hagemeyer '22, *Chief of Culture and Inclusion*
Lizzy Bassett '23, *Chief of Assessment*
Lulu Mans '24, *Controller Elect*
Andrea Hernandez '23, *Chief of Culture and Inclusion Elect*
Josh Haddad '23, *Chief of Assessment Elect*
Dean Richard Frost, *Advisor*

1. Overview

The following summary will detail the initiatives and actions of Student Congress during the Fall 2021 semester. In addition to this detailed summary, brief videos highlighting the most important elements of this report will be available on the Student Congress Instagram (@hopestudentcongress). The summary is broken down into these sections:

2. General Congress
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4. Outreach
5. Academic Affairs Task Force
6. Administrative Affairs Task Force
7. Campus Life Task Force
8. Appropriations
9. Assessments
10. Critical Issues Symposium
11. Culture and Inclusion
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2. General Congress

- 2.0 General Congress Overview:** General Congress met every Monday this semester, excluding Mondays when class was not in session, to discuss, brainstorm, and vote on various issues relevant to the Hope College community.
- 2.1 General Congress Membership:** This semester, General Congress consisted of 57 total members, continuing the growth of our organization. Eighteen of these members also sit on Cabinet. Nine of the eighteen members make up the Executive Board. Since the 2018-19 school year, Student Congress has grown from about 35 members to its current size.
- 2.2 General Congress Committee Placements:** Each General Congress member sits on one of sixteen committees that are part of the Shared Governance System. Select members sit on one of the three Shared Governance Boards: Academic Affairs Board, Administrative Affairs Board, and Campus Life Board. These students sit on the committee alongside Hope College faculty and staff. As a student representative, each member is responsible for attending their committee's meetings and representing the student voice for each topic discussed.
- 2.3 Monday Night Schedule:** The structure of General Congress went through some changes this year in response to feedback from the group. Throughout the semester, various schedules were tested. The final schedule started with Cabinet from 7-7:30pm. General Congress met from 7:30-8:30pm, followed by 30 minutes for task forces to meet.

3. What's New

- 3.0 What's New Overview:** The Fall 2021 Semester saw the addition of a few new positions and functions to Student Congress. These include the three year assessment cycle, the Critical Issues Symposium Partnership with the Provost's Office, the Chief of Assessment, The Chief of Assessment Elect, and the Critical Issues Symposium Director.
- 3.1 Three Year Assessment Cycle:** The Spring 2021 Semester saw the first introduction of the idea of a Student-led assessment of Campus Departments and their functions. Over the summer this process was pioneered by Molly Douma '22 and was implemented this fall semester by Lizzy Bassett '23. See *Assessments (Section 9)* for more information.
- 3.2 Chief of Assessment Elect:** In November, a Chief of Assessment Elect was chosen by application to assist the Chief of Assessment in their duties and smooth the transition into the role for the following school year. Josh Haddad '23 was selected for this position.
- 3.3 Critical Issues Symposium:** This fall brought the return of the Critical Issues Symposium, which last took place in 2016. See *Critical Issues Symposium (Section 10)* for more information.
- 3.4 Critical Issues Symposium Director:** With the return of the Critical Issues Symposium came the addition of the Critical Issues Symposium Director Role. This role was inaugurated in the Fall Semester by Kate Kalthoff '24. Elle Boetcher '25 was selected in December 2021 as the new chair for the following year and will lead the Critical Issues Symposium Committee in the planning of 2022's Critical Issues Symposium.

4. Outreach

4.0 Outreach Overview: Outreach for Student Congress this fall Semester consisted of a series of popup events, a town hall, and social media messaging. This semester also saw the creation of a Style Guide, to unify the appearance of Student Congress materials, both internally and externally, to meet the professionalism standards of our organization.

4.1 Popup Events: Student Congress planned two popup events this semester. The first event was the annual Meet and Greek Ice Cream Social partnership that was co-sponsored by Greek Life. This event happens during the first week of classes and allows Students to come and mingle with members of both Student Congress and Greek Organizations. For the second event, Congress members handed out H Cookies in the Bultman Student Center. Both events aimed to increase Congress visibility on campus and to answer any questions students had about Student Congress.

4.2 Town Hall: In November 2021, Student Congress hosted a Town Hall event in Maas Auditorium. Student Congress provided light refreshments to Students who walked through this event before or after they dined in Phelps Dining Hall. Each Congress group set up a table (Academic Affairs Task Force, Administrative Affairs Task Force, Campus Life Task Force, Assessments, and the Culture and Inclusion Committee) where Students could place feedback for the group on a sticky note. These sticky notes were either in response to an overarching question each group had or about any other topic relevant to that group. After the event, the feedback was digitized and will be analyzed at the Student Congress Winter Retreat at the end of January 2022. This feedback will be implemented into the work and advocacy that Student Congress does on the behalf of Hope Students in an attempt to better their college experience.

4.3 Social Media: Student Congress used a variety of Social Media tactics this semester in order to further its mission. Social Media and Graphics Coordinators MacKenna Shampine '23 and Justin Kneeshaw '24 created and posted graphics advertising Congress events and partnerships, recorded and edited Congress update videos, and intentionally shared and boosted events and posts from other Hope College Student Organizations, with a special focus on boosting the events of the many Multicultural Student Organizations on campus.

5. Academic Affairs Task Force

5.0 Academic Affairs Task Force Overview: During the Fall 2021 Semester, the Academic Affairs Task Force focused on two main areas: the academic advising program and residence hall computer labs.

5.1 Academic Advising: Academic Affairs Task Force Members and General Congress brainstormed and identified different issues and places for improvement within the academic advising program. The input was compiled into a document that was approved as a resolution in General Congress, and then it was sent to multiple stakeholders in the advising program (*See Appendix C*). The Academic Affairs Task Force Chair, Devin White '24, met with Interim Provost Dr. Gerald Griffin to further explain student grievances and ideas for the academic advising system. A meeting is now being scheduled with Dr. Ryan White, the director of the First Year Seminar Program, to investigate tangible solutions to the problems that we identified.

5.2 Residence Hall Computer Labs: In the summer of 2021, the computer labs in each of the residence halls were all removed, with the exception of Scott Hall. The Academic Affairs Task Force heard from many different students that this removal of computers presented an issue specifically with printing in residence halls. To this end, the task force compiled the grievances that had been heard about this decision, along with the fact that students were not represented in the decision making process, into a resolution that was passed by the General Congress and sent to the appropriate stakeholders (*See Appendix D*). Devin White also met with Dr. Griffin about this issue and is scheduling a meeting with Carl Heideman (Director of Process and Innovation) to see how this problem can be rectified.

5.3 Assessments: The Academic Affairs Task Force assisted in the assessment of The Boerigter Center for Calling and Career this semester. See *Assessments (Section 9) and Appendix F* for more information .

6. Administrative Affairs Task Force

- 6.0 Administrative Affairs Task Force Overview:** During the Fall 2021 Semester, the Administrative Affairs Task Force wrapped up the security camera project from Spring 2021 with a promotion to raise awareness of the purpose and placement of new cameras. All but one camera has been installed at the selected prominent residential hall entrances (the Cook Hall camera will be installed when logistically feasible). For the Fall Semester, the task force focused on student on-campus wages and the assessment of Campus Safety.
- 6.1 Student Wages:** Task force members recognized the need for base pay increases when student's voiced concerns over low pay, adding to an ongoing labor shortage for on campus jobs. A survey was then sent out to students to collect data on on-campus and off-campus jobs. From this data and a few interviews, Administrative Affairs drafted the "Student Wage Resolution" which was brought before the general congress and passed on 11/29/21 (*Appendix E*). The Administrative Affairs Task Force Chair, Helen Weston '23, then presented both the survey data and resolution to Tom Bylsma (VP of Finance), Lori Molder (Director of Human Resources), and Carl Hiedeman (Director of Process and Innovation) to discuss potential solutions. To improve the value of student employment, Administrative Affairs will work closely with Carl Hiedeman and take part in conversations on student pay.
- 6.2 Assessment:** The Administrative Affairs Task Force assisted in the assessment of Campus Safety this semester. See *Assessments (Section 9) and Appendix G* for more information.

7. Campus Life Task Force

- 7.0 Campus Life Task Force Overview:** During the Fall 2021 Semester, the Campus Life Task Force focused on a few issues: dining dollars, recycling, and Assessment of Dining Services.
- 7.1 Dining Dollars:** With the addition of the Biggby Coffee in the newly renovated Haworth Hotel this semester, members of the Campus Life Task Force got in contact with Business Services in regards to the possible use of dining dollars outside of Hope dining locations (Dining Halls, the Kletz, Cup and Chaucer). Business Services was not able to accommodate the idea because of the financial implications and logistical issues that such a change would have
- 7.2 Campus Recycling:** Since the onset of the COVID-19 Pandemic, waste on Hope's campus has increased significantly. In the first two semesters back in person, the dining halls only used disposable plates, utensils, and take-out containers as recommended by the Ottawa County Health Department. The Fall 2021 Semester saw the return of the reusable plates and utensils, but were quickly replaced by disposable service items due to the labor shortage resulting in an inability to run the dish line. The Campus Life Task Force Chair, Anders Bodard '23, met with Hope Advocates for Sustainability (HAS) and they continue to collaborate on recycling education. Reusable service items returned to Hope Dining at the very end of the Fall 2021 Semester.
- 7.3 Assessment:** The Campus Life Task Force assisted in the Assessment of Dining Services this Semester. See *Assessments (Section 9) and Appendix H* for more information.

8. Appropriations Committee

8.0 Appropriations Committee Overview: Over the course of the Fall 2021 Semester, the Appropriations Committee, consisting of eight members, met a total of 13 times. In addition to the over half a million dollars budgeted for this year to Student Groups from the Student Activities fund (apportioned through the annual Spring budgeting process in March of 2021), the Appropriations Committee allocated a total of \$20,000 to student groups such as Student Activities Committee, BSU, ASU, Latinx Rhythms, Spikeball Club, Mens Volleyball Club, through the Ad Hoc process. They assessed the current Student Activities Fee and discussed the implications of raising the fee for the next academic year. Furthermore, the committee worked out the process by which groups and the College can apply to use the funds that are available in the contingency fund. The contingency fund consists of surplus apportioned funds not spent by student groups at the end of each year. Looking forward to the next semester, budgeting weekend will take place February 4 for Student Groups to present their budgets and so that the masterbook can be set by the Appropriations Committee for the next academic year.

9. Assessments

9.0 Assessments Overview: During the Fall 2021 Semester, the **Assessment Team** completed their first rotation of departmental assessments of Campus Safety, Hope Dining/Creative Dining Services, and the Boerigter Center for Calling and Career. In completing this rotation, the Assessment Team established, adjusted, and refined a structural framework for this new function. After these adjustments, Assessment has become a collaboration-based function of Student Congress that will continue to work with the Frost Center for Data and Research to gather data on all student-facing Hope College offices, services, and entities over a six semester cycle. This data assesses how well each partner serves students' needs and then informs the recommendations for improvement offered by the Assessment Team and the Student Congress task forces.

9.1 Collaboration and Data Collection: The Assessment Team guided the Academic Affairs Task Force, the Administrative Affairs Task Force, and the Campus Life Task Force as they worked with the Boerigter Center for Calling and Career, Campus Safety, and Hope Dining/Creative Dining Services, respectively. They held introductory meetings with each partner, designed and distributed a campus wide student survey, gathered and analyzed data, held interviews with each partner, discussed data with each partner, and finally wrote and assembled a final report for each partner. This report included data analytics from both the survey and the interview as well as the final recommendations for improvement. The reports for the Boerigter Center, Campus Safety, and Creative Dining Services can be found in **Appendix F, Appendix G, and Appendix H**, respectively.

9.2 Data Presentation: At the beginning of the semester, the Chief of Assessment, Lizzy Bassett '23, presented to the Administrative Council to inform administrators of this new function and collect input. In the final weeks of the semester, the Chief of Assessment also presented to the Administrative Cabinet and the Executive Board of Trustees. These final presentations allowed administrators and stakeholders to see the mechanics, impact, process and products of the Assessment function. The Assessment Team and the Student Congress Executive Board believe that these presentations will be crucial to ensuring this function's longevity, adaptability, administrative support, and long term success.

10. Critical Issues Symposium

10.0 Critical Issues Symposium Overview: During the Fall 2021 Semester, the Critical Issues Symposium (CIS) Committee, through partnership with the Provost's Office, planned and hosted the 2021 Critical Issues Symposium, which took place on October 6, 2021. In past years, the symposium offered a space for students and faculty to engage with an important topic, and we hoped to continue that in 2021. This year's symposium put a new, student-led spin on a traditional event that Hope College hosted in previous years. The title of this year's event was "How Are You: A Deeper Look At a Common Question". The symposium focused closely on the topic of **Mental Health and Wellbeing**, chosen particularly after a challenging year with the pandemic, social unrest, and other stressful external factors which have notably taken a toll on the mental health of many students and people globally. Much of the work done in preparation for this event took place during the Summer of 2021 by CIS Task Force Chair, Kate Kalthoff '24, who worked closely with Interim Provost Dr. Gerald Griffin, as well as faculty advisors Dr. Marissa Doshi (Communications Department) and Dr. Sarah Estelle (Economics Department). This work included deciding on the topic based on student input, contacting keynote speaker Girija Kaimal, planning breakout group speakers, and organizing incentives for students who would attend the event.

