

Union Council 2016-2017
Sept 26th, 2016: Meeting Agenda



Wisconsin Union
Experiences for a lifetime

5:30pm

Dinner

6:00pm

Call to Order

Deshawn

Introductions

Approval of April meeting minutes

6:10pm

Union Council Orientation

Deshawn

- Role of the College Union
- History/Organizational Structure
- Bylaws & Constitution
- Shared Governance/Subcommittees
- Finances
- Parliamentary Procedure
- Annual Report & Plan

Deshawn

Adan

Susan

Lily

Susan

Mark

Mark

7:00pm

Updates and Reports

- ASM
- Directorate
- Union
- Officers

7:20pm

Open Forum

Closing

Union Council Meeting Minutes

April 18, 2016

Council Members Present: Juli Aulik, Alumni Rep; Jack Comeau, President; George Cutlip, Alumni Rep (WAA); Susan Dibbell, Ex-Officio; Jessica Franco- Morales, ASM Representative; Mark Guthier, Secretary; Erin Harper, ASM Representative; Madison Laning, ASM Chair; William Lipske, Academic Staff; Mohan Mandali, WUD Representative; Jane Oberdorf, Acting Treasurer; Tyler O'Connell, VP- Development; Philip Ostrov, VP-Internal Relations; Khea Yashadhana, VP-External Relations; Brett Ducharme, ASM Representative; Peter Lipton, Faculty Representative

Guests: Rachel Wanat, Emmett Mottl, Jacob Hahn, Heidi Lang, Alex Her, Anna Tolle, Danny Supernaw, Lucas Finnell, Darren Krause, Shauna Breneman

Call to Order:

Jack Comeau called the meeting to order at 5:35pm.

Open Forum:

There were no items brought up for discussion.

Approval of 3-14-16 Meeting Minutes:

Brett Ducharme made a **motion to approve** the 3-14-16 meeting minutes. George Cutlip **seconded**. **Motion passed.**

Financial Update – Susan Dibbell:

Ms. Dibbell reviewed the snapshot for the period ending in February. Bottom line we're doing well.

- Revenue:
 - Under budget in Programs and Leadership due to lower than expected Theater ticket revenue.
 - The Riding Club and Ski and Snowboard are under budget; which could be because of reporting timing.
 - Sailing revenue down by \$92,000
 - Favorable revenue in Facilities – mostly due to the Union South hotel.
- Expenses
 - Theater expenses high. Ski and Snowboard high, sailing expenses unfavorable.
 - Staff salaries are under budget due to vacancies.
 - UW expenses and assessments under budget due to a change in the methodology Dolt uses to assess fees.

Director's Report – Mark Guthier:

Mr. Guthier reported the following:

- On April 28 Union Staff will meet on the Terrace with Miron and decide when the Terrace will open. The hoped for scenario is May 12. Commencement is May 13 – 15.
- The Assistant Director Program search will begin in the fall semester. The process will start in early summer.
- Sometime soon the UW will submit a report on the alleged recent sexual assault. Leadership Team met today and we do have funding in place to assist with late night transportation.

- WAA hopes to have Alumni Park completed in late October or early November.

Update on Union Budget Approval – Jack Comeau:

Jack Comeau reported the following:

The Union's budget was approved by SSFC and sent to the Chancellor. SSFC's report to the Chancellor noted that student government would like there to be a stronger budgeting process around the use of WUD funds. Peter Lipton asked for clarification on SSFC's concerns. Mr. Comeau felt like their concerns were addressed thoroughly. Brett Ducharme stated that there is a difference in budgeting philosophy. Madison Laning was at the meeting with the Chancellor and feels that all units receiving seg fees need to be more transparent in their budgeting process.

Revelry Update – Jack Comeau:

Jack Comeau gave the following update:

Revelry is set and going well. It will be held April 30 at the Orpheum. Mr. Comeau stated that a small number of volunteers are still needed. The headliners have been announced and tickets are on sale now.

New Directorate Members – Jack Comeau:

Jack Comeau reported that the Council Executive Committee selected Victoria Fok for WUD Publications Director and Caleb Faust was elected to be the new Hooper Council president. Vice Commodore, Kyle Harris-Smith, of the Sailing Club will assume the Commodore position.

Hoopers Risk Assessment Presentations – Hoopers:

Mr. Comeau stated that Union Council charged that these take place and the assessment was performed by the Outdoor Safety Institute. Each club president summarized the result of their club's audit.

Outing Club, Hannah Deporter

- Has both land and water programs. Water safety is good but land safety needed to be improved. The club spent approx. 30 hours working on a land safety code which included the following:
 - Fall 2016 request to increase budget for leader training trips.
 - Spring 2017 look at beginner programs.
 - June 2017 fully implement structure where ladder of programming will be required.

Susan Dibbell clarified that an outside company was brought in to compare our program to peer institutions. The Union paid for the assessment. Recommendations for each club are listed below.

Ski and Snowboard Club – Danny Supernaw

- Have people fill out emergency contact cards.
- More avalanche safety awareness.
- Lessons require helmets for beginners.