11. Culture and Inclusion

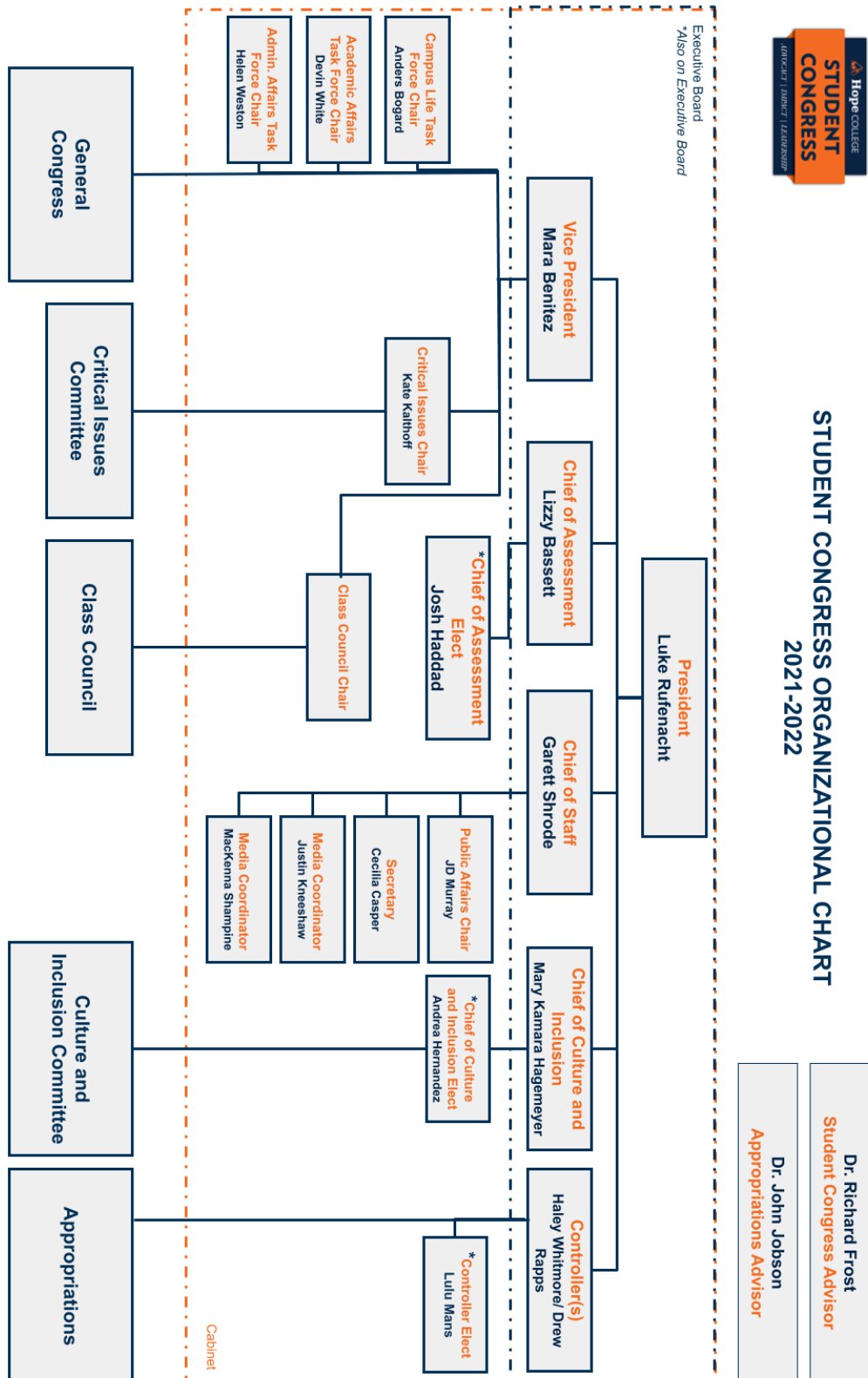
11.0 Culture and Inclusion Overview: During the Fall 2021 Semester, Chief of Culture and Inclusion, Mary Kamra-Hagemeyer '22, and Chief of Culture and Inclusion Elect, Andrea Hernandez '23, were involved in various campus and Student Congress discussions and decisions including the General Education Anchor Plan transition process, The Center for Diversity and Inclusion (CDI) activities, the implementation of Hope College Racial Healing Circles, the 3+2 Hope College and Western Theological Seminary proposal, Multicultural Student Organization (MSO) activities, and Office of Equity & Compliance discussions. The Chief and Chief Elect also led the Culture and Inclusion Committee and planned and led weekly Culture and Inclusion discussions in General Congress, as well as advocated for culture, inclusion, and equity, and specifically advocated for traditionally underrepresented groups throughout their various activities and meetings.

11.1 Culture and Inclusion Committee: In the Fall of 2021 Semester, the Committee was made up of 15 members representing various departments focused on campus equity and inclusion, and each of Hope's Multicultural Student Organizations, defined as student groups that center on traditionally oppressed and/ or minoritized student populations, as well as three appointed representatives with high cultural competency. The following student groups and departments were represented on the committee: The Asian Student Union (ASU), Black Student Union (BSU), Hope Advocates for Invisible Conditions (HAIC), Hope Interfaith Youth Alliance (HIYA), International Relations Committee (IRC), Latino Student Organization (LSO), Pan-African Student Association (PASA), Prism, Womens' Empowerment Organization (WEO), First Generation Student Union, and the Phelps Scholars Program. The committee strengthened the sharing of information between Student Congress & MSOs, discussed and communicated with the Hope College bookstore on its Columbus day sale, and had various discussions on unity and divisions on campus. The committee added a new representative from the First Generation Student Union. Furthermore, it created new initiatives such as the Volunteer Program, which was successfully played out on four separate occasions (LSO's Hispanic Heritage Month & Christmas in the America's, PASA's A Taste of Africa, and HIYA's Secular Social). The purpose of this volunteer program was to grant an opportunity for Student Congress members to connect more with MSO leadership teams through volunteer work. During the Fall 2021 Semester, a controversial campus event caused tension between various student groups and faculty members, including the St Benedict Institute, Prism, and Hope Catholics. The Committee recommended the following initiatives to help prevent this tension for future controversial campus events: Invite a speaker for a lecture and campus-wide discussion on how to be a better ally and/or how to have constructive conversations, and have a more thorough process for inviting or sponsoring speakers on campus that would require campus

groups to consider the impacts of their events on other campus stakeholders. Lastly, the committee met with the Student Congress President and Vice President to explore opportunities in which the committee could make their presence more known into the Spring 2022 Semester.

11.2 General Meeting C&I Time: Over the Fall 2021 Semester, the Chief and Chief Elect led discussions and activities in General Congress that covered the following topics: National Hispanic Heritage Month, redlining, systemic/structural racism, Dia de Los Muertos, healthcare for the LGBTQ+ community, C&I committee purpose and structure, the “Whys” and “Hows” of cultural competency, censorship and racist/offensive materials, the importance of empathy, and diversity backlash. The purpose of these weekly discussions is to increase the cultural competency and awareness of the General Congress body, with the goal of making inclusive and equitable decisions and policy.

Appendix A: Fall 2021 Student Congress Organizational Chart



Appendix B: Student Congress Fall 2021 Membership

EXECUTIVE BOARD

President, Luke Rufenacht '22
Vice President, Mara Benitez '22
Chief of Staff, Garrett Shrode '22
Controller, Haley Whitmore '22
Chief of Culture and Inclusion, Mary Kamara-Hagemeyer '22
Chief of Assessment, Lizzy Bassett '23
Controller Elect, Lulu Mans '24
Chief of Culture and Inclusion Elect, Andrea Hernandez '23
Chief of Assessment Elect, Josh Haddad '23
Advisor, Richard Frost, *Dean of Students*

CABINET

Secretary, Cecilia Casper '24
Chief of Public Affairs, JD Murray '22
Academic Affairs Task Force Chair, Devin White '24
Administrative Affairs Task Force Chair, Helen Weston '23
Campus Life Task Force Chair, Anders Bogard '23
Critical Issues Symposium Director, Kate Kalthoff '24
Social Media Coordinator, Justin Kneeshaw '24
Graphics Coordinator, MacKenna Shampine '23

CLASS COUNCIL

Senior Class Representative, Abby Holm '22
Senior Class Representative, Paige Nielsen '22
Junior Class Representative, Sam Martino '23
Junior Class Representative, Morgynn Vallieres '23
Sophomore Class Representative, Josh Abbas '24
Sophomore Class Representative, Esther Seeley '24

GENERAL CONGRESS

Cook Hall: Jane Altevogt '24 and David Slakes '24
Durfee Hall: Drake Yatooma '24
Dykstra Hall: Miyako Coffey '25 and Shelby Smego '24
Kollen Hall: Grace Baker '25, Van Lian '24, and Will Novak '24
Lichty Hall: Elle Boettcher '25
Phelps Hall: Ethan Clarke '25, Luong Tran '24
Scott Hall: Katie Donahue '25
Van Vleck Hall: Maureen Cole '25
Voorhees Hall: Ty Holzwarth '25
Wyckoff Hall: Ben DuBay '24

Neighborhood Representatives: Onnah Dereski '23, Ethan Getchell '23, Josh Haddad '23, Cameron Hamilton '24, Hope Herremans '22, Meghan Smith '22, and Anna Walta '23

Off-Campus Representative: Grace Purdue '22

Appointed Campus Representatives: Megan Barta '25, Lauren Bryan '24, Ben Catton '24, Charlie Michels '24, and Elle Oom '25

Appropriations Representatives: Elle Boettcher '25 and Angela Green '25

Culture and Inclusion Representatives: Sara Cerda '24 and Tsion Weldetsadik '24

APPROPRIATIONS COMMITTEE

Elle Boettcher '25, *General Congress Representative*

Angela Green '25, *General Congress Representative*

Maggie Gillich '23

Sydney Randall '23

Meghan Smith '22

Leah Thomas

Lydia Won '24

CULTURE AND INCLUSION COMMITTEE

Bereket Bessie '25

Sara Cerda, *General Congress Representative* '24

Kylea Canada

Jazmin Diaz

Lillian Droscha '22

Joy Gregson

Taryn Meyer '23

Nereyda Sanchez Gama '25

Hailey Schumann '22

Tsion Weldetsadik, *General Congress Representative* '24

Sunnie Zou '22

Appendix C: Academic Advising Resolution

November 29, 2021

Dear President Scogin, Provost Griffin, Dr. White,

Hope College Student Congress has the duty to identify and advocate for students on issues that impact their student experience. Recently Student Congress has taken up the issue of academic advising after hearing concerns from a multitude of students.

Academic advising is a key component of the academic program, as thoughtful and deliberate advising can set students up for success. When this system fails, it costs students valuable time and money. Therefore, be it resolved that the Hope College Student Congress takes the following positions with respect to the current academic advising program at Hope College:

1. There is inconsistency in the advising provided by First Year Seminar (FYS) faculty: inconsistency of general and institutional knowledge, interest in their role as an advisor, and time dedicated to the role.
2. Some FYS advisors are not academic professors at Hope and are not able to provide academic and career advising that is accurate, purposeful, and empathetic.
3. There is not an apparent set of expectations and standards that all advisors (including FYS and major-specific) are expected to meet and on which are annually assessed.
4. Some advising—particularly the first few years—lacks intentionality and discipline to explore potential majors/minors. Many students do not create a purposeful academic plan. Pre-health, nursing, and engineering in particular are areas that require students and advisors to live into purposeful conversation and development of four year expectations from their first semester.
5. Advisors are critical for students that come to Hope undecided. There is limited scaffolding for FYS advisors to engage with undecided students in exploration of the Hope College curriculum and institutional resources in a structured way.

We as Hope College Student Congress believe:

1. Every student should have an advisor that:
 - a. Knows them personally
 - b. Is able to articulate their academic strengths and goals
 - c. Can discuss how to explore the general education curriculum, develop relationships with key faculty in potential majors, and work to define the student's purpose
 - d. Recognizes that advising is one of the most important responsibilities of any faculty or staff
 - e. Connects them with institutional resources

- f. Regularly and persistently, if needed, connects with the student about their classes, grades, transition to Hope, and their ability to thrive

Therefore, we as Hope College Student Congress make the following recommendations to fix the inadequacies of the current advising model listed above:

1. That every effort is made for incoming first time college students to have a personal conversation with an academic advisor to explore their high school record, discuss interests, begin to establish a relationship, and identify course options for fall semester.
2. That a set of standards for academic advising is created and then all advisors (both FYS and academic advisors) are assessed to ensure that the standards are met by each advisor.
3. That a student is able to create a firm four-year plan in conjunction with appropriate departmental professors and the Boerigter Center as soon as they know what they want to study.
4. That the academic advising program is positioned as a hallmark of the Hope College experience with the appropriate visibility, reporting, staffing, and resources.

Sincerely,
Hope College General Congress

Resolution passed 45-0 in favor of the recommendation above on November 29, 2021

Appendix D: Residential Hall Computer Labs Resolution

December 6, 2021

Dear President Scogin, Provost Griffin, Carl Heideman

Hope College Student Congress is recognized as the representative body for students and is responsible for articulating the student voice. Student Congress has the duty and position to identify and advocate for students on issues that impact their student experience.

This past summer the decision was made to remove all of the computer labs from all residential halls except for Scott Hall. To our knowledge, this decision was made without any student input in the matter and presents a multitude of issues, as outlined below. Due to this removal, students have to go to an academic computer lab to print, or they have to download software onto their personal computers in order to print wirelessly from their residential hall. Therefore, be it resolved, that the Hope College Student Congress takes the following positions with respect to the removal of the computers in residential halls at Hope College:

1. Removing computers is an equity issue. The new setup of wireless printing assumes that all students on campus have laptops, which is not true. This forces those students to go to academic buildings to meet their printing needs.
2. With the removal of these computers, many students are obligated to walk across campus at night in spite of safety concerns that could be heightened during that time in order to meet their responsibilities as a student. This creates a burden for many student demographics.
3. Removing residential computers is an inconvenience to all students on campus. Before, students had the ability to print and use software in their residential halls at any time of day from a desktop computer. This ability is taken away by removing the computer labs. The new way of connecting wirelessly is cumbersome and many students forgo the process altogether due to its difficulty. Additionally, many people are unable to download needed software on their personal computers.

Therefore, as a Student Congress we make the following recommendation to rectify this issue.

1. Install at least one computer in each residence hall that is connected to a corresponding printer in the hall.
 - a. This will allow every student who lives in a residential hall to have access to printers in their own hall and the many different programs and applications required for course work throughout the disciplines.

Sincerely,

Hope College General Congress

Resolution passed in General Congress 38-1 on December 6, 2022

Appendix E: Student Wages Resolution

November 29, 2021

Dear Vice President Tom Bylsma, Carl Heideman, Lori Mulder,

Hope College Student Congress is recognized as the representative body for students and is responsible for articulating the student voice. Student Congress has the duty and position to identify and advocate for students on issues that impact their student experience.

Students who attend Hope College have the opportunity to work on campus to earn money to meet their various financial needs. These needs include but are not limited to groceries, transportation, housing, tuition, and paying towards work-study programs. For some students, having an on-campus job is necessary to their ability to attend the institution and fully participate in the campus community. Hope College Student Congress acknowledges and respects the ability of the college to change the pay of student-workers when deemed necessary. Therefore, be it resolved, that the Hope College Student Congress takes the following positions with respect to the work and the proposed changes to the base student-worker pay:

1. That Hope College Student Congress deems it necessary to raise the minimum pay of all student-workers to recognize their valuable contributions to Hope College during their time as a student employee.
2. That the current base student-worker pay does not give due recognition to the valuable contributions of the student-worker to Hope College nor duly respect their indispensable time as a student whose first priority is their studies.
 - a. This fall, Student Congress employed a campus-wide survey (See attached appendix) gauging student opinion on the current pay of student-workers. Summarized by the Frost Research Center, we found that students working off-campus report significantly higher wages than students working on-campus. For students working off campus, the reported median hourly wage for all reported jobs was \$13.50. Additionally, of the 404 employed Hope students that were surveyed, 176 (43.5%) have at least one off-campus job and 18.6% are only employed off campus.
3. That the current base student-worker pay is noncompetitive with off-campus job opportunities and therefore puts the college at a disadvantage with a loss of available workers.
4. That the current base student-worker pay puts students at a disadvantage of having to find an off-campus job that may be less respectful to the needs and time of a student while also requiring them to travel off-campus. It is notable that some students do not have the means or resources to travel off-campus.

We respect the work of the Internal Affairs Committee and its contributions to Hope College but we do not believe that the current base student-worker pay adequately meets the

needs of the students, respects the valuable contributions of the student-worker to Hope College, nor respects the indispensable time of a student whose first priority is their studies.

Passed 42-4 by the general body of Student Congress, on November 29th, 2021.

Appendix F: Boerigter Center Assessment Report

Department Assessment Report

Service/Department: The Boerigter Center for Calling and Career

Date Approved by General Congress: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Shonn Colbrunn

Vice-President: Dr. Gerald Griffin

Task Force: Academic Affairs

Task Force Chair: Devin White

Section 1: Overview of Department and Assessment Goals

1a: Department Overview

The Boerigter Center for Calling and Career helps students' professional skill development and educational and career choices. This department offers one-on-one advising, professional development sessions, resume help, interview training, and guidance in selecting majors and career paths. The Boerigter Center for Calling and Career helps students pursue their passion through intentionality with coursework, resume development, professionalism, internships, graduate school applications, interviews, and job applications, bringing students closer to their vocational trajectory.