Sailing Club – Caleb Faust

- Universal use of personal flotation devices.
- No alcohol allowed on boats.
- More motorboat access

Mountaineering – Wade Dittburner

- Retirement of current ropes.
- Hire an experienced advisor.
- Draft new policies into what constitutes official club trips.
- Most clinics will be taught by outside climbers. Lesson plans must be approved.
- Participants will sign a waiver and have emergency contacts.

Scuba Club – Darren Krause

- Seek additional rescue diver certifications.
- Medical files on staff – with professional dive staff.
- Consider additional first aid training.
- Dive insurance – one year to those who pass open water course.
- Suggested funding for exam insurance.
- Increase number of dive masters.
- Need to improve reporting of near miss situations.
- Briefing and debriefings after every dive. A checklist is being developed.
- No decompression diving agreements.
- Go through all equipment.
- Consider sailing club access – differentiate areas.
- Document dive hazards.

Riding Club – Anna Tolle

- Staff hiring, training and assessment
 - Hire a full time groom
 - Develop criteria for hiring instructors – become certified
 - Adding first aid equipment on site
- Facilities – no longer relevant due to stable sale.

George Cutlip **made a motion** that that the clubs report back in fall. Brett Ducharme **seconded the motion. Motion passed.**

Hoofers Equestrian Center Liquidation Committee – Susan Dibbell

Ms. Dibbell reported that committee members were: Ted Crabb, Jane Oberdorf, Tyler O’Connell, Ronnie Pisano, Camber Sannes, Anna Tolle, Joe Webb and Susan Dibbell

Ronnie Pisano reported that the Riding Club ended FY 15 with a deficit of \$63,000. There was an accounting error and once corrected the club ended the year -\$37,000.

Ms. Dibbell reviewed the committee’s charge which was to develop a plan and timeline to terminate the HEC center program at that facility, define the process to liquidate the property and turn it over to the Memorial Union Building Association and identify potential options for the Hooper Riding program to continue.

On February 4 an open forum was held by Mark Guthier, Susan Dibbell, Ronnie Pisano and Jack Comeau.

The first meeting of the committee was held on February 15 and the last meeting was held today (April 18) although there is still some work to be done.

Anna Tolle reported that she formed a continuation committee in February, which consisted of current and past Hooper Riding Club members. The committee researched and visited a variety of facilities and explored various options and they are in the process of proposing to move the Riding Club to Walnut Ridge Farm near Marshall. Hooper Council has approved this proposal which Ms. Tolle reviewed.

Ronnie Pisano summarized the timeline:

- Riding program at Belleville facility ends May 31.
- Prepare property to turn it over to MUBA June 1 – September 1.
- The Union is responsible for costs related to the stable operation (staff, horses, moving, cleaning) beginning on June 1.
- Hooper Riding Club is responsible for club related costs beginning on June 1.
- Hooper Riding Club does not have to be off the current property until September 1.
- MUBA assumes responsibility for mortgage and insurance payments for Belleville facility on June 1.
- MUBA's decision what to do with property on September 1.
- Hooper Council approved Club FY '17 budget and move to Walnut Ridge on April 11.
- Meeting with UW Legal and Purchasing to assure bid process is correct.
- MUBA will get an appraisal of the property.

Juli Aulik commented that this was an amazing turnaround from where things were in January. She asked for clarification on how the Riding Club will end financially in FY 16. Ms. Tolle responded that the club does plan to end FY 16 with a deficit, which is partially due to the liquidation. It is up to the Riding Club, Hoopers Council and the Union to decide how the deficit will be handled. In regards to the FY15 deficit the club will need to come back to Union Council to work out a solution to pay it back. They will most likely ask for a year or two of relief without payment during transition.

Discussion of the details of the proposal were discussed. Philip Ostrov **moved to approve** the recommendation as presented. Brett Ducharme **seconded the motion. Motion passed.**

Hoopers Budget – Lucas Finnel, Hooper Vice President of Finance

Mr. Finnel reported that Hooper programs are all internally funded except for \$5,000 from WUD. The budgets have been approved by the teams (if applicable), team exec board, club, Hoopers Council, WUD and Union Council exec. The club is expecting a surplus of \$15,000 this year and \$9,000 next year.

- The Sailing Club is projecting a \$9,000 loss for FY 16 and \$283 favorable for FY17.
- Ski and Snowboard is expected to do well this year with retained earnings of \$26,796 for FY16 and a loss of \$6,958 for FY17.
- Mountaineering is expecting a loss for this year of \$3,499 and a loss of \$500 for FY17.
- Outing Club is expecting a loss of \$4,333 for FY16 and a loss of \$7,697 for FY17.
- Scuba is expecting a loss of \$3,969 for FY 16 and \$976 favorable for FY17.
- The Riding Club is expecting a loss of \$37,379 this year and with the new structure \$10,147 favorable in FY17.

Overall Hoofers has retained earnings of \$75,000. The Hooper Fund has a balance of \$150,000 and will be used to subsidize club losses.

Discussion took place on causes for club losses and corrective steps to be taken. Madison Laning stated that she would like to have budgets presented at one meeting and vote at the following meeting to allow time for questions. Jack Comeau responded that Hooper Council and Council Exec have done due diligence on their budgets.

The Hoofers Budget was **approved** as presented. **Motion passed.**

Theater Budget – Katy Lang Outgoing Director of Performing Arts Committee

Ms. Lang and the four programming AD's were responsible for booking the 77th Wisconsin Union Theater Season. The committee's programming goals were as follows:

- Highlight students as performers.
- High Engagement opportunities.
- Campus and Community Partnerships
- Crossover Artists

Total expenses are almost \$600,000, ticket revenues are \$389,470 and support was \$208,000.

Will Lipske **made a motion** to approve the Theater budget as presented. Khea Yashadhana **seconded the motion. Motion passed.**

Publications Study – Tyler O'Connell

Mr. O'Connell reviewed the Publications Committee Study Charge which was approved by the Program and Leadership Committee and Directorate on April 13, 2016. If Union Council approves the study charge a final report will be brought back to Council at its December 2016 meeting.

Madison Laning **made a motion** to approve the study as proposed. Khea Yashadhana **seconded the motion. Madison Laning moved to amend.**

A discussion took place on whether to amend the charge as recommended by Directorate. Brett Ducharme made a **motion to approve** the proposed charge as follows.

The original charge as amended to include:

- An additional member of the Publications committee to the membership make up.
- The addition of soft scoping language "some areas the study should discuss include the expansion of publications and the effect on the workload of the Pub Director and advisor, funding needs of the committee, meeting room space to fit the needs of the publications and any other matters the study committee feels necessary."
- The addition of items "(C) Officer – Internal Relations" and "(D) WUD Rep – Committee Director" from Directorate recommendations.
- There will be a hiatus on adding new publications unless approved by WUD Exec.

The Publications study was **approved** with the above amendments.

HR Housekeeping Policies – Jack Comeau

HR Director Tim Borchert updated the HR policies and procedures to reflect current state law and the new HR system. Charges are largely just housekeeping. Brett Ducharme **made a motion** to approve the updated HR policies. Tyler O'Connell **seconded the motion. Motion passed.**

Meditation Room – Khea Yashadhana

Ms. Yashadhana presented the Facilities Committee proposal for a meditation room in the Union. A proposal for a meditation room was approved by Union Council in March 2015. At that time the proposal was tabled because no one on the Facilities Committee had the logistical knowledge to bring the proposal to fruition. A sub-committee was formed to further explore the possibility of opening a meditation room, propose potential rooms and review any logistical issues. The committee's goals were to propose potential rooms that would be appropriate for a reflection room, discuss logistics of maintaining the room, and developing an evaluation plan to insure success. The committee gathered input from potential users here and from other Universities. Based on this research the subcommittee recommends that the Union provide a room in Union South.

The rooms proposed at Union South were room 229 or 241. Another option is mezzanine D in the Red Gym. Discussion took place on the pros and cons for each room as well as how to control access.

Mark Guthier inquired why the committee recommended Union South when the original proposal requested space in Memorial Union. The committee did evaluate rooms in MU first but did not find an appropriate sized room. Susan Dibbell stated that she felt that waiting for MU Phase II to open was too long. Mr. Guthier recommended the Forward video-conferencing room at Union South as a viable option. Philip Ostrov **moved to approve** the report. Madison Laning **seconded the motion**. Will Lipske **moved** that the Union offer up the Forward Room at Union South and work with the Facilities Committee to identify a room in Memorial Union once those spaces come online. George Cutlip **seconded the motion**. **Motion passed**. Will Lipske **moved to amend** the reflection room rules to include Wisconsin Union members and guests. **Motion passed**.

WUD Cuisine – Philip Ostrov

Mr. Ostrov presented a proposal to approve a new WUD Committee, WUD Cuisine. Startup funding was requested from the Anonymous Innovative grant. Mr. Ostrov reviewed the committee chair position description, which is broken into the following four areas:

- Educational Events
- Community Service Events
- Cooking Events
- Tastings

Discussion took place on how this committee would be different from the Dining Committee. Mr. Comeau indicated that each existing WUD committee offered to take a budget cut to finance the Cuisine Committee. Will Lipske **made a motion** to create a WUD Cuisine Committee. George Cutlip **seconded the motion**. George Cutlip **amended the motion** to require WUD Cuisine to provide a follow up report in spring of 2017. **Amendment passed**. The **motion passed** as amended.

Summer Sailing Socials – Jack Comeau

Last year Council charged the Sailing Club to present a plan to reduce alcohol violations and increase safety at their summer social events. Also charged the Facilities Representative to create a follow up report. New procedures implemented did go well but there were still violations.

WUD Budget – Tyler O'Connell

Mr. O'Connell provided a summary of changes to the WUD 2016-17 budget.

Alt breaks

Current budget for this fiscal year is \$6,500. Expenses to date are \$4,000. Requesting \$4,500 for FY 17. Changes were in weekend breaks and trip subsidies.

Art

Current budget for this fiscal year is \$17,600. Expenses to date are \$7,660. Committee had low membership in fall which hindered what programming they could do. The Wheelhouse program is already very healthy. Marketing is more digital and less print which leads to lower cost. Budget for FY17 is \$17,000.

Cuisine

No budget this year. FY17 budget \$7,050.

DLS

FY16 budget is \$152,600. Spent to date \$155,439. Can spend rollover fund. FY17 budget \$151,000.

Film

Current budget is \$82,000. \$80,627 spent to date. The committee has been able to use sponsorship support to subsidize their budget. FY17 budget \$81,000.