1b: Assessment Goals

Assessment is a function of Student Congress that gathers data on all Hope College offices, services and entities over a three year cycle. The Student Congress' Assessment function will assess student satisfaction with Hope College's co-curricular activities, providing crucial information about the student experience by analyzing student data, interview data and public documents from the respective department. The Assessments Committee, Frost Center for Data and Research, and Student Congress task forces will partner with each department to assess Hope College's structures and services to determine how effectively they are serving all students at Hope College.

Section 2: Data

2a: Department Documents

Available documents about the Boerigter Center for Calling and Career include a published description of goals. According to the Boerigter Center webpage on Hope College's website in 2021, the primary goal of the department is "to teach all students a process for making career decisions and preparing for the future." The explicitly stated practices are to discern, prepare, and pursue. Most recently, data from the Frost Center for Data and Research and data administered by the Boerigter Center itself is available.

Student metrics are tracked both internally and externally of the department, with data collected by the Frost Center for Data and Research as recently as 2021 recording student involvement with the center. This research utilized a 32-person focus group and emphasized primarily student understanding and usage of the center, with limited additional data on student experiences and recommendations for the department.

Within the department, however, the focus of data collection is broader and substantially more detailed than that given by the Frost Research Center, with student demographics tracked, as well as student involvement and satisfaction at an overall and service-specific level, based on post-appointment student surveying.

Progress towards in-department goals is tracked through various means (NSSE Survey, 6-month graduate survey, Employer Partnership Tracking Process, and Alumni Surveys used). Employer Partnership is tracked, with lists of well-established connections determined, as well as connections that need to be made or strengthened.

2b: Student Survey Results



**Hope College Student Congress
Department Assessment
Boerigter Center for Calling and Career
November 1, 2021**

Hope College Student Congress, in partnership with Frost Center for Data and Research, developed a questionnaire to evaluate ways that Hope College's co-curricular structures and non-academic services serve students. Each student's experience informs the assessment of services and strengthens the continuous improvement of Hope College.

In Fall 2021, Frost Center for Data and Research administered the questionnaire to all Hope College students. This included 8 items evaluating Boerigter Center for Calling and Career. The valid response rate was 35.31% (n=1,099) and the results point to five key findings related to the Boerigter Center.

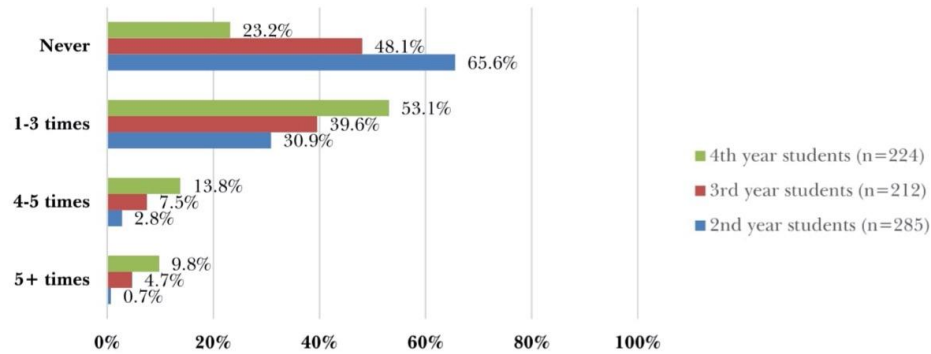
- Approximately half (47.4%) of students (excluding first-year students) have not utilized the Boerigter Center.
- Of the non-first-year students who have utilized the Boerigter Center, completing a resume (60.5%), understanding the type of work that's best for the student (46.3%), and deciding the student's major (40.9%) are the three areas where the Boerigter Center was found most helpful.
- No student (0%) reported that they have experienced bias, discrimination, or harassment from a Boerigter Center staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity.
- Non-first-year students (69.1%) feel like they have better understanding of what the Boerigter Center is and what resources it offers compared to first-year students (46.1%).
- If Boerigter Center were to provide workshops, handouts, and appointments for personal finance (budgeting, investing, credit, bill payment, mortgages, etc.), just over half of the respondents (54.4%) would use these resources while 35.3% were unsure. There were notable differences between first-year students' and non-first-year students' responses to this question.

We provided space for students to share their comments, questions, and concerns regarding Boerigter Center. Thirty-seven students provided suggestions, identified areas that were helpful or unhelpful, identified reasons they had not utilized Boerigter Center services, and offered other comments. Some students provided feedback on services they would like to see (e.g., "I'd like to see resources for how to disclose disabilities and health conditions in the work place" and "I wish there was something for investing money.")

Tables with aggregate responses to survey questions are included on pages 2-6.

Student Congress Survey Results for Boerigter Center for Calling and Career - November 1, 2021

Question 2: How often have you utilized the Boerigter Center for Calling and Career at Hope College? (Only asked of non-first-year students) (n=721)



Question 3: How helpful was the Boerigter Center with the following? (Only asked of non-first-year students who did not select "Never" in Question 2)

Boerigter Center Services	Helpful		Unhelpful		Not Accessed	
	# students	% students	# students	% students	# students	% students
finding an internship (n=375)	78	20.8%	30	8.0%	267	71.2%
finding a job (n=375)	40	10.7%	22	5.9%	313	83.5%
understanding the type of work that's best for me (n=374)	173	46.3%	36	9.6%	165	44.1%
completing a resume (n=377)	228	60.5%	13	3.5%	136	36.1%
preparing for an interview (n=375)	123	32.8%	11	2.9%	241	64.3%
deciding my major (n=377)	154	40.9%	38	10.1%	185	49.1%

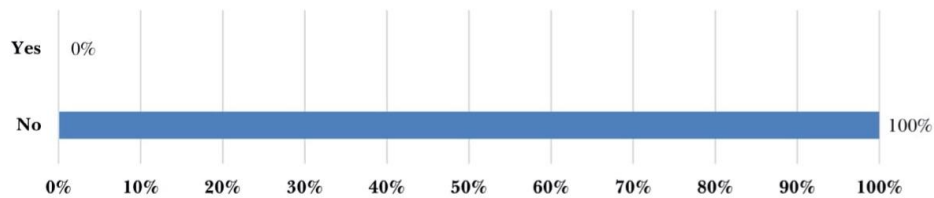
Percentage of each service accessed by cohort year (mean response)

(Only asked of non-first-year students who did not select "Never" in Question 2)

Boerigter Center Services	2 nd year students	3 rd year students	4 th + year students
	% accessed (n=98)	% accessed (n=110)	% accessed (n=172)
finding an internship	17.5%	24.1%	38.2%
finding a job	14.3%	11.2%	21.2%
understanding the type of work that's best for me	50.5%	56.1%	58.8%
completing a resume	51.5%	56.9%	75.4%
preparing for an interview	19.6%	25.0%	51.8%
deciding my major	57.7%	56.5%	43.6%

Student Congress Survey Results for Boerigter Center for Calling and Career - November 1, 2021

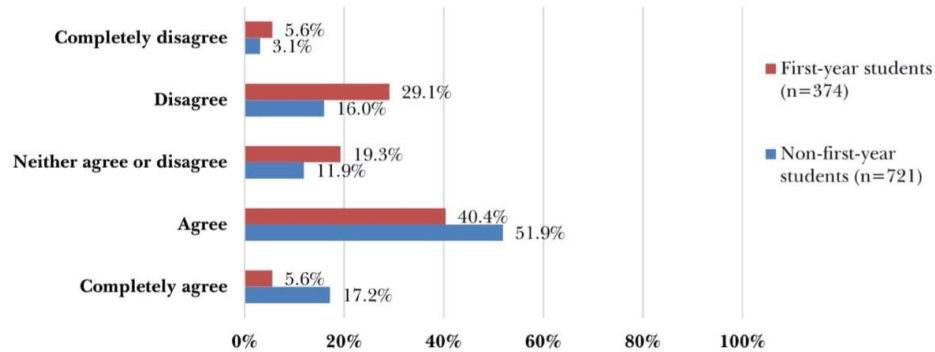
Question 4: Have you ever experienced bias, discrimination, or harassment from a Boerigter Center staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity? (Only asked of non-first-year students) (n=722)



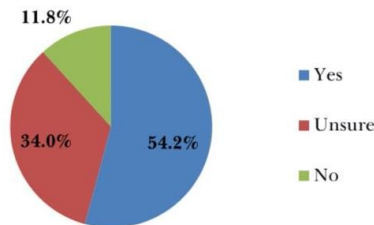
Question 5: If so, please explain.

Not applicable as no student (0%) responded “Yes” to Question 4.

Question 6: I have a clear understanding of what the Boerigter Center for Calling and Career is and what resources it offers. (n=1,095)

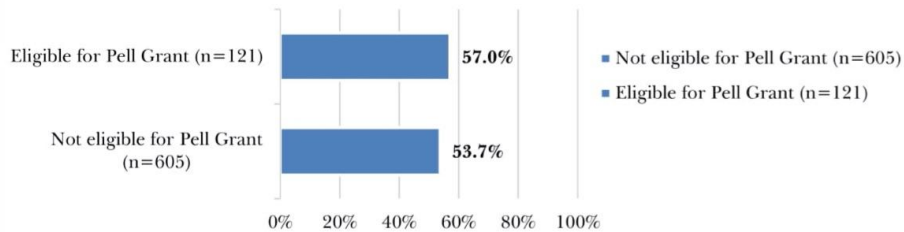


Question 7: If the Boerigter Center were to provide workshops, handouts and appointments for personal finance (budgeting, investing, credit, bill payment, mortgages, etc.) would you use these resources? (n=721 non-first year students)



Student Congress Survey Results for Boerigter Center for Calling and Career - November 1, 2021

Students who answered "yes" to Question 7 by Pell Grant eligibility
Question 7: If the Boerigter Center were to provide workshops, handouts and appointments for personal finance (budgeting, investing, credit, bill payment, mortgages, etc.) would you use th


Question 8: If you have any other comments, questions, or concerns, please list them here. (n=37) *

Suggestions and advice (43.2% of responses)	
1	I wish their career camp/workshops were at other times than community hour. Junior and Senior nursing students cannot attend Tuesday community hour because of clinical.
2	I would LOVE more workshops on personal finance! I am feeling quite unprepared to enter the "adult world" in a short time without a solid understanding of personal finances.
3	I'd like to see resources for how to disclose disabilities and health conditions in the work place.
4	I'd be interested in attending a one-time thing about how to apply for a credit card like for specifically for students and then how to maintain a good credit score etc.
5	I think the Boerigter Center should be talked about a lot more especially for first year students because people on campus love to say we have time to decide on our majors but we really don't.
6	Although I wouldn't personally utilize services for personal finance through the Boerigter Center, I think they are very needed and would be a great addition, for so many people! Maybe they could even partner with someone from financial aid to create a group or course for people who are struggling to pay for school and may be interested in applying for more scholarships.
7	I would love the Boerigter Center to provide more "real-life" support such as workshops on budgeting, what benefits look like, salary negotiations, etc.
8	I think personal finance workshops would be very helpful to have since it is not really a focus in many classes.
9	Resources on investing would be really cool.
10	I wish there was something for investing money.
11	I think workshops would be awesome!
12	I'm not sure if these resources already exist, but if not, I believe it would be helpful for the Boerigter Center for Calling & Career to have resources for internships available to freshmen so that they can start preparing early for jobs within their field of interest.
13	Personal finance workshops sound like an incredible idea.
14	I think personal finance topics may be beneficial to curriculum as opposed to elective services.
15	I don't really understand how to utilize the Boerigter Center but would love to have more readily available contacts and opportunities.
16	I wish the Boerigter Center would provide the workshops they offer at times in the evening rather than community hour on Tuesday/Thursdays. I can never attend the workshops at that time and neither can many of my friends.

Student Congress Survey Results for Boerigter Center for Calling and Career - November 1, 2021

What was helpful (16.2% of responses)	
1	The Boerigter Center is a fantastic resource and I believe that it is critical in the infrastructure of Hope.
2	I like Boerigter.
3	I appreciate the Boerigter Center and have utilized its services on multiple occasions. I am thankful that they were able to continue operating remotely during COVID. I am dismayed by the how difficult it can be to get an appointment with the Advisor I want - sometimes I have to schedule three or more weeks in advance. I also wish they scheduled some seminars and programming in times other than Community hour - so many other meetings and events take place during that short hour that I often cannot make it to their events. Despite this, I am thankful for their services and assistance.
4	I have really enjoyed how personal the Boerigter Center is. I feel as though my goals and aspirations are heard.
5	Shout out to Amy for being extremely helpful to me! She is the best.
6	The Boerigter Center is extremely helpful and I hope other institutions have a similar resource.
What was unhelpful (13.5% of responses)	
1	I think this center is pointless and no help. You will be much better off trying to find a job on your own than asking for advice. They will point you where to go but they genuinely have nothing to offer. Career fairs at large seem to be for low-quality and low-salary jobs because they're desperate. I found using LinkedIn is the best way to meet professionals.
2	The Boerigter wasn't able to help me with my major because they had no resources for my major (Theatre).
3	After getting feedback from someone else outside Hope (an expert - who is qualified to do resumes), they were extremely disappointed by the feedback I got from the Boerigter center. After this experience, I am skeptical about the work of the Boerigter center and I think they might be hurting instead of helping (specifically resumes).
4	I really like Boerigter Center, but I sometimes wonder if the staffs are properly trained. I get my resumes checked and they say it is fantastic and many companies do not agree.
5	When I met with Boerigter Center staff to discuss jobs relating to international work, I was presented with a narrow range of possibilities limited to just a few U.S.-based missionary organizations. If I wanted to be a missionary abroad, the Boerigter Center would've been very helpful to me, but they failed to help me find and discern what other career options exist in the international field beyond that.
Reasons for not going to Boerigter Center (10.8% of responses)	
1	I kind of know what they do but it is a little intimidating to go there because I just don't know where to start or what I even need help with.
2	I am considering approaching the Boerigter Center next semester and I think it's a good thing to have on campus. I know some careers I would be happy in and am excited to pursue and for that reason I haven't felt a need for their services yet.
3	I think the Boerigter center is really cool, however I already have a good idea of what I want to do for my career so I haven't used their resources.
4	I always have class and/or too much homework to go to events hosted by the Boerigter center, but I'll have to use it soon to find an internship for next summer.
Other responses (16.2%)	
1	Male leadership?
2	I never used the B center except when it was required for a class.
3	With some of the workshops especially with the ones pertaining to jobs and internships it's unclear if I need to have a resume prior to the workshop or if that's something that will be worked on.
4	How do I find out what that is?
5	I am confused why they are renovating the area with the purple booths because that is a nice, stress free study space for students and I would prefer it stay in tact honestly instead of being replaced with the seating arrangements they have in mind.

Student Congress Survey Results for Boerigter Center for Calling and Career - November 1, 2021

6	I don't think the Boerigter can be fairly judged for not helping me find an Internship or job, [my] major [is] hard to come by.
---	---

* Identifying information has been removed from responses

- 1993 total appointments - 1709 unique students who made appointments
 - 37% of students come in for one on one appointments
 - 27% First-year Students, 29% Sophomores, 35% Juniors, 45% Senior
- Current Goals
 - Being accessible to all students
 - Academic program involvement - are you connecting in classrooms
 - Modifying existing classroom to talk about calling and career
 - Integrated Advising - your faculty advisor gives you good career advice
 - Engaged Students
 - Engaged Employers - want to recruit hope students
 - Engaged Alumni - give student leads to jobs and help them out
 - The hope is that if they do all of the other ones well, student growth over four years and student success after graduation will inherently improve
- How are these Goals going?
 - Progress is seen most in academic program involvement
 - Integrated advising needs work
 - Engaged students not going well
 - Engaged employer and alumni are doing best
- Diversity and first gen students
 - Percentage of non-white students is 18-19%
 - This has been about equal to the percentage of students on campus
 - First gen percentage is a little lower than the percent that are on campus
 - The way their data is stored makes it difficult to track this information down
 - They specifically target student of color with help from CDI
 - They are working to reach out to a diverse group of students
 - They have meetings with employers in a more casual setting for minorities/underrepresented students

Section 3: Assessment of Previous Cycle's Action Steps

3a: Review of Previous Cycle's Action Steps

3b: Results of Previous Cycle's Action Steps

Student Congress Assessment Committee

Action Step Recommendations

Department/Service name: The Boerigter Center for Calling and Career

A timeline of action steps created by the department is to be completed and returned to the Chief of Assessments by the end of Spring Term of 2022.