Global connections

FY 16 budget is \$8,100. \$6,558 spent to date.

Hoofers free programming

FY 16 budget is \$5,500. Year to date \$4,200.

Music

Current budget is \$202,050. \$210,977 spent to date. FY17 budget is 250,050, due to the Rathskeller coming back online.

Performing Arts committee

FY 16 budget \$30,700. Spent \$30,700 to date. FY17 budget is \$30,050.

Publications committee

Current budget is \$25,600. \$15,208 spent to date, but expect to spend all funds from this year. FY17 budget is \$25,000.

Society and Politics

FY 16 budget is \$6,500. \$6,048 expended to date. \$6,450 FY17 budget.

WUD and General Admin

Amounts include addition of WUD Hooper study and stipends for Hooper Club presidents.

Madison Laning expressed her gratitude for putting this all together. Next year it would be helpful to have budget numbers earlier. Philip Ostrov **made a motion** to approve the budgets as presented. Khea Yashadhana **seconded the motion**. The **motion passed**.

Khea Yashadhana reported back on the Council's goals for this past year.

Jack Comeau announced that the transition banquet will be held on April 28.

The **meeting adjourned** at 10:30 pm.

	CURRENT BUDGET	CURRENT ACTUAL	BUDGET VARIANCE	PRIOR ACTUAL	
REVENUE					
OPERATIONS & PROGRAMS					
RETAIL DINING	\$1,482,169	\$1,561,081	\$78,912	\$1,911,873	Restaurants and Markets & Cafes
CATERING	390,094	444,309	54,215	575,076	MU/US and Grainger Catering, plus Conference Centers
FACILITY RENTALS & FEES	293,203	304,233	11,030	324,894	US Hotel/MU Guestrooms, AV rentals, campus vending, Facility fees,...
PROGRAMS	216,729	177,144	(39,585)	230,542	Theater Operations/Season, Minicourses, Alt Breaks, Hoofers,...
SUBTOTAL OPS&PROG	2,382,195	2,486,767	104,572	3,042,385	
SEG FEES - WU	880,716	880,716		882,193	
SEG FEES - UBP	615,885	615,885		617,231	
PARTNERSHIP/WISCARD RE	65,668	49,958	(15,710)	51,870	Wiscard partnership fees, ATM commissions, Housing Wiscard web transaction fee reimbursement,...
CAMPUS/OTHER REIMBURS	71,324	46,727	(24,597)	52,103	Campus Photo ID Office/CESO support, student theater ticket subsidy supp, offsetting cost reimbursements,...
MEMBERSHIP & MISC	13,750	19,478	5,728	11,572	Membership, interest income, miscellaneous gifts/contributions, ...
TOTAL REVENUE	4,029,538	4,099,531	69,993	4,657,354	
EXPENSES					
COST OF GOODS SOLD	764,715	703,469	(61,246)	936,965	Food costs, products and costs associated with generating revenue by the units
DIRECT OP EXPENSES	997,421	942,800	(54,621)	1,183,669	Salaries/wages/fringes, general expenses for the revenue units, Hoofers expenses, Minicourses,...
SUPPORT SERVICES	427,370	347,383	(79,987)	342,067	
FACILITIES	561,439	486,976	(94,463)	545,355	
PROGRAMS & LEADERSHIP	135,113	127,060	(8,053)	104,421	Includes cost of WUUD no fee or admission cost programming expenses
DEPRECIATION/BUILDINGS	32,136	32,136		32,160	
MAJOR REPRS/BLDGS & EQ	107,771	133,220	25,449	75,038	Includes UBP commitment
UTILITIES/TAXES/INS/TELEP	68,427	57,750	(10,677)	63,314	
STATE/UW ASSESSMENTS	164,082	159,849	(4,233)	154,548	
INTEREST EXPENSE/BONDS	571,741	571,741		564,858	
OTHER & OFFSETTING EXP	39,222	26,937	(12,285)	34,368	Wiscard credit card fees, UBP project swf, cashier testing services,...
TOTAL EXPENSE	3,889,437	3,589,321	(300,116)	4,036,763	
NET INCOME/(LOSS)	140,101	510,210	370,109	620,591	

Wisconsin Union
Income Statement - Revenue/Expense
Year to Date
As of July 31, 2016