Date Approved: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Shonn Colbrunn

Task Force: Administrative Affairs Task Force

Task Force Chair: Devin White

Section 1:

Current Practice Description

1B. Relevant survey/interview data being utilized

A substantial percentage (nearly half) of the Hope College student body has never utilized the Boerigter Center, though this percentage decreases by academic year, with average number of visits increasing by academic year as well.

65.6% of 2nd year Hope's student population has never used the Boerigter Center. 48.1% of 3rd year students have used it. 53.1% of 4th year students have used it 1-3 times. Overall half of the student population has never used the center.

No students have reported discrimination or harassment at the Boerigter Center. The majority of people who use the center use it to work on their resume or find out what future work is best for them.

A narrow majority of students would be interested in financial services offered by the Boerigter Center, with 34.0% of students remaining unsure. These results are continued in the document below provided by the Frost Center for Data and Research.

Section 2: Desired Outcome

2A. Relevant CAS Standard

1. Career Services includes six essential services: career education, coaching, advising and counseling; career information and resources; career readiness and employment services; graduate and professional school or further educational planning; employer development and recruitment services; and collaboration with faculty and other constituents.
 2. Career Services helps students and other designated clients make career choices based on knowledge of their individual interests, skills, abilities, values and goals.
 3. Career Services assists students and other designated clients in connecting with employers through campus interviews, online job databases, referrals, direct application, networking, job-search events, publications and social media.
 4. Career Services assists students and other designated clients in exploring high-impact and experiential learning opportunities provided by the institution, available through academic departments or with external/community resources.
 5. Career Services consults or collaborates with institutional constituents on the development of curricular and co-curricular initiatives focused on career readiness and success of students and designated clients.
-

Section 3: Improvement Action Recommended

3A. Overview of recommended action

1. Improve communication to all students to increase knowledge on resources offered and to provide educational information.
 - a. Utilize social media to provide educational information on:
 - i. Financial aid
 - ii. Career insight
 - iii. Resume creation and development
 - iv. Personal finance
 - v. Budgeting
 - b. Increase frequency of announcements on programming and sessions offered through the Boerigter Center by utilizing the following:
 - i. Digital slides (tabletents@hope.edu)
 - ii. Printed posters
 - iii. Social media of other Hope accounts such as Student Life and Residential Life
2. Utilize outside resources to connect first year students to the Boerigter Center and help them better understand how they can utilize it.
 - a. Connect first year students with the Boerigter Center and their resources by using the following:
 - i. Social media
 - ii. FYS professors
 - iii. Orientation Directors and leaders
 - iv. RAs and Residential Life professional staff
3. Improve the available resources and depth of information available to students of all majors.
 - a. Increase staff training on all disciplines to offer insight needed to equip students for strategic planning.
 - b. Consider specializing staff members more to offer expertise in certain disciplines. Members of the Administrative Affairs Task Force identified engineering, nursing, law, and kinesiology as disciplines that could benefit from more specialized insight.

4. Examine the benefits and potential of providing seminars that teach personal financial management such as budgeting, investing, credit, and bill payment.
 - a. If this seems pragmatic, implement a timeline for the development of these classes and the implementation of these into existing programming.
 - b. Consider alternatives that are more accessible such as posting financial tips for students on social media platforms and the website.
 - c. Poll students to identify their most frequently asked questions about personal financial management such as budgeting, investing, credit, and bill payment.

5. Consider expanding the accessibility of sessions, workshops and classes offered.
 - a. Offer classes in the evenings to be more compatible with students' schedules.
 - b. Explore programming that would better reach minority students on campus.

3B. Recommended Timeline

Our time line for followup on this report is as follows:

1. Communicate by the end of the following semester (spring if assessed in the fall, fall if assessed in the spring) which recommendations, if any, the Boerigter Center will address, and to what capacity they will do so. The Student Congress Assessment Team will await further details on the action steps that will be taken.
2. Before or after notifying the Assessment Team of the anticipated action steps, the Boerigter Center may begin implementing their plan.
3. 3 years after the Assessment process began, the Assessment Team will return to the Boerigter Center to begin the next cycle of Assessment.

3C. Anticipated outcome of action steps

The Student Congress Assessment Team believes that by accepting and acting on the recommendations above (Section 3A), the Boerigter Center for Calling and Career will better serve each student's complex and dynamic needs. Anticipated outcomes include improved communication with all students, more effective points of connection with first-year students, more specialized insight for each discipline, improved self-efficacy for students surrounding financial independence, and finally, improved accessibility of existing sessions offered by the Boerigter Center.

Appendix G: Campus Safety Assessment Report

Department Assessment Report

Service/Department: Campus Safety

Date Approved by General Congress: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Officer Jeff Hertel

Vice-President: Kara Slater

Task Force: Administrative Affairs

Task Force Chair: Helen Weston, Josh Abbas

Section 1: Overview of Department and Assessment Goals

1a: Department Overview

Campus Safety exists to enhance the security and protection of people and property at Hope College. Campus Safety partners with Residence Life, Student Life, Counseling and Psychological Services, the Holland Department of Public Safety, and Ottawa County Emergency Management Office to offer support and resources for students, faculty, administration, and college employees. The Department of Campus Safety includes nearly two dozen individuals, a dozen of whom are professional public safety officers with years of law enforcement experience. Campus Safety is available to students twenty-four hours a day, seven days a week, 365 days a year. They prioritize visibility and desire to create a safer community by building relationships with students and staff. Campus Safety offers a variety of services to students and staff including self-defense training, off-campus transportation, locksmith, lost and found, ID cards, escort services, 24/7 patrol, parking information, and assistance with car problems.

1b: Assessment Goals

Assessment is a function of Student Congress that gathers data on all Hope College offices, services and entities over a three year cycle. The Student Congress' Assessment function will assess student satisfaction with Hope College's co-curricular activities, providing crucial information about the student experience by analyzing student data, interview data and public documents from the respective department. The Assessments Committee, Frost Center for Data and Research, and Student Congress task

forces will partner with each department to assess Hope College's structures and services to determine how effectively they are serving all students at Hope College.

Section 2: Data

2a: Department Documents

According to Campus Safety their official mission statement is as follows:

Our Mission is to foster partnerships through community engagement so all members can learn, live, and work in a safe and secure environment. The success of our mission depends upon a true partnership between Campus Safety personnel and the diverse population of students, faculty, and staff that comprise the College – a partnership built upon mutual respect, responsibility and participation. Through that partnership, the members of Campus Safety pledge respect for the needs and rights of the community. Our vision is to be a recognized campus leader in the success of students. We are accountable to the College community and open to partnering with its members. By working together in creative ways, problems related to security, crime rates, and the fear of crime can be addressed.

Below are the listed services, resources, and work that Campus Safety contributes to students and the larger Hope College community, as listed on their website and reports and guidelines that Campus Safety provided to the Assessment Team.

- Residence Hall Security and Access
- Academic and Administrative Building Security and Access
- Lighting of Campus Facilities
- Maintenance of Campus Facilities
- Crime Prevention Programs
- Educational Awareness Programs
- Security Awareness Programs
- Code Blue Emergency and Safety Phones
- Bicycle Registration
- The Daily Crime and Fire Log
- Shuttle Service
- Safety Escorts

2b: Student Survey Results



Hope College Student Congress
Department Assessment
Campus Safety
November 1, 2021

Hope College Student Congress, in partnership with Frost Center for Data and Research, developed a questionnaire to evaluate ways that Hope College's co-curricular structures and non-academic services serve students. Each student's experience informs the assessment of services and strengthens the continuous improvement of Hope College.

In Fall 2021, Frost Center for Data and Research administered the questionnaire to all Hope College students. This included 8 items evaluating Campus Safety. The valid response rate was 35.31% (n=1,099) and the results point to five key findings related to Campus Safety.

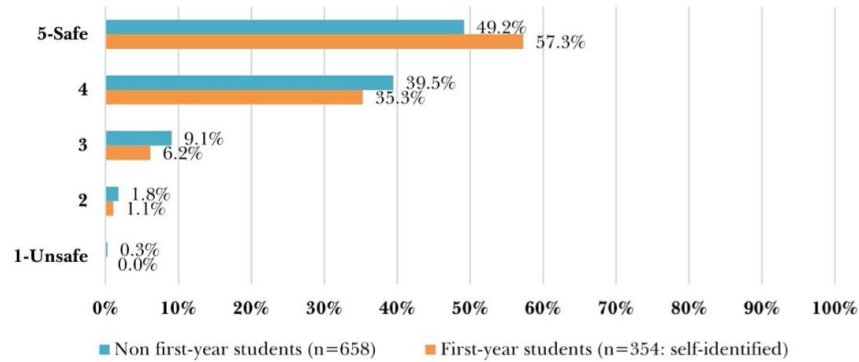
- Most students feel safe on Hope's campus, with first-year students (92.6%) feeling safer than non-first-year students (88.7%).
- Just under one-half of students have not utilized bicycle registration services (48.1%) or off-campus ride services (43.6%).
- Students are most satisfied with ID services (60.2%) among the 5 services assessed in the survey. Two services that students find the most unsatisfactory are parking registration (26.7%) and parking regulation (33.3%).
- Over half of the respondents (55.2%) are confident in describing the role of Campus Safety Officers on Hope's campus to someone outside of the Hope community.
- Six students (0.6%) reported that they have experienced bias, discrimination, or harassment from a Campus Safety officer or staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity.

We provided space for students to share what they would like Campus Safety to know regarding their satisfaction with the services provided. Of 169 students who responded to this open-ended question, the most frequently cited themes were lack of parking space (44.9%) and high cost of parking (33.0%). This was consistent with student responses to closed-ended questions where these two areas were found most unsatisfactory for students. Some examples of responses include: "The parking passes are way too expensive. There are limited spaces and we pay so much" and "The parking passes are very expensive and there isn't always enough parking available." Other identified concerns in students' comments were ambiguity of parking restrictions (4.4%) and safety issues (3.5%).

Of the six students who reported experiencing bias, discrimination, or harassment from a Campus Safety Officer, four students explained their experiences in detail. Two students reported discrimination based on gender (50%), one student reported discrimination based on race (25%), and one reported another form of discrimination (25%).

Tables with aggregate responses to survey questions are included on pages 2-4.

Student Congress Survey Results for Campus Safety - November 1, 2021

Question 2: How safe do you feel on Hope's campus? (n=1,012)

Question 3: How satisfied are you with the following services that Hope's Campus Safety provides? (n=1,099)

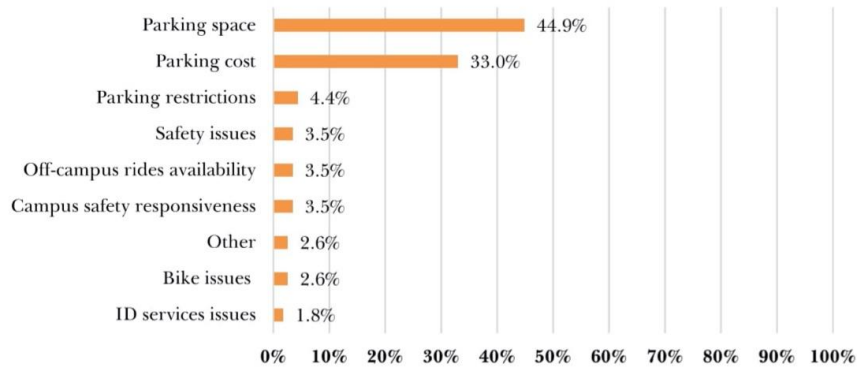
Campus Safety Service	1 = Extremely dissatisfied		2		3		4		5 = Extremely satisfied		Never used service	
	#	%	#	%	#	%	#	%	#	%	#	%
Off-campus rides	16	1.6%	21	2.0%	166	16.1%	174	16.9%	204	19.8%	449	43.6%
ID services	10	1.0%	27	2.6%	158	15.3%	304	29.5%	316	30.7%	215	20.9%
Parking registration	109	10.6%	166	16.1%	202	19.6%	213	20.7%	121	11.7%	220	21.3%
Parking regulation	103	14.3%	137	19.0%	141	19.6%	75	10.4%	46	6.4%	219	30.4%
Bicycle registration	13	1.3%	27	2.6%	183	17.9%	154	15.0%	154	15.0%	493	48.1%

Satisfaction by cohort, gender, race/ethnicity (mean response).

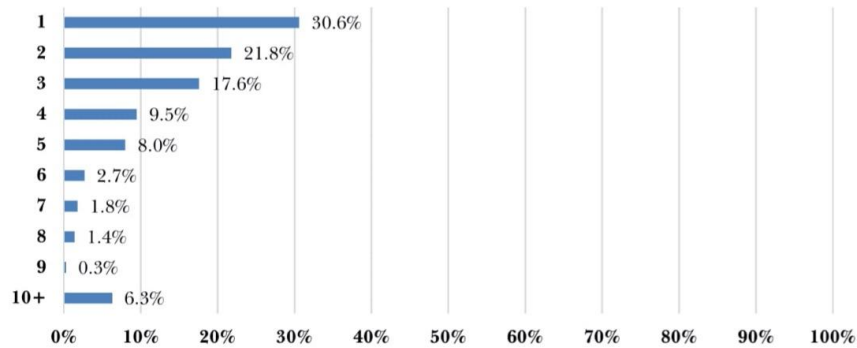
Campus Safety Service	Student Cohort				Race/Ethnicity		Pell-Grant Eligibility	
	1 st -Year (n=370)	2 nd -Year (n=288)	3 rd -Year (n=215)	4 th + -Year (n=226)	Students of Color (n=167)	White Students (n=917)	Pell-Grant Eligible (n=121)	Not Pell-Grant Eligible (n=608)
Off-campus rides	4.0	4.0	3.8	3.8	3.8	4.0	3.8	3.9
ID Services	4.3	4.1	4.0	3.9	4.0	4.5	3.9	4.0
Parking Registration	3.0	2.6	2.6	2.4	4.2	4.1	2.4	2.6
Parking Regulation	3.6	3.1	2.8	2.8	2.7	2.6	2.7	2.9
Bicycle Registration	3.9	3.8	3.7	3.7	3.2	3.1	3.8	3.7

Student Congress Survey Results for Campus Safety - November 1, 2021

Question 4: Is there anything else you would like us to know regarding your satisfaction with the services mentioned? (n=169 with duplicated counts)

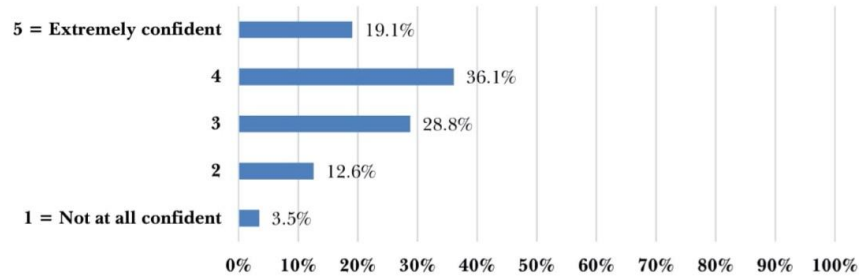


Question 5: Approximately, how many times last year did you interact with a Hope College Campus Safety Officer for a reason other than discipline? (Only asked of non-first-year students) (n=664)

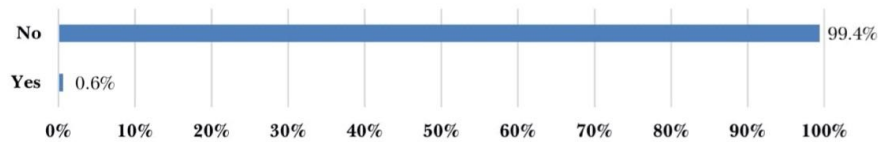


Student Congress Survey Results for Campus Safety - November 1, 2021

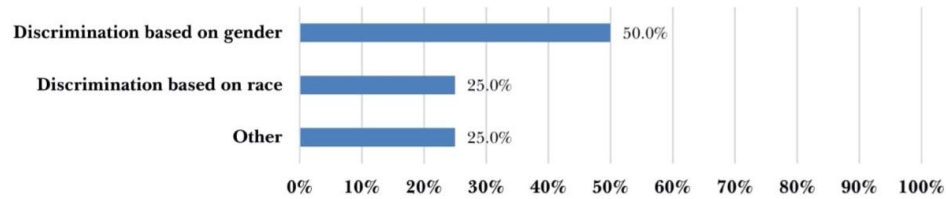
Question 6: How confident are you in describing the role of Campus Safety Officers on Hope’s campus to someone outside of the Hope community? (n=1,099)



Question 7: Have you ever experienced bias, discrimination, or harassment from a Campus Safety officer or staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity? (n=1,099)



Question 8: If yes, please explain. (n=4)



2c: Interview Data

The Administrative Affairs Task Force of Student Congress met with Campus Safety’s leadership team on October 27th, 2021. Director Jeff Hertel, Assistant Director Mike Kasher and Transportation and Communications Manager Kristi VanIngen spoke on behalf of Campus Safety, laying out the organization’s current services and goals. The purpose of this interview was to assess Campus Safety’s effectiveness in carrying out its mission and to learn more about the organization's interaction with students.

A recurring theme during the interview was Campus Safety’s efforts to change their image on campus from one of punishment and law enforcement to one of community engagement and trust. Mike explained that students “come in with a preconceived notion that we’re something that we’re not--that we’re law enforcement or police, but we’re not. Students think we’re just there for MIPs [minor in possession], and parking tickets and ‘they’re there to bust us.’” The interviewees communicated that their organization exists to serve the students, and they seek to do that through active communication with employees, such as dispatchers and officers, as well as numerous evaluations throughout the year. Kristi stated, “I think we’re always trying to better ourselves in any way that we can. We want to be more efficient. We want to be there for the students. Anything that we can do to be more engaged with the student body, we’re always adopting new ways to do that.”

Section 3: Assessment of Previous Cycle’s Action Steps

3a: Review of Previous Cycle’s Action Steps: N/A

3b: Results of Previous Cycle’s Action Steps: N/A

Action Step Recommendations

Department/Service name: Campus Safety

A timeline of action steps created by the department is to be completed and returned to the Chief of Assessments by the end of Spring Term 2022.

Date Approved: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Jeff Hertel

Task Force: Administrative Affairs Task Force

Task Force Chair: Helen Weston, Josh Abbas

Section 1:

Current Practice Description

1B. Relevant survey/interview data being utilized

During the interview with Jeff Hertel, Mike Kasher and Kristi VanIngen, a key area of concern identified was the dissonance between students' perspective of Campus Safety and the mission of the department. Campus Safety desires to reshape student understanding of their department to align with their mission of fostering partnerships through community engagement so all members can learn, live, and work in a safe and secure environment.

Similarly, survey data indicated that nearly half of the surveyed students were not confident in describing the role of Campus Safety. Additional survey data indicated that students are most dissatisfied with parking registration and regulation. The Student Congress Assessment Team's recommendations focus on implementing specific marketing and public affairs strategies targeted toward a) addressing the lack of knowledge regarding the role of Campus Safety b) creating awareness throughout the student body of the specific services Campus Safety offers (including parking) c)

increasing interactions with the student body to cultivate positive engagement with Campus Safety.

Section 2:
Desired Outcome

2A. Relevant CAS Standard

- The First step for the Campus Police and Security Program is to provide a safe and orderly Campus by enforcing the law, institutional and community standards, and making sure students can learn in a safe environment.
- The second step are the programs and services that the Campus Police and Security Program promises to ensure to the students of Hope College. The goal of campus safety is to maintain a safe and orderly campus, the communication and enforcement of laws, collaboration with institutions to enforce campus policies, protect the right of people who are supposed to be in the campus, give assistance when needed, encourage a respect of the law, and encourage and initiate education activities that promote safety to reduce violations of the law.
- Campus Police and Security Program goals address
 - communication and enforcement of applicable laws and ordinances
 - collaboration with appropriate institutional unit and programs to develop, disseminate, interpret, and enforce campus policies and procedures
 - facilitation and encouragement of respect for the law, campus safety, and institutional governance
 - initiation and encouragement of educational activities that serve to promote safety and reduce violations of the law and of campus regulations
- Campus Police and Security Program serves the campus community by partnering with other stakeholders to reduce disruption, harm, and violation of institutional policy and the law and to encourage safe individual and group behavior.
- Campus Police and Security Program develops and implements strategies for outreach and promotion.

- Campus Police and Security Program develops and disseminates a written statement describing its authority, philosophy, jurisdiction, and procedures to all members of the campus community.
 - If an institution contracts with a local law enforcement agency to provide police and security services on campus, Campus Police and Security Program advocates that the institution
 - describe the relationship of campus personnel with local law enforcement agencies, including whether those security personnel have the authority to make arrests
 - identify any agreements, such as written memoranda of understanding between the institution and such agencies
 - provide training to these personnel regarding their responsibility for enforcement of institutional policy
 - identify an institutional employee to whom this agency and its personnel report while working on behalf of the institution
-

Section 3: **Improvement Action Recommended**

3A. Overview of recommended action

Student Congress recommends a review and restructure of the Campus Safety marketing strategy. Students voice concerns about the current state of officer-student relations as well as a general misunderstanding of the purpose, mission, and presence of Campus Safety alongside the services they have to offer. Student Congress recommends the following to improve relations with the student body.

1. Consider creating a media and marketing intern or manager position within Campus Safety.
 - a. Campus Safety would seek employment of a social media manager to manage the presence of Campus safety in digital spaces, and promote the

department through graphic design, social media, and other marketing platforms.

2. Better advertise the Community Engagement Model.
 - a. Campus Safety would expand the current community engagement model to include regular campus events. Similar to events of the past such as “Donuts with Campus Safety.” This could include sponsoring community events through SAC and Residential Life.
 - b. Clarify to the student body why officers are present in residential halls and neighborhoods and advertise their new community model.
 - c. Campus Safety would be proactive and adamant in the attendance of Residential Life events and have officer presence at community events.
3. Present to First Year Seminar classes.
 - a. Campus Safety would coordinate with the FYS program in giving at least one presentation per class, informing First Year students on the purpose of Campus Safety as well as the services they provide with the goal of a greater campus education of Campus Safety and their services.
 - b. Similarly, Campus Safety would coordinate with the Provost in integrating Campus Safety services into the campus-wide syllabus so that all students have equal access to and a continual reminder of these services.

NOTE: The services marketed by the social media intern or manager and the First Year Seminar presentations should include but are not limited to:

- c. Alcohol policy and amnesty clause
- d. Clarify relationship with the Holland Police Department
- e. Define borders between Campus Safety and Holland Police Department
- f. Off Campus ride accessibility
- g. Active intruder response plan (defined for students and classrooms)
- h. As well as the generally marketed services campus safety has to offer

3B. Recommended Timeline

Our time line for followup on this report is as follows:

1. Communicate by the end of the following semester (spring if assessed in the fall, fall if assessed in the spring) which recommendations, if any, Campus Safety will

address, and to what capacity they will do so. The Student Congress Assessment Team will await further details on the action steps that will be taken.

2. Before or after notifying the Assessment Team of the anticipated action steps, Campus Safety may begin implementing their plan.
3. 3 years after the Assessment process began, the Assessment Team will return to Campus Safety to begin the next cycle of Assessment.

3C. Anticipated outcome of action steps

The Student Congress Assessment Team believes that by accepting and acting on the recommendations above (Section 3A), Campus Safety will better serve each student's complex and dynamic needs. Anticipated outcomes include improved communication with all students, more effective points of connection with first-year students, a stronger community engagement model, and finally, improved accessibility of Campus Safety information for all students.

Appendix H: Creative Dining Services Assessment Report

Department Assessment Report

Service/Department: Creative Dining Services

Date Approved by General Congress: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Sue Schierbeek, Dan Zehr

Vice-President: Tom Bylsma

Task Force: Campus Life

Task Force Chair: Anders Bogard

Section 1: Overview of Department and Assessment Goals

1a: Department Overview

Hope Dining, operated jointly by Hope College and Creative Dining services, is a group tasked with serving the Hope College community for dining needs and services. Their goal is to provide the best possible dining experience for students, faculty, staff, and the community. Hope Dining's services include Phelps Dining Hall, Cook Dining Hall, the Kletz Market, and Cup & Chaucer (when it is in operation).

1b: Assessment Goals

Assessment is a function of Student Congress that gathers data on all Hope College offices, services and entities over a three year cycle. The Student Congress' Assessment function will assess student satisfaction with Hope College's co-curricular activities, providing crucial information about the student experience by analyzing student data, interview data and public documents from the respective department. The Assessments Committee, Frost Center for Data and Research, and Student Congress task forces will partner with each department to assess Hope College's structures and services to determine how effectively they are serving all students at Hope College.

Section 2: Data

2a: Department Documents

The Hope College Dining Services website homepage communicates the following goals and values:

- Hope College Dining Services strives daily to provide the best possible experience for our students, guests and alumni.
- We provide thoughtful, high-quality, nutritious food and exceptional service, with a focus on sustainability, because we believe food matters.
- We create experiences that reflect the unique needs and values of the community we serve.

2b: Student Survey Results

Hope College Student Congress, in partnership with Frost Center for Data and Research, developed a questionnaire to evaluate ways that Hope College's co-curricular structures and non-academic services serve students. Each student's experience informs the assessment of services and strengthens the continuous improvement of Hope College.

In Fall 2021, Frost Center for Data and Research administered the questionnaire to all Hope College students. This included 6 items evaluating Dining Services. The valid response rate was 35.31% (n=1,099) and the results point to five key findings related to Dining Services.

- First-year students are generally more satisfied with all five qualities of Dining Services (i.e., food variety, food quality, hours of operation, allergy and dietary sensitivities, and accessibility of dining spaces) compared to non-first-year students.
- Overall, students are most satisfied with Dining Services' accessibility of dining spaces (57.6%), allergy and dietary sensitivities options (48.3%), and food variety (34.9%) respectively.

- 781 students (74.7%) answered that they were provided with comprehensive and accurate information regarding meal plan costs, dining hours, nutritional information, etc. There was no significant difference between the responses of first-year students and non-first-year students.

- Eight students (0.8%) reported that they have experienced bias, discrimination, or harassment from a Dining Services staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity.

- Of the respondents employed by Dining Services
 - 63.3% reported that Dining Services properly accommodates their dual role as both student and employee.

 - 39.8% reported that they are compensated for the level of commitment and work expected of them.

 - 47.0% reported that their supervisors in Hope Dining Services invested in their growth as a professional. Tables with aggregate responses to survey questions are included on pages 2-4.

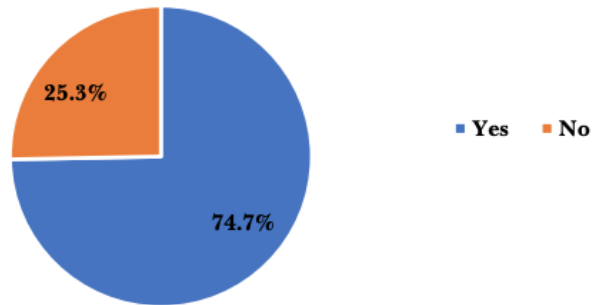
Question 2: How satisfied are you with the following qualities of Hope College Dining Services?
 (n=1,099)

Services Provided	First-year students (n=375)					Non-first-year students (n=724)				
	1 = extremely dissatisfied	2	3	4	5 = extremely satisfied	1 = extremely dissatisfied	2	3	4	5 = extremely satisfied
Food variety	10 2.8%	71 19.6%	121 33.3%	126 34.7%	35 9.6%	50 7.4%	156 23.0%	270 26.0%	176 3.8%	26 3.8%
Food quality	25 6.9%	61 16.9%	140 38.7%	123 34.0%	13 3.6%	41 6.1%	183 27.0%	263 38.8%	172 25.4%	18 2.7%
Hours of operation	44 12.2%	116 32.0%	80 22.1%	91 25.1%	31 8.6%	91 13.5%	155 23.0%	197 29.2%	191 28.3%	40 5.9%
Allergy and dietary sensitivities	19 5.3%	27 7.5%	86 24.0%	126 35.1%	101 28.1%	65 9.6%	120 17.8%	217 32.2%	176 26.1%	96 14.2%
Accessibility of dining spaces	8 2.2%	32 8.9%	81 22.4%	149 41.3%	91 25.2%	31 4.6%	91 13.5%	197 29.1%	252 37.3%	105 15.5%

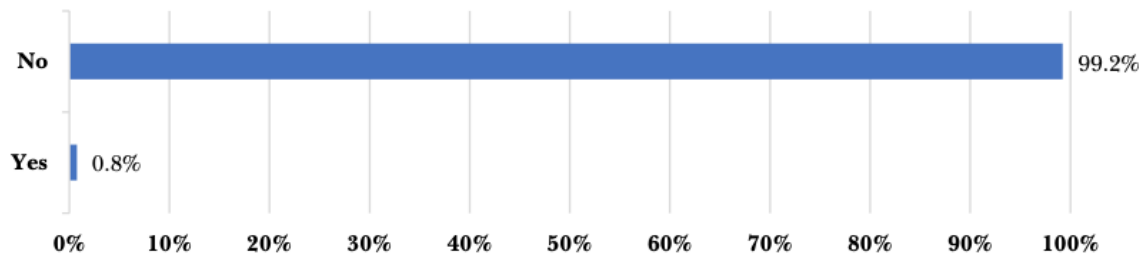
Satisfaction by cohort, gender, race/ethnicity (mean response).

Services Provided	Student Cohort				Race/Ethnicity		Pell-Grant Eligibility	
	1 st Year (n=370)	2 nd Year (n=288)	3 rd Year (n=215)	4 th + Year (n=226)	Students of Color (n=167)	White Students (n=917)	Pell-Grant Eligible (n=121 excluding 1 st year students)	Not Pell-Grant Eligible (n=608 excluding 1 st year students)
Food variety	3.3	3.0	3.0	2.9	3.0	3.1	2.9	3.0
Food quality	3.1	2.9	3.0	2.9	2.8	3.0	2.9	2.9
Hours of operation	2.9	3.0	2.8	2.9	2.8	2.9	2.8	2.9
Allergy and dietary sensitivities	3.7	3.3	3.1	3.1	3.3	3.4	3.1	3.2
Accessibility of dining spaces	3.8	3.5	3.4	3.4	3.4	3.6	3.3	3.5

Question 3: Were you provided with comprehensive and accurate information regarding meal plan costs, dining hours, nutritional information, etc. upon your arrival at Hope? (n=1,046)



Question 4: Have you ever experienced bias, discrimination, or harassment from a Dining Services staff member on the basis of race, color, national origin, ethnicity, religion, or gender identity? (n=1,048)



Question 5: If so, please explain. (n=5)

Of the eight students who reported experiencing bias, discrimination, or harassment from a Dining Services staff member, five students explained their experiences in detail. All five responses pointed to discrimination based on race with four indicating differential treatment by staff in providing services with advantage given to white students over students of color (i.e. incidents of allowing white students opportunities or priority in receiving dining services that students of color did not receive). One response indicated a biased question that was asked by a staff member of the student regarding their ethnicity.