	PRIOR ACTUAL	CURRENT BUDGET	CURRENT ACTUAL	PRIOR CS %	BUDGET CS %	CURRENT CS %	PRIOR YEAR VARIANCE	PRIOR YEAR %	BUDGET VARIANCE	BUDGET %
REVENUE										
Direct Operating Revenue										
Restaurants	\$1,362,430	\$991,738	\$1,109,469	29.3%	24.6%	27.1%	(\$252,961)	(18.6%)	\$117,731	11.9%
Markets & Cafes	549,442	490,431	451,612	11.8%	12.2%	11.0%	(97,830)	(17.8%)	(38,819)	(7.9%)
WU Catering	468,640	285,500	357,542	10.1%	7.1%	8.7%	(111,098)	(23.7%)	72,042	25.2%
Conf Center Catering	106,466	104,594	86,767	2.3%	2.6%	2.1%	(19,669)	(18.5%)	(17,827)	(17.0%)
Retail	235,710	237,500	222,769	5.1%	5.9%	5.4%	(12,941)	(5.5%)	(14,731)	(6.2%)
Programs	230,542	216,729	177,144	5.0%	5.4%	4.3%	(53,398)	(23.2%)	(39,585)	(18.3%)
Total Op Revenue	2,953,200	2,326,492	2,405,303	63.4%	57.7%	58.7%	(547,897)	(18.6%)	78,811	3.4%
Indirect Revenue										
Commissions	34,830	35,163	35,162	0.7%	0.9%	0.9%	332	1.0%	(1)	(0.0%)
Rentals	38,578	30,539	37,787	0.8%	0.8%	0.9%	(791)	(2.1%)	7,248	23.7%
Service Revenue	94,912	92,424	70,714	2.0%	2.3%	1.7%	(24,198)	(25.5%)	(21,710)	(23.5%)
Reimbursements	5,612	8,000	11,441	0.1%	0.2%	0.3%	5,829	103.9%	3,441	43.0%
Total Indirect Revenue	173,932	166,126	155,104	3.7%	4.1%	3.8%	(18,828)	(10.8%)	(11,022)	(6.6%)
Net Operating Revenue	3,127,132	2,492,618	2,560,407	67.1%	61.9%	62.5%	(566,725)	(18.1%)	67,789	2.7%
Other Revenue										
Student Segregated Fees	882,193	880,716	880,716	18.9%	21.9%	21.5%	(1,477)	(0.2%)	(1,477)	(0.2%)
Student Seg Fees - UBP	617,231	615,885	615,885	13.3%	15.3%	15.0%	(1,346)	(0.2%)	(1,346)	(0.2%)
Campus Vending	17,540	21,664	21,664	0.4%	0.5%	0.5%	4,124	23.5%	1,728	16.7%
Membership	8,690	10,350	12,078	0.2%	0.3%	0.3%	3,388	39.0%	400	21.1%
Investment Revenue	497	1,900	2,300	0.0%	0.0%	0.1%	1,803	362.8%	400	21.1%
Miscellaneous	4,071	6,405	6,480	0.1%	0.2%	0.2%	2,409	59.2%	75	1.2%
Total Other Revenue	1,530,222	1,536,920	1,539,123	32.9%	38.1%	37.5%	8,901	0.6%	2,203	0.1%
Total Revenue	4,657,354	4,029,538	4,099,530	100.0%	100.0%	100.0%	(557,824)	(12.0%)	69,992	1.7%
EXPENSES										
Cost of Goods Sold										
Food	929,122	755,383	695,839	19.9%	18.7%	17.0%	(233,283)	(25.1%)	(59,544)	(7.9%)
Retail Merchandise	7,843	9,332	7,630	0.2%	0.2%	0.2%	(213)	(2.7%)	(1,702)	(18.2%)
Total Cost of Goods Sold	936,965	764,715	703,469	20.1%	19.0%	17.2%	(233,496)	(24.9%)	(61,246)	(8.0%)
Direct Op Expenses										
Salaries, Wages, Fringes	802,651	682,720	649,592	17.2%	16.9%	15.8%	(153,059)	(19.1%)	(33,128)	(4.9%)
Supplies & Services	346,369	293,046	273,295	7.4%	7.3%	6.7%	(73,074)	(21.1%)	(19,751)	(6.7%)
Depreciation - Equipment	34,649	21,655	19,913	0.7%	0.5%	0.5%	(14,736)	(42.5%)	(1,742)	(8.0%)
Total Direct Op Expenses	1,183,669	997,421	942,800	25.4%	24.8%	23.0%	(240,869)	(20.3%)	(54,621)	(5.5%)
Support Services										
Salaries, Wages, Fringes	302,557	320,414	282,143	6.5%	8.0%	6.9%	(20,414)	(6.7%)	(38,271)	(11.9%)
Supplies & Services	28,531	98,681	56,171	0.6%	2.4%	1.4%	27,640	96.9%	(42,510)	(43.1%)
Depreciation - Equipment	10,979	8,275	9,069	0.2%	0.2%	0.2%	(1,910)	(17.4%)	794	9.6%
Total Support Services	342,067	427,370	347,383	7.3%	10.6%	8.5%	5,316	1.6%	(79,987)	(18.7%)

	PRIOR ACTUAL	CURRENT BUDGET	CURRENT ACTUAL	PRIOR CS %	BUDGET CS %	CURRENT CS %	PRIOR YEAR VARIANCE	PRIOR YEAR %	BUDGET VARIANCE	BUDGET %
Facilities										
Salaries, Wages, Fringes	\$429,978	\$439,774	\$399,129	9.2%	10.9%	9.7%	(\$30,849)	(7.2%)	(\$40,645)	(9.2%)
Supplies & Services	70,669	103,507	50,272	1.5%	2.6%	1.2%	(20,397)	(28.9%)	(53,235)	(51.4%)
Depreciation - Equipment	44,708	38,158	37,575	1.0%	0.9%	0.9%	(7,133)	(16.0%)	(583)	(1.5%)
Total Facilities Expenses	545,355	581,439	486,976	11.7%	14.4%	11.9%	(58,379)	(10.7%)	(94,463)	(16.2%)
Programs & Leadership										
Salaries, Wages, Fringes	78,481	87,454	94,447	1.7%	2.2%	2.3%	15,966	20.3%	6,993	8.0%
Supplies & Services	24,328	46,047	31,001	0.5%	1.1%	0.8%	6,673	27.4%	(15,046)	(32.7%)
Depreciation - Equipment	1,612	1,612	1,612	0.0%	0.0%	0.0%				
Total Program Expenses	104,421	135,113	127,060	2.2%	3.4%	3.1%	22,639	21.7%	(8,053)	(6.0%)
Depreciation & Major Repairs/Maintenance										
Major Rprs/Mnt - Bldg	75,038	107,771	25,449	1.6%	2.7%	0.6%	25,449	43.6%	25,449	
Def Bldg Exp - UBP	32,160	32,136	107,771	0.7%	0.8%	2.6%	32,733	(0.1%)		
Depreciation - Bldg			32,136			0.8%	(24)			
Total Depor & Major Repairs/	107,198	139,907	165,356	2.3%	3.5%	4.0%	58,158	54.3%	25,449	18.2%
Utilities, Taxes & Insurance										
Unemployment Compensation		1,208	1,650	0.0%	0.0%	0.0%	1,650	4.0%	442	36.6%
Worker's Compensation	6,517	6,777	6,778	0.1%	0.2%	0.2%	261	4.0%	1	0.0%
Telephone	6,732	6,840	6,840	0.1%	0.2%	0.2%	108	1.6%		
Insurance - Property	17,600	17,952	17,952	0.4%	0.4%	0.4%	352	2.0%		
Heating/Cooling	9,092	11,284	5,488	0.2%	0.3%	0.1%	(3,604)	(39.6%)	(5,796)	(51.4%)
Electricity	13,928	14,921	9,597	0.3%	0.4%	0.2%	(4,331)	(31.1%)	(5,324)	(35.7%)
Water & Sewer	2,500	2,500	2,500	0.1%	0.1%	0.1%				
Trash Removal	6,945	6,945	6,945	0.1%	0.2%	0.2%				
Total Utilities, Taxes & Insur	63,314	68,427	57,750	1.4%	1.7%	1.4%	(5,564)	(8.8%)	(10,677)	(15.6%)
State/UW Assessments										
Municipal Services	9,300	9,672	9,672	0.2%	0.2%	0.2%	372	4.0%		
Utility Assessments	15,079	15,503	15,502	0.3%	0.4%	0.4%	423	2.8%	(1)	(0.0%)
UW Assessments	130,169	138,907	134,675	2.8%	3.4%	3.3%	4,506	3.5%	(4,232)	(3.0%)
Total State/UW Assessment	154,548	164,082	159,849	3.3%	4.1%	3.9%	5,301	3.4%	(4,233)	(2.6%)
Other Expenses										
Debt Svc UBPMWU	564,858	571,741	571,741	12.1%	14.2%	13.9%	6,883	1.2%	(15,725)	(50.4%)
Misc - SWF, S&S	28,756	31,221	15,496	0.6%	0.8%	0.4%	(13,260)	(46.1%)	3,441	43.0%
Reimbursements	5,612	8,000	11,441	0.1%	0.2%	0.3%	5,829	103.9%		
Total Other Expenses	599,226	610,962	598,678	12.9%	15.2%	14.6%	(548)	(0.1%)	(12,284)	(2.0%)
Total Expenses	4,036,753	3,889,436	3,589,321	86.7%	96.5%	87.6%	(447,442)	(11.1%)	(300,115)	(7.7%)
Net Income/(Loss)	620,591	140,102	510,209	13.3%	3.5%	12.4%	(110,382)	(17.8%)	370,107	264.2%

Union Council
2007-2008 Minutes - Approved
Meeting Date: **November 13, 2007**

MEMBERS			
		Ryan Schudlach, ASM Rep	X
John Barnhardt, Chair	X	Gestina Sewell, ASM Chair	
Megan Reinbold, VP-Program Admin	X	Guthrie Weinschenk, ASM Rep	X
Amanda Green, VP-Public Relations	X	John Sharpless, Faculty/Staff Rep	X
Mark Guthier, Secretary	X	Heidi Zoerb, Faculty/Staff Rep	
Hank Walter, Treasurer	X	Miriam Boegel, Alumni Rep	X
Drew Egan, WUD Rep	X	Mark Haebig, Alumni Rep	X
Tristan Sather, WUD Rep	X	Lori Berquam, Dean of Students	X
Dan Cornelius, ASM Rep	X	Susan Dibbell, Asst Director-Social Ed	X

Guests: Paul Broadhead, Assistant Director-Facilities; Carl Korz, Assistant Director-Food Service; Margaret Tennesen, Assistant Director-Administration & Marketing; Shayna Hetzel, 2006-07 Union President; Mitra Jalali, 2006-07 Community Services Director; Heidi Lang, Program Director; Maya Oyarbide-Sanchez, 2007-08 Alternative Breaks Director; Ralph Russo, Cultural Arts Director; Rachelle Stone, 2006-07 Union Vice President-Administration; Randy Wallar, Associate Director-Morgridge Center