Question 6: To what extent are the following statements true? (Only asked of students employed by Dining Services) (n=98)

	1 = untrue		2		3		4		5 = true	
	#	%	#	%	#	%	#	%	#	%
Dining Services properly accommodates my dual role as both student and employee.	7	7.1%	9	9.2%	20	20.4%	27	27.6%	35	35.7%
I am properly compensated for the level of commitment and work expected of me.	16	16.3%	21	21.4%	22	22.4%	21	21.4%	18	18.4%
My supervisors in Hope Dining Services invested in my growth as a professional.	9	9.2%	23	23.5%	20	20.4%	28	28.6%	18	18.4%

2c: Interview Data

The focus of Dining Services is to provide the best possible experience for the students, faculty, staff and the community. When it comes to work opportunities for students Dining Services wants to offer flexibility, a community, and value for the student employees. In the dining halls Dining Services wants to offer a quality dining experience with a focus on sustainability.

This department is co-structured with Creative Dining. All student employees in dining are part of Hope Dining and those who are not students are employed by Creative Dining. Hope has been working with Creative Dining for 31 years.

The organizational structure of Dining Services has three operations/associate managers who oversee multiple departments within Dining Service. The three managers oversee residential/retail operations, hotel operations, and food/beverage operations. Underneath these positions are seven to eight management positions consisting of supervisors and leads. These positions consist of hiring, scheduling, and management of the different internal departments. Underneath these positions are the service personnel who consist of student employees and Creative Dining employees.

Current obstacles stem a lot around a tight budget. To innovate, sometimes you need money. Hope has a good relationship with Creative Dining and has worked well in the past. Hope can move slowly with assistance at times however.

There is also a push within Dining Services to gather more student feedback. Within the dining halls there are comment cards with QR codes/links. Dining Services receive about six responses a week with feedback. Social media has been a handy tool to gather feedback as it offers more instantaneous feedback. Dining Services also have an email survey they sent out and are waiting on the responses as of the time of writing.

When Dining Services evaluate their department, they focus on being present to evaluate constantly. Every two years they send out an internal employee survey to gather data. On top of that survey, on a quarterly basis they perform one-on-one meetings with employees. Every Wednesday the management teams meet with Dan Zehr (residential/retail operations manager).

Section 3: Assessment of Previous Cycle's Action Steps

3a: Review of Previous Cycle's Action Steps

3b: Results of Previous Cycle's Action Steps

Student Congress Assessment Committee

Action Step Recommendations

Department/Service name: Creative Dining Services

A timeline of action steps created by the department is to be completed and returned to the Chief of Assessments by the end of the Spring Semester, 2022.

Date Approved by General Congress: December 6, 2021

Semester: Fall 2021

Service/Department Lead: Sue Schierbeek, Dan Zehr

Task Force: Campus Life Task Force

Task Force Chair: Anders Bogard

Section 1:

Current Practice Description

1B. Relevant survey/interview data being utilized (may reference report)

The Assessment student survey administered by the Frost Center for Data and Research provided insight into the level of satisfaction concerning dining services among students of varying demographics, including race and grade. Overall, students are most satisfied with dining's handling of allergy and dietary sensitivities (42.3%) and the accessibility of dining spaces (40.7%). Quality is the primary area of growth, with only 6.3% of students reported feeling highly satisfied with food quality. However, few students demonstrated strong opinions in regards to dining, with an overall mean satisfaction rating of 3.15 out of 5. First year students appear to be the most satisfied with a mean satisfaction rating of 3.36 out of 5. 4th year students appear to be the least satisfied with a mean satisfaction rating of 3.04 out of 5. Students of color tend to be less satisfied than white students, with mean total satisfaction ratings of 3.06 and 3.2

respectively. The majority of students, 74.7%, felt they were provided with comprehensive and accurate information regarding meal plan costs, dining hours, nutritional information upon their arrival at hope.

Students that reported they were employed by dining services were given additional questions regarding their satisfaction as employees. 35.7% of these students highly agreed that dining services properly accommodated their role as both an employee and a student. Employee compensation and personal investment seem to pose the largest hurdles for Hope Dining. Compensation showed a somewhat even distribution among satisfaction, but the largest number of students (22.4%) reported a 3, a neutral stance. 18.4% of workers strongly agreed that Hope Dining was invested in their professional development.

Section 2: Desired Outcome

2A. Relevant CAS Standard

- Enhanced focus on the core services that a successful dining program should provide, including nutritional offerings, food service options, meal plan design, and collaborations with campus entities.
- Guidance on target outcomes for dining programs, including financial stability, health and safety compliance, customer satisfaction, sustainability, cultural awareness, sense of community, and student learning and development.
- The mission of Dining Services Programs (DSP) is to provide a clean and comfortable dining environment that offers quality dining options, prioritizes customer service, encourages individual and community development, and meets the nutritional, educational, and social needs of students and the campus community.
- Dining Services Programs (DSP) creates and maintains educational and work environments that are welcoming, accessible, inclusive, equitable, and free from bias or harassment.

Section 3: Improvement Action Recommended

3A. Overview of recommended action

1. Improved communication with the student body.
 - a. Communication of dining hours for Phelps Dining Hall, Cook Dining Hall and Kletz market via website and/or social media.
 - i. Improved communication of More Time to Dine options.
 - ii. Offer content to better engage students on the website.
 - b. Communicate how to use the GET app.
 - c. Communicate with student leaders for seasonal, cultural or religious dietary needs.
2. Wider variety of vegetarian and vegan options (when staffing can accommodate for it).
 - a. Increase emphasis on plant-based proteins.
 - b. Provide more options at The Zone.
 - c. Bring back “meatless Mondays.”
 - d. Offer more vegetarian and vegan options in other stations such as the Comfort Corner.
3. Continue to improve inclusivity of food offered for religious or cultural needs.
 - a. Offer better non-meat options on Fridays during Lent for Catholic students.
 - b. Expand dining hours to opening from sundown to 5am for Muslim students observing Ramadan.
 - c. Offer foods that are Halal or Kosher.
4. Improve the employment experience for student employees.
 - a. Invest more in the professional development of employees.
 - i. Establish mentorship programs.
 - ii. Create incentives for quality teamwork.
 - iii. Allow opportunities for students to take on high level roles within Dining.
 - b. Continue to advocate for increased student wages.
 - i. Advocate for current increase to remain after the trial year.
 - ii. Explore options for benefits such as more free meals, bonuses, or more Dining Dollars.

- c. Develop a stronger teamwork and community atmosphere for employees.
 - i. Communicate larger mission-based motivation for employees beyond technical instruction.
 - ii. Encourage employees to interact, bond and develop rapport with one another.

3B. Recommended Timeline

Our time line for followup on this report is as follows:

1. Communicate by the end of the following semester (spring if assessed in the fall, fall if assessed in the spring) which recommendations, if any, Hope Dining will address, and to what capacity they will do so. The Student Congress Assessment Team will await further details on the action steps that will be taken.
2. Before or after notifying the Assessment Team of the anticipated action steps, Hope Dining may begin implementing their plan.
3. 3 years after the Assessment process began, the Assessment Team will return to Hope Dining to begin the next cycle of Assessment.

3C. Anticipated outcome of action steps

The Student Congress Assessment Team believes that by accepting and acting on the recommendations above (Section 3A), Hope Dining will better serve each student's complex and dynamic needs. Anticipated outcomes include improved communication with all students, more vegetarian and vegan options, improved cultural inclusivity with food, better consistency with food quality, and finally, an improved employment experience for student workers.

Appendix I: Fall Semester Minutes

General Congress: 9/13/2021

A regular meeting of the Student Congress was held in the **BSC Great Room** on **September 13, 2021**. The meeting was convened at 07:30 pm, Mara Benitez, Vice President presiding, and Garrett Shrode, Stand-in Secretary.

Members in Attendance: Josh Abbas, Jane Altevogt, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Ben Catton, Maureen Cole, Onnah Dereski, Katie Donahue, Ben DuBay, Ethan Getchell, Joshua Haddad, Cameron Hamilton, Andrea Hernandez, Hope Herremans, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Sam Martino, Charles Michels, Lucy Miller, JD Murray, William Novak, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Morgynn Vallieres, Anna Walta, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Cecilia Casper, Miyako Coffee, Molly Douma, Van Lian

Guests: None

Approval of Minutes: N/A, First Meeting of the Semester

Task Force Reports:

Administrative Affairs Task Force: N/A, First Meeting of the Semester

Academic Affairs Task Force: N/A, First Meeting of the Semester

Campus Life Task Force: N/A, First Meeting of the Semester

Committee Reports:

Culture and Inclusion Committee: N/A, First Meeting of the Semester

Old Business: N/A, First Meeting of the Semester

New Business:

- **Discussion:**

- This first meeting focused on onboarding the new student Congress members. President Rufenacht and Vice President Benitez outlined the attendance policy, dress code, the campus governance structure, the structure of Student Congress, and our mission and purpose. Each member of the Exec board took a few minutes

to explain their role and who they oversee (Appropriations (Rapps and Whitmore), Culture and Inclusion (Hernandez and Kamara-Hagemeyer), Presidential Staff (Shrode), Assessments (Bassett), Critical Issues Symposium (Kalthoff)). Each member of Congress received a folder with much of this information. Chief of Staff Shrode then explained Robert's Rules of Order and Basecamp, our task management software. The General Congress then broke into task forces for further introductions. The night ended with Hope Trivia to begin fostering our intentional Congress community, joined by the Culture and Inclusion Committee and the Appropriations Committee.

Adjournment:

The meeting was adjourned at **9:15 PM**

Garett Shrode, Stand-in Secretary

Student Congress

General Congress: 9/20/2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **September 20, 2021**. The meeting was convened at 08:30 pm, Mara Benitez, Vice-President presiding, and Cecilia Casper, Secretary.

Members in Attendance: Josh Abbas, Jane Altevogt, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Ben Catton, Sara Cerda, Miyako Coffey, Maureen Cole, Onnah Dereski, Katie Donahue, Ben DuBay, Angela Green, Joshua Haddad, Cameron Hamilton, Andrea Hernandez, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Sam Martino, Lucy Miller, JD Murray, William Novak, Elle Oom, Grace Purdue, Luke Rufenacht, Esther Seely, Garrett Shrode, Shelby Smego, Meghan Smith, Luong Tran, Anna Walta, Tsion Weldetsadik, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Molly Douma, Ethan Getchell, Hope Herremans, David Slakes, Van Lian, Charles Michels, Paige Nielsen, Drew Rapps, MacKenna Shampine, Morgynn Vallieres

Guests: None

Approval of Minutes: N/A, First Minutes

Task Force Reports:

Administrative Affairs Task Force: Discussion is underway regarding the student wage discrepancy, adding additional bike racks, as well as the potential addition of outdoor disposal around campus. Old business with security cameras has been concluded.

Academic Affairs Task Force: DEVIN WHITE

Discussion is underway regarding the cohesion of academic affairs and assessments, the accessibility of moodle for professors and faculty, and the potential return of the PC systems and additional printers.

Campus Life Task Force: Discussion is underway regarding the struggle of staffing in dining services as well as the wage discrepancy. Recognized the need for trash cans on campus and more specifically, recycling. Discussed potential options for more accessibility with dining dollars, potentially to be used downtown. Contacted Phys Plant about hand dryers to reduce waste.

Committee Reports:

Culture and Inclusion Committee: Discussion is underway regarding the emergency response plan, MSO volunteer opportunities available this semester, as well as potential Congress partnerships with MSO's for cultural heritage month. Two guest speakers have been solidified for congress meetings this semester.

CIS: Brief introduction was given about the event including the date it will be held, October 6th.

Cabinet / Executive Board Reports:

Controller: Introduced controller elect Esther Steely.

Assessments: Continuing to build the bridge between the student population and dining services. Waiting on final details for the student dining services survey.

Old Business: N/A, Second Meeting of the Semester

New Business:

- **Motion:** Moved by **Mara Benitez** that Congress
- **Discussion:**
 - Continued conversation about participation in task forces and how to better serve our peers.
 - Discussed Congress 50/50 attendance policy.
 - C&I Time: Took a brief survey to allow the C&I Committee to set their agenda for the semester.
 - Ad Hoc for Nykerk: Discussion ensued regarding the details of where the funding was directly going. One-time rental and coming from student activities fee. Motion made by Mara Benitez, second by JD Murray. Motion carried.
 - Moved to appoint a new Phelps Hall Representative, Ethan Clarke. Motion made by Will Novak, seconded by Mara Benitez. Motion carried.
 - Still wearing masks, will reevaluate after fall break.

Adjournment:

The meeting was adjourned at **9:18**

Cecilia Casper, Secretary

Student Congress

General Congress: 9/27/2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **September 27, 2021**. The meeting convened at 07:00 pm, Mara Benitez, Vice-President presiding, and Cecilia Casper, Secretary.

Members in Attendance: Josh Abbas, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Ben Catton, Sara Cerda, Maureen Cole, Onnah Dereski, Katie Donahue, Ben DuBay, Molly Douma, Ethan Getchell, Angela Green, Joshua Haddad, Cameron Hamilton, Andrea Hernandez, Hope Herremans, Abby Holm, Ty Holzwarth, Kate Kalthoff, Justin Kneeshaw, Van Lian, Sam Martino, Charles Michels, Lucy Miller, JD Murray, Paige Nielsen, William Novak, Elle Oom, Grace Purdue, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Luong Tran, Morgynn Vallieres, Tsion Weldetsadik, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Jane Altevogt, Miyako Coffey, Mary Kamara-Hagemeyer, Drew Rapps, Meghan Smith, Anna Walta

Guests: None

Approval of Minutes: Motion was made by **Paige Nielsen** to approve the minutes of the **9/20** meeting.

Task Force Reports:

Administrative Affairs Task Force: Discussion continues regarding student pay, survey is being created to gather more information.

Academic Affairs Task Force: Discussion continues regarding advising and the need for the return of the PC systems. Potential survey in the works to gather information on the need for computers.

Campus Life Task Force: Now heading the trash and recycling issue. Discussion continues regarding the use of dining dollars in other locations off campus. Received email back from Phys Plant about electric hand dryers, looking like nothing is going to change.

Committee Reports:

Culture and Inclusion Committee: National Hispanic Heritage Month presentation.

CIS: Speakers and Opus are being finalized. Schedule should be sent out.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Mara Benitez** that Congress
- **Discussion:**
 - Congress fall retreat information given.
 - C&I Time: MSO survey to gather information, LSO event information, and Andrea Hernandez spoke about National Hispanic Heritage Month. Discussing the history, significance, and what we can do as Congress to represent, respect, and appreciate different heritages on our campus.
 - Ad Hoc: Requested funding for the pull to level the ground. Needed for accessibility and fairness. Needs to be leveled anyway for potential future development. Motion made by Mara Benitez, second by JD Murray. Motion carried.
 - Discussion about the need for events/activities on campus this year. There is a need for congress presence through activities or events. Congress should consider partnerships with other student organizations and committees.
 - Laundry in cottages is too expensive.