TOPIC	DISCUSSION	ACTION
Call to Order	Mr. Barnhardt called the meeting to order at 5:54 p.m. He welcomed and introduced all new Council members.	
Approval of Agenda	Without objection, the agenda was approved.	APPROVED
Approval of Minutes	Without objection, the minutes from the October 23 meeting were approved as written.	APPROVED
Reports – Wisconsin Union Leadership Team	Mr. Korz reviewed and explained new food service initiatives: Lakefront on Langdon concept improvements which have increased customer counts (removed the hearth station, reworking the pizza, possible changes to the Asian food station); coffee shop development; and expanding food service opportunities on campus. Mr. Korz said that the Union Council Food Service Committee participation has been strong, with 17-20 students in attendance, and that the Facilities and Food Service areas are working together to discuss recycling streams. He explained that a continued challenge is growth, but that he is looking at programs holistically, managing growth and coordinating processes. He said that as the Union continues to build more campus units, coordination becomes more important. He noted that “going green” has been much more complex than expected.	
Food Service	Mr. Haebig asked about a concept for changes in the Rathskeller, and Mr. Korz responded that balance is needed—trends vs. timelessness. He said the Rathskeller needs refreshing.	
	Mr. Cornelius complimented Mr. Korz by stating the food has been phenomenal and encouraged him to “keep the progress.” Mr. Korz said we need to be smart about our growth, merchandising and hospitality. He reminded the group of the	

<p>Social Education</p>	<p>realities of changing a “culture.” Ms. Berquam also complimented Mr. Korz on the food and service.</p> <p>Ms. Dibbell introduced Cultural Arts Director Ralph Russo. He said the Union Theater continues to be in “good health”, hosts 300+ events per year, and more students attending Theater programs than in the past. He said a staff person was hired to work on grant writing. Mr. Haebig requested attendance graphs and asked whether the Theater Endowment fund is still being used to subsidize student ticket sales. Mr. Russo answered the endowment fund continues to provide support for student tickets.</p> <p>Randy Waller, Morgridge Center Associate Director, distributed and explained the Morgridge Center annual report, a copy of which is on file with the minutes. He noted the Morgridges are adding to their endowment which will be used to add staff and new awards.</p> <p>Mr. Sather explained that Hoofers offers six clubs and five athletic teams, is governed by Hooper Council, utilizes a retained earnings system, and brought on a new half-time advisor.</p> <p>Ms. Dibbell distributed an itinerary and notes from the September Arts Visioning Exercise and trip to New York, copies of which are on file with the minutes.</p>	
<p>Facilities</p>	<p>Mr. Broadhead distributed and explained the “Facilities Area Change Initiative Key Component Overview” and “Projects and Priorities for the Coming Year.” Copies of these documents are on file with the minutes. In response to Ms. Green’s question on the timeline for security camera installation, Mr. Broadhead responded that additional electrician help has been hired and it is hoped that significant progress will be made by the end of the academic year.</p>	
<p>Administration & Marketing</p>	<p>Ms. Tennesen described her area as being the area that helps other areas accomplish what needs to be done. These units consist of Accounting, Campus Cash, Payroll, Human Resources, and Staff Education. She said that departments are working on improving customer service and training, Union South transition plans, external communication support, information on the Union website, market research, and streamlining processes and procedures.</p>	
<p>President</p>	<p>Mr. Barnhardt that the Association of College Unions International (ACUI) regional conference was held a couple weeks ago. Ms. Reinbold and Mr. Sather were presenters. Mr. Barnhardt announced the four Building Project architect finalists toured the facilities today.</p>	
<p>Vice President-Program Administration</p>	<p>Ms. Reinbold reported that Ms. Lang worked on putting together the late night program grant information. She said \$22,000 was secured to fund Fashionably Late and late night program administration. She said she attended a homecoming weekend</p>	

	recap meeting.	
Vice President- Public Relations	Ms. Green said that WUD is investigating new ways to market the Fashionably Late program. She has been meeting with the Alliance for Program Equality. The group is trying to revise University and Union large event policies and procedures. The group agreed on goals and will continue working on redoing the policy. She said that Theater Coop is spearheading website revision and update. She said she is working with Administration and Marketing to help solve problems with the website. She continued she is changing to more online advertising rather than paper (Isthmus Daily Page, Onion).	
Secretary	Mr. Guthier noted the campaign feasibility study report was accepted by the Memorial Union Building Association at its annual meeting on November 8-10.	
Treasurer	Mr. Walter reviewed and explained the September final financial report, a copy of which is on file with the minutes.	
Committee Reports		
Administration & Marketing	Mr. Sather said the group continues exploring the linking of a financial institution with Wiscard. He said the committee is supportive of green efforts and is discussing how to market them.	
Facilities	Mr. Barnhardt said the Facilities Committee is discussing ways to improve navigating and wayfinding in Memorial Union, particularly a door numbering system.	
Food Service	Ms. Green reported work continues on recycling and collaboration with WISPIRG on making recommendations for biodegradable products.	
Social Education	Ms. Reinbold said that the Social Education committee is working on the Contemporary Issues committee study, WUD name change, and Hooper financial policy.	
KKK Issue Recommendations	<p>Mr. Barnhardt called attention to the KKK Issue Review Committee report and cover memo dated October 24, 2007, a copy of which is on file with the minutes. Mr. Barnhardt noted that concern was raised in fall 2006 about Porter Butts' possible involvement in the Ku Klux Klan. Mr. Walter reminded the group that the issue doesn't deal with only the Union, that it is also a campus issue.</p> <p>Mr. Barnhardt introduced guests Shayna Hetzel, Rachelle Stone, Maya Oyarbide-Sanchez and Mitra Jalali who read statements relative to the lengthy delay in responding to the concerns, the relevance of Wisconsin Union and campus history to the Union's present day struggle to be an active, multiculturally competent and aware organization and the need to uphold and protect the Wisconsin Union's educational mission. Mr. Sharpless requested the statements be part of the record, and copies of their</p>	