Cabinet / Executive Board Reports:

Social Media Chairs: Bringing back door decorations, look for email.

Assessments: Finished intro meetings and student dining services survey will be released soon.

Appropriations: Discussion about the use of the activities fees. Three Ad Hocs on the table to be presented, potentially next week.

Adjournment:

The meeting was adjourned at **8:51**

Cecilia Casper, Secretary

Student Congress

General Congress: 10/4/2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **October 04, 2021**. The meeting convened at 07:00 pm, Luke Rufenacht, President presiding, and Cecilia Casper, Secretary.

Members in Attendance: Josh Abbas, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Ben Catton, Sara Cerda, Miyako Coffey, Maureen Cole, Katie Donahue, Ben DuBay, Molly Douma, Ethan Getchell, Angela Green, Joshua Haddad, Andrea Hernandez, Hope Herremans, Abby Holm, Ty Holzwarth, Justin Kneeshaw, Van Lian, Sam Martino, Charles Michels, Lucy Miller, JD Murray, William Novak, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Morgynn Vallieres, Anna Walta, Helen Weston, Devin White, Haley Whitmore

Members Absent: Jane Altevogt, Onnah Dereski, Cameron Hamilton, Kate Kalthoff, Mary Kamara-Hagemeyer, Paige Nielsen, Tsion Weldetsadik, Drake Yatooma

Guests: None

Approval of Minutes: Motion was made by **Kate Kalthoff** to approve the minutes of the **9/27** meeting.

Task Force Reports:

Administrative Affairs Task Force: Survey is coming out this week about wages. Every security camera is installed but one. Student Congress Social Media Chairs are in discussion about creating a social media campaign to educate students on campus about security cameras; why they're used, what's their function. Voorhees bike rack got moved to the back. Continued discussion about something every Saturday

Academic Affairs Task Force: Hope is in the process of being accredited for online education. Continued discussion with CIT regarding PC computers. No plan about active shooter in syllabus can we find a way to add that?

Campus Life Task Force: Discussion regarding more potential break-days on campus. Met with Michelle Gibbs with Hope Sustainability for recycling; discussed how to get recycling in buildings. The process is super expensive so they will get to that when they can. Update on dining dollars outside of hope: not a positive response from business services so this will stay in discussion.

Committee Reports:

Culture and Inclusion Committee: Volunteer sign-up forms coming, more information will come about specific volunteer opportunities.

CIS: Week of CIS! Keynote speaker is mandatory for congress.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Mara Benitez** that Congress
- **Discussion:**
 - C&I Time: Discussed diversity backlash.
 - Ad hoc: \$4,500, from Student Congress for leadership role stipends. New stipends for Summer Student Congress, Chief of Assessments, and CIS Director stipend. Will be added to the yearly budget. Motion made by Haley Whitmore, second by MacKenna Shampine. Approved. Stickers will come later.
 - Motion to move laundry issue in cottages to Campus Life Task Force. Too expensive. Approved
 - Ethan Getchel with Grace and Addiction student group. What can Student Congress do to help grow this group? Is there room for them to come share?
 - Discussion about Prism and the harshly-worded; not appropriate. Luke clarified how we as Student Congress are responding. Is there a more appropriate time to talk about this in General Congress? C&I time?
 - Hang out with President Scogin next week for General Congress.

Cabinet / Executive Board Reports:

Appropriations: Approved Ad Hoc of \$1,300. Anything over \$1,500 comes to general.

Assessments: Survey is out. Working on interview questions. More information to come regarding the Team of Assessment elect position.

Chief of Staff: Door decs are coming. Weekly Student Congress update videos are also coming.

Adjournment:

The meeting was adjourned at **9:02**

Cecilia Casper, Secretary

Student Congress

GENERAL CONGRESS | October 25, 2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **October 21, 2021**. The meeting convened at 07:00 pm, **Luke Rufenacht**, President presiding, and **Cecilia Casper**, Secretary.

Members in Attendance: Josh Abbas, Jane Altevogt, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Miyako Coffey, Maureen Cole, Onnah Dereski, Molly Douma, Ethan Getchell, Joshua Haddad, Cameron Hamilton, Hope Herremans, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Sam Martino, Charles Michels, Lucy Miller, JD Murray, William Novak, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Morgynn Vallieres, Anna Walta, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Ben Catton, Ben DuBay, Katie Donahue, Angela Green, Andrea Hernandez, Justin Kneeshaw, Van Lian, Luong Tran

Guests: None

Approval of Minutes: Motion was made by **Paige Nielsen** to approve the minutes of the **10/4** meeting.

Task Force Reports:

Administrative Affairs Task Force: Security camera promotions out this week. Student wage survey got 460 responses, now a process of sifting through and compiling data then submitting to administration.

Academic Affairs Task Force: Brainstorming survey questions to collect data on computer usage specifics contrasting CIT opinion that academic labs are sufficient. Advising has moved to formalizing main ideas and meeting with provost Dr. Griffin to gauge his opinions.

Campus Life Task Force: Meeting with Hope Advocates for Sustainability to discuss education and recycling. Formatting education on alcohol / safety policies.

Committee Reports:

Culture and Inclusion Committee: Discussed LGBTQ and Health. Book reading and speaker event with the board. Columbus day sale from the bookstore has been addressed by email; now looking at other sale events and working with CDI to improve inclusiveness. Diversity audit to discuss with Equity and Compliance Officer to see how CDI can help.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Ty Holzwarth** that Congress
- **Discussion:**
 - Ad Hoc: PASA “Taste of Africa”
 - Original ad hoc proposed by them needed adjustments
 - Adjustments made now \$2,037, funding for student cooked meals in coherence with dinging to serve 50-75
 - Motion to approve by Ty Holzwarth. Motion carried.
 - Voting in Dykstra Representative Noel Vanderbilt. Motion to vote by William Novak. Motion carried.

Miscellaneous:

Cabinet: Discussed minutes template.

Exec: Discussed a new committee / team opportunity with Dr. Van Wylen. Gaged which subcommittees have met.

Presidential Staff: Chief Elect for Assessments application closes Friday, October 29. CIS position and Freshman Representative applications also coming.

Residential Life Committee: Discussion about cottage versus on-campus PC usage. Discussion about furniture in cottages: What is / isn't needed? Should furniture be added or removed? Table to General Congress next week. Discussion regarding gender-inclusive housing.

Adjournment:

The meeting was adjourned at **9:01**

Cecilia Casper, Secretary

Student Congress

GENERAL CONGRESS | November 1, 2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **November 1, 2021**. The meeting convened at 07:00 pm, **Luke Rufenacht**, President presiding, and **Cecilia Casper**, Secretary.

Members in Attendance: Josh Abbas, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Miyako Coffey, Maureen Cole, Onnah Dereski, Molly Douma, Katie Donahue, Ben DuBay, Ethan Getchell, Joshua Haddad, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Sam Martino, Lucy Miller, JD Murray, William Novak, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Morgynn Vallieres, Noel Vanderbuilt, Anna Walta, Helen Weston, Devin White, Haley Whitmore

Members Absent: Jane Altevogt, Grace Baker, Ben Catton, Cameron Hamilton, Andrea Hernandez, Hope Herremans, Van Lian, Charles Michels, Drake Yatooma

Guests: None

Approval of Minutes: Motion was made by **Ethan Getchell** to approve the minutes of the **10/25** meeting.

Task Force Reports:

Administrative Affairs Task Force: No official update today.

Academic Affairs Task Force: No official update today.

Campus Life Task Force: No official update today.

Committee Reports:

Culture and Inclusion Committee: Discussion about Systemic Racism and Redlining.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Haley Whitmore** that Congress
- **Discussion:**
 - TedxHope College Ad Hoc: \$3,015
 - Not a student organization when budget was happening last year, submitted ad hoc for budget this year
 - Moved interactive writing materials -> removed from ad hoc and moved to capital request

- Appropriations did not approve funding of jimmy johns
- Print and services can be included in ad hoc -> depends on scope of the organization
- Discussion about notebook price of \$752. Hesitancy about the usage but Lizzy described the notebooks as vital. 150 branded notebooks
- Motion to approve by JD Murray. Motion carried.
- ASU stipend Ad Hoc: \$2,696
 - On a tier schedule, last year was the first year ASU received stipend
 - Discussion about equity between ASU, LSO, and BSU
 - Motion to approve by JD Murray. Motion carried.

Miscellaneous:

Exec: Announced Task Force time will follow General Congress beginning next week. Monday night Student Congress dinners at 6 at Phelps.

Adjournment:

The meeting was adjourned at **9:12**

Cecilia Casper, Secretary

Student Congress

GENERAL CONGRESS | November 8, 2021

A regular meeting of the Student Congress was held in the **Bultman Student Center Great Room** on **Monday, November 8, 2021**. The meeting convened at 07:00 pm, **Mara Benitez**, Vice President presiding, and **Garett Shrode**, Acting Secretary.

Members in Attendance: Josh Abbas, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Lauren Bryan, Ben Catton, Miyako Coffey, Onnah Dereski, Molly Douma, Katie Donahue, Ethan Getchell, Joshua Haddad, Hope Herremans, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Sam Martino, Charles Michels, Lucy Miller, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, MacKenna Shampine, Garett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Morgynn Vallieres, Noel Vanderbuilt, Anna Walta, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Jane Altevogt, Anders Bogard, Cecilia Casper, Maureen Cole, Ben DuBay, Cameron Hamilton, Abby Holm, Andrea Hernandez, JD Murray, William Novak, Esther Seely

Guests: None

Approval of Minutes: Motion was made by **Meghan Smith** to approve the minutes of the **11/1/2021** meeting and seconded by **Lizzy Bassett**.

Task Force Reports: No reports were given

Committee Reports: No reports were given

Old Business: N/A

New Business:

- **C&I Time:** Members took turns reflecting on a structural racism article that they read before the General Congress Meeting. Members shared examples they see around them and examples they have learned about such as red-lining, medical disparities, housing disparities, the war on drugs, disparate policing policies and methods, Gerrymandering, voting accessibility, wealth gap.
- **Ad Hoc - Concert Series:** Hope College Concert Series is requesting \$2500 to fund the cost of a hotel stay and rider for the band *Tedious & Brief*. Concert Series expects about 250 students to attend. Typically they bring in 5 bands a year. Last year because of COVID, they only brought in three so budgeted for 3 again this year. The Ad Hoc was submitted to cover the cost of hosting an additional band as was asked of them by Appropriations. **Mackenna Shampine** motioned to vote, **Grace Purdue** seconded.
- **Discussion on new Statement from Equity and Compliance:**

- Members broke into 5 smaller groups to discuss these changes. The groups then came together as a whole to discuss and raised these questions, comments, and concerns:
 - Why use “theological perspective” instead of “ideological perspectives” if religion was already protected under the statement?
 - Why are students protected for religion based discrimination but all faculty members have to profess christianity?
 - How can we be “grounded in the historic Christian faith” yet also protect ideas of all faiths?
 - Why are we discussing this in Congress? What do we do with our feedback? How do we make this discussion matter?
 - Was this addition in direct response to the Saint Benedict Institute/Prism conflict earlier in the semester?
 - Why were the example words of “conservative, progressive, and traditional” chosen? They are not a spectrum and it doesn’t feel like they occupy the same space.
 - How can students be assured that they will not be discriminated against when we have systems on campus that don’t make space for things like gender variance (in housing), religious variance (in faculty)?
 - While our institution might not reflect some of these new changes, we now potentially have a driver to push for new change in gender-inclusive housing, civil discourse, etc.

Members agreed that further discussions with Sara Dorer and the Equity and Compliance Office are necessary, and the discussion was tabled to the administrative affairs task force.

Academic Advising Discussion: Mentimeter was used to facilitate a discussion about the usefulness of Hope’s advising structure, specifically in regards to FYS professors functioning as advisors until a major is declared. Responses were collected and will be further reviewed at a later date. Questions asked included:

- How do you feel your FYS advisor has prepared you for an intended academic path? If you don’t have an intended path, how have they helped you discern a path?
- How often do you meet with your advisor?

This discussion was tabled to the Academic Affairs Task Force.

Adjournment:

The meeting was adjourned at **8:35PM**

Garett Shrode, Acting Secretary

Student Congress

GENERAL CONGRESS | November 15, 2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **November 15, 2021**. The meeting convened at 07:30 pm, **Luke Rufenacht**, President presiding, and **Cecilia Casper**, Secretary.

Members in Attendance: Josh Abbas, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Cecilia Casper, Sara Cerda, Miyako Coffey, Maureen Cole, Molly Douma, Katie Donahue, Ben DuBay, Hope Herremans, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Van Lian, Olivia Mans, Lucy Miller, JD Murray, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Morgynn Vallieres, Noel Vanderbuilt, Tsion Weldetsadik, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Jane Altevogt, Ben Catton, Onnah Dereski, Ethan Getchell, Joshua Haddad, Cameron Hamilton, Andrea Hernandez, Sam Martino, Charles Michels, William Novak, MacKenna Shampine, Anna Walta

Guests: None

Approval of Minutes: Motion was made by **Kate Kalthoff** to approve the minutes of the **11/1** meeting.

Task Force Reports:

Administrative Affairs Task Force: Members discussed the status of the student wages project: the Frost Research Center has finalized aggregating the data into a summary and Helen will be meeting with Dean Frost on 11/19 to discuss next steps in the project. Helen and Josh hope to present their findings to Tom Bylsma before Christmas break. The task force spent the remaining Task Force time discussing their assessment recommendations for Campus Safety.

Academic Affairs Task Force: Members discussed drafting a formal document to vote on in general congress about the advising issue. They then started to draft a document with all of the main concerns from the task force, general, and Hope in general. This finished document once finished will be voted on by general congress. If passed it will then be sent to major stakeholders. They then worked on finishing up the assessment document and formalizing our final recommendations.

Campus Life Task Force: Members were filled in on expectations of upcoming opening positions on congress such as freshman class representative and treasurer position. The problems with the academic calendar were then discussed. The largest problem with the calendar is the timing of breaks for holidays not providing enough time for travel. Continued work with Hope Advocates

for Sustainability (HAS) was further discussed as America Recycles day wrapped up. Finally work was done on the assessment report for Hope Dining Services.

Committee Reports:

Culture and Inclusion Committee: Members participated in filling and completing a social identity worksheet which included the topics of ethnicity, socio-economic status, gender, sex, sexual orientation, national origin, first language, physical/emotional/developmental (dis)ability, age, religious/spiritual affiliation, and race. Members then discussed their answers in small groups then as a larger group. The large group discussion included conversation about what identities members think about the most/least often, what identities members would like to learn more about, what identities have the strongest effect on how members perceive themselves, and what identities have the greatest effect on how others perceive them.

Old Business: N/A, No Old Business

New Business: N/A, New New Business

Miscellaneous:

Exec: Welcomed Lulu Mans, new Controller Elect. Discussed new change in task force time, now alternating weeks: one week with longer General Congress time and shorter Task Force time and then the opposite the following week. Advising team collected responses from mentimeter to take to Dr Griffin then to provost; voting will follow in upcoming weeks. Equity and compliance statement -> will have a speaker next week to have more clarity and ask more questions

Appropriations: Haley Whitmore discussed the Appropriations committee more in-depth with the use of an infographic as well as discussed the role of General Congress in regards to Appropriations.

1. Step 1 - Student Activities Fee
 - a. Student activities fee in tuition statement, appropriations receives a percentage of this fee
 - b. Appropriations voted to increase student activities fee for next year, this change will be made for next school year
 - c. 2021-2022 school year fee is \$185 per student
2. Step 2 - Appropriations Committee
 - a. Appropriations Committee is made of approx. 10 people
 - b. Role is to maintain good fiscal responsibility of Hope College student groups
3. Step 3 - Budgeting
 - a. Student groups present their annual budget requests to the committee to be approved

- b. Approx. 10 hours approving every budget in the spring
- 4. Step 4 - Ad Hoc / Capital Requests
 - a. If student groups need more funds, they submit a capital or ad hoc request
 - i. Capital: request that repeats yearly
 - ii. Ad Hoc: one time request, typically for events
 - b. Request comes to Appropriations ranging from \$50-50,000, anything over \$1,500 needs to be approved by General Congress
- 5. General Congress Role
 - a. Ask: Is this a good use of student funds? Is this something that as students we should be spending our money on? Do *I* want to go to this? Is it accessible for all students?

Discussion:

Elle Oom asked if General Congress could know the dollar amount Congress possesses as a student group. Haley Whitmore explained that every year we allocate about \$100,000 for ad hoc requests and that we also have a contingency fund of more than \$300,000 less than \$500,000 but she cannot give General Congress the exact number. She further clarified that if we could not afford something, the request would not make it to General Congress.

Exec: Freshman Class Representative as well as Kollen and Gilmore Hall Representative
Applications are due this week, new Treasure and CIS Director positions will be coming. Spring semester brings applications for Vice President and President, Chief of Staff, and Cabinet positions. Watch for upcoming Student Congress events: Town Hall, Christmas Tree Lighting, and Congress Christmas Party.

Adjournment:

The meeting was adjourned at **8:03**

Cecilia Casper, Secretary

Student Congress

GENERAL CONGRESS | November 22, 2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **November 22, 2021**. The meeting convened at 07:00 pm, **Luke Rufenacht**, President presiding, and **Cecilia Casper**, Secretary.

Members in Attendance: Josh Abbas, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Ben Catton, Cecilia Casper, Sara Cerda, Miyako Coffey, Maureen Cole, Onnah Dereski, Molly Douma, Katie Donahue, Ben DuBay, Joshua Haddad, Cameron Hamilton, Hope Herremans, Abby Holm, Kate Kalthoff, Mary Kamara-Hagemeyer, Justin Kneeshaw, Olivia Mans, Sam Martino, Lucy Miller, JD Murray, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, MacKenna Shampine, Garrett Shrode, Shelby Smego, Noel Vanderbuilt, Anna Walta, Helen Weston, Devin White

Members Absent: Jane Altevogt, Lauren Bryan, Ethan Getchell, Andrea Hernandez, Ty Holzwarth, Charles Michels, William Novak, Esther Seely, David Slakes, Meghan Smith, Luong Tran, Morgynn Vallieres, Tsion Weldetsadik, Haley Whitmore, Drake Yatooma

Guests: Sara Dorer, Senior Director of Equity and Compliance

Approval of Minutes: Motion was made by **Helen Weston** to approve the minutes of the **11/15** meeting.

Task Force Reports:*Administrative Affairs Task Force:*

Administrative affairs wrote and edited the “student wage report” resolution to be voted on by general congress. Task Force addressed next steps in the student wage project and aims to meet with Vice President Tom Bylsma before the end of the semester.

Academic Affairs Task Force:

We looked over the document that we have been drafting about the current advising program and its inadequacies within the program. We edited the document and also went over the process for what will happen with the document. A meeting was set up with Dr. Griffin to go over this document and talk about advising. We also talked about the need for volunteers to join three working groups from the curriculum committee.

Campus Life Task Force:

Campus life wrapped up a couple of remaining projects from this semester. Among the projects that were discussed were America Recycles Day with Hope Advocates for Sustainability, the Town Hall, and finalizing edits on the Dining Services assessment final document.

Committee Reports:*Culture and Inclusion Committee:*

- Members joined the CDI newsletter via QR code
- Discussed the “why’s” and how they lead to the “how’s”. Mary Kamara-Hagemeyer shared a personal story about finding a children's book that poorly depicted African Americans in the Hope College children's section in the library. Mary checked out the book and researched it, finding it to be a historically racist book. Mary asked for the book to be removed only to have her little sister find it again in the same place three years later. Mary discussed her frustration and anger over this situation and opened up General Congress for discussion on the existence of the book. Justin Kneeshaw stated it was good to have the book as documentation of historical racism. Garrett Shrode stated if you eliminate documentation, you cannot learn from it. Mary continued stating it is important not to censor information and not to ban things simply because we do not like them. It is important to recognize racism and harassment in places where we might not recognize it. The library has since addressed this issue.
- Discussed C&I goals which include: continuous conversation & lifelong learning, increased knowledge & competency “magnifying glass”, personal identity development, increased empathy, empowerment to take action.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Mara Benitez** that Congress
- **Discussion:**
 - Equity and Compliance Statement with Sara Dorer:
 - Nondiscrimination statement is owned by the board of trustees
 - Realized institution had not done a review of the statement in a while; things had been left out and needed changes in 2018
 - Had a conversation at that time, after several discussions, that Sexual and Gender Orientation would be listed specifically
 - Nondiscrimination covered both of those characteristics within the definition of Sex; all displayed on the reporting form but not in the statement
 - Since then, got direct feedback from students and employees but the institution statement not being recognized in the statement was not directly outlined; Sara shared this with the board of trustees
 - Supreme Court in 2020 decided that the term “Sex” as it was used in the Civil Rights Law 7 would be included as Gender Identity and Sexual Orientation
 - Went back to the board and decided another review might be necessary to redefine how our institution views Sex

- At this time, the board was going through restructuring when covid hit; there was a brief pause on the review
- 3 committees on the board; started a review of this statement last spring, worked it through their committee over the summer, then took it to the Exec board in august and the full board in October -> this has been an ongoing discussion for months!
- Josh Haddad asked if the statement becomes retroactive if someone has experienced discrimination within this time:
 - Not officially defined but it was being looked at and considered in reporting, however, reporting was low
 - There have been efforts to increase reporting because they are aware discrimination and harassment is happening that people do not report
 - There is no reporting deadline for when the incident happens vs. when it can be reported
- Josh Abbas asked about what areas of campus may need to be redefined in regards to the statement being redefined:
 - Very specific to nondiscrimination and harassment
 - Being intentional about addressing discrimination the moment it arises
 - Might there be more space or new opportunities for things we have not discussed? Gender-inclusive housing -> housing has met once a semester or more to discuss what it looks like to work with transgender students
 - Do we have space to continue these conversations, what support they need, what education we may or may not be providing? The answer is yes
 - This statement being published gives more room for this conversation to flow
- Elle Oom asked why use theological perspective:
 - Does not know if there is a real reason, why those three specific things (gender expression, gender identity, sexual orientation) in the parenthesis?
 - Chosen based on the areas and terms they heard from others
 - Not discriminating against religion: freedom of religion is their right but we also will not discriminate against the freedom to express theological perspective
- Anna Walta asked why do faculty have to proclaim being of Christian faith:

- Christian faith profession is in the mission statement; how faculty live into that mission statement looks different
- Faculty have to speak into the Christian faith; can challenge
- Different for students!
- Lizzy Basset asked about whether the institution has given space for a faculty member that is not of the Christian faith to help support, is there a space, is there someone available to help support students who are secular:
 - Clarified that this statement is individual rather than systematic
 - The answer is unsure for now, that conversation will be ongoing
- Onnah Dereski asked about structures giving room for individual needs and requests:
 - The statement could be used against the college; yes this is the case
 - They are working to help address individual needs right now and they are working on it becoming systematic
 - There is a process to help address individual needs but there is not a policy yet
- Sam Martino asked thinking about it as a belief vs. just harassment, is there a place where Hope's beliefs (with the ROC) are written out as the harassment statement is:
 - Hope probably will not do that; not in the near future
 - Similar "statements" can be found in the values of Civil Discourse as well as the Christian Aspiration Statement under the board of trustees
- Angela Green asked about faculty being Christian at a Christian college -> will there ever be space for a Christian professor to teach another religion:
 - If we want students to not be discriminated against, we need faculty that are also not Christian
 - Not any plans for this but this feedback will be taken to the committee
- **Proposed 3+2 MDiv Program**
 - Spend 3 years on hopes campus as a religion major, 2 years at Western Seminary getting Masters of Divinity -> 7-year process to 5 years
 - Used Mentimeter to discuss General Congress thoughts on this program proposal
 - A student in this 3 + 2 will not be forced to go to Western Seminary
 - If we are affiliating Hope College with Western Seminary in an academic way, how will this affect the student body's reputation?
 - What effects will having undergrad and masters in the same town have?
 - Can still change your course of study if you want to change; students will not be locked in
 - Josh Abbas says Western Seminary is splitting from the RCA which is divided about LGBTQ+ values

- Which way is Western Seminary splitting? They are wanting to unalign but they have been denied
- What does that look like? More information will come when the Western Seminary board meets with Student Congress
- Were trying to separate because they were not following the rules; were training and educating LGBTQ+ members
- Hope will not lose anything if they decided to do this program; Western Seminary would be affected if someone decided to switch
- Going to assess after 5-year program
- Kate Kalthoff clarified (brother who attends) Western Seminary is trying to affiliate with RCA, moving away from LGBTQ+ values, trying to move toward evangelical reformed seminary
 - Conflicts with Josh Abbas's previous statement; need clarification here
- Abby Holm states there would be a benefit to offer an accelerated program as an undergrad only offering institution
- Helen Weston states we need more information about where and how Western Seminary is deciding to align themselves
- Questions answered on Mentimeter:
 - What is the impact of westerns seminary's campus culture on this program/on Hope?
 - What is the impact of a student going to undergrad and seminary school in the same town? Should we be promoting this?
 - Are you supportive of this program? Yes: 13, No: 3, Need more information: 16

Miscellaneous:

Assessments: Members welcomed Josh Hadad as Assessments Elect! Assessments will be bringing more reports to pass through General Congress; Assessments wants to know: are they productive? Do they keep the integrity of students? Are all students represented? How high do we want to set the bar? Are all student groups represented?

Exec: Next week there will be an opportunity to talk to the Cabinet of Hope College. In this discussion, Hope College's Cabinet wants to hear about Assessments, Campus Safety, and Dining. Working groups are already starting for next semester based on the recommendations we have given them.

Town Hall: From the information collected, data will be compiled and presented at the Congress winter retreat and this will help us shape our projects for next semester.

Upcoming events:

CIS Director Application - due Wednesday, November 24th

Congress Christmas Party - Monday, November 29th

Christmas Tree Lighting - Thursday, December 2nd

Adjournment:

The meeting was adjourned at **8:45**

Cecilia Casper, Secretary

Student Congress

GENERAL CONGRESS | November 29, 2021

A regular meeting of the Student Congress was held in **BSC 004A/004B** on **November 29, 2021**. The meeting convened at 07:30 pm, **Luke Rufenacht**, President presiding, and **Cecilia Casper**, Secretary.

Members in Attendance: Josh Abbas, Jane Altevogt, Grace Baker, Megan Barta, Lizzy Bassett, Mara Benitez, Elle Boettcher, Anders Bogard, Lauren Bryan, Ben Catton, Cecilia Casper, Miyako Coffey, Maureen Cole, Onnah Dereski, Molly Douma, Ben DuBay, Ethan Getchell, Joshua Haddad, Hope Herremans, Abby Holm, Ty Holzwarth, Kate Kalthoff, Mary Kamara-Hagemeyer, Olivia Mans, Charles Michels, Lucy Miller, JD Murray, William Novak, Paige Nielsen, Elle Oom, Grace Purdue, Drew Rapps, Luke Rufenacht, Esther Seely, MacKenna Shampine, Garrett Shrode, David Slakes, Shelby Smego, Meghan Smith, Luong Tran, Noel Vanderbuilt, Anna Walta, Tsion Weldetsadik, Helen Weston, Devin White, Haley Whitmore, Drake Yatooma

Members Absent: Ethan Clarke, Katie Donahue, Angela Green, Cameron Hamilton, Andrea Hernandez, Justin Kneeshaw, Sam Martino, Morgynn Vallieres

Guests: None

Approval of Minutes: Motion was made by **JD Murray** to approve the minutes of the **11/22** meeting.

Task Force Reports:*Administrative Affairs Task Force:*

Administrative Affairs passed the “Student Wage” resolution with a vote of 43-4. Task Force chairs sent out correspondence to the responsible parties including Vice President, Tom Bylsma, in an effort to schedule a meeting and presentation of the passed resolution.

Academic Affairs Task Force: Academic Affairs passed the “Advising” resolution in a vote of 46-0. The task force chair along with President Luke Rufenacht set up a meeting with Interim Provost Dr. Griffin to discuss the proposal.

Campus Life Task Force: Did not meet.

Committee Reports:

Culture and Inclusion Committee: Members discussed what the Culture and Inclusion committee is and does as a part of Student Congress. Made up of representatives from minority student groups, the committee’s purpose is to make sure there is proper representation of minority students as this is a primarily white institution.

Old Business: N/A, No Old Business

New Business:

- **Motion:** Moved by **Mara Benitez** that Congress
- **Discussion:**
 - Office of Possibilities
 - New office on campus, focus on human-centered design -> how to make our campus better!
 - Position is considered a principle along with faculty: will have equal voice as them, will be involved in design training, and get the opportunity to train other people
 - Email Paige Neilson or congress email
 - **Student wage resolution**
 - Taking student voice into a document to pass on to administration for them to consider
 - MacKenna Shampine asked if raising the wage would raise tuition?
 - Not currently, using this vote as leverage to get things rolling, the guessable answer is no; that is simply information we don't have access to
 - Will be meeting with the vice president to get something into motion,
 - Have not identified strategies through logistics this is more identifying the problems to start conversations about what the students needs are
 - Meghan Smith noticed a typo in the first sentence: comma after 'Dear'
 - Motion to amend. Carried.
 - Megan Barta stated there was not an average for pay ON-campus
 - Clarified it is in the appendix which dives into these topics in further detail, however, Megan continued saying it would be useful to add on-campus average wage for clarifying purposes
 - Clarified that is a good comparison but the people presenting will already know this information; we do not have access to the information needed to find the average on-campus job wage
 - Motion to amend and add the phrase 'in comparison to the current on-campus minimum wage of \$9.65'. Motion carried.
 - Clarified \$9.65 minimum wage is the average
 - Garrett Shrode thinks it is beyond our domain to include this information because the number could be incorrect and it is not our job.

- Motion to remove amended phrase. Motion carried.
- Motion to vote on resolution by JD Murray. Motion carried.

- Advising resolution
 - Onnah Dereski stated that the first part focuses on FYS advisors, is there a way to expand verbiage to make it not just FYS?
 - Clarified this is about advising as a whole but more issues were found with FYS and found FYS to be the root of the problem; solutions still apply to all advisors
 - Motion to vote on resolution by Josh Haddad. Motion carried.

Miscellaneous:

Exec: Reports will be assessed next semester, do we feel besides assessment it is worth pursuing (could table to admin affairs)? Upcoming 3+2 MDiv Program meeting with academic affairs after meeting with alumni who attended Hope and Western Seminary; taking everything discussed into account.

Upcoming events:

Christmas tree lighting - Thursday, December 2nd

Next week is the last General Congress meeting of first semester!

Adjournment:

The meeting was adjourned at **8:13**

Cecilia Casper, Secretary

Student Congress

Appendix J: Fall 2021 Ad Hoc Requests

(See Spring Summary Report)