	<p>statements are attached with the minutes.</p> <p>Mr. Guthier asked whether the group is looking for a more proactive response rather than reactive. Ms. Jalali said a proactive press statement. She said she sees an unwillingness to go public. Ms. Hetzel said the specific recommendations in this report appear reactive rather than proactive. She said she is looking for thoughtful discussion on this issue.</p> <p>Mr. Haebig mentioned that the recommendations reviewed at the April 19 Union Council meeting were vague, not a detailed proposal, and were not distributed prior to the meeting.</p> <p>Ms. Green wondered whether the current report should contain more of an action component, to perhaps provide all the WUD committees an avenue for discussion, perhaps a huge forum/event about this. She said this would serve to get this issue out and address the level of frustration that currently exists.</p> <p>Mr. Cornelius said that if we are going to take this on, he senses the frustration is with the delay that has occurred. He wondered whether we need a forum to bring this to the forefront, perhaps an exhibit in the gallery. "Do we want to spur greater debate on campus?"</p> <p>Ms. Jalali said she felt the original proposal should be more fully implemented. She disagreed with Mr. Haebig and said she thinks the points weren't vague.</p> <p>Ms. Reinbold liked the forum idea and she MOVED to approve, SECONDED by Ms. Green.</p> <p>Mr. Sharpless said that no one in the History Department was consulted. He said he felt this is a good, solid report. "I don't think this Union needs to be held responsible for this time in Porter Butts' life." He continued that the Klan in Wisconsin was hostile toward the Jewish community. This group never consulted the Jewish groups on this campus. He said the leading officers were not only in this city but in the 1921 Democratic Party. He said the KKK had an extraordinary increase in membership during this time, that it was a troubled time in history. He asked, "When you talk about proactive do you mean with respect to Porter Butts or do you mean the current diversity efforts on campus?" He suggested separating what we do about the past and what we do about the future. He said he felt that a historian was needed on this committee.</p> <p>Ms. Green suggested bringing up the forum idea in WUD.</p> <p>Ms. Hetzel said it is about taking responsibility for having the Division of Social Education taken seriously. She continued that this was at first meant to be an internal review in response to an article in the <i>Capital Times</i>. Ms. Hetzel said, "How are we going to show we are going to recognize diversity and move forward?"</p>	
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Mr. Schmudlach called the question. OBJECTION by Mr. Guthier, SECONDED by Mr. Sather.

Vote NOT to call the question.

Back to discussion--perhaps this calls for two actions: past and future. Mr. Sharpless said we can't change the past.

Mr. Walter reminded everyone of the Union's role to actively promote intellectual discourse and social justice. This is mentioned from the report.

Ms. Lang said that ultimately what is needed are talking points written in a way that doesn't diminish history but also doesn't overshadow Mr. Butts' legacy.

Ms. Green asked whether it was too late to form another committee. She said that diversity education isn't discussed at Wisconsin Union Directorate (WUD)--not talking about the issue of diversity nor of education. She suggested charging WUD to do that.

Ms. Hetzel asked if this needs to go to a committee. She recommended that if one is formed, it be an active committee that actually works on this and more than just WUD. She urged Leadership Team to have conversations about diversity and racism.

Ms. Dibbell said she doesn't want to give WUD another assignment.

Mr. Sharpless said he'd hate to throw away the work of this group. He suggested approving the report but adding an ongoing committee. He said that history can be used as a device to grow.

Mr. Barnhardt said this is history and that we should be focusing on what we can be doing now and urged approval. We will also foster an action committee on Union Council.

Mr. Walter asked how we do this without "putting the ball in WUD's court." Mr. Walter would like to think we could challenge WUD to take the lead on this.

Ms. Hetzel urged Union Council to really look at these, perhaps strike #6 or reword #6 and #3. She felt that ACUI should be provided our information. She also pressed Union Council to examine #2.

Mr. Sather said this report is a response to the recommendations that were presented in April 2007. Ms. Green said that WUD has been having these conversations, and it is not just WUD struggling with having conversations about diversity. She said she does think we should have a charge.

	<p>Ms. Green MOVED to amend this document by striking all of Sections 3, 6, and a through d of section 2. She suggested adding a charge for a committee to take immediate action on educating the campus and the Union about this problem, adding a point “c” to Section 1, charging a Union committee to draft an article and send out as a press release about our discussions, history and future. Mr. Guthier SECONDED.</p> <p>Mr. Sather objected to moving to a vote. Mr. Sharpless doesn’t agree with parts of this.</p> <p>Mr. Guthier MOVED to divide the amendment into individual parts, and Ms. Green SECONDED.</p> <p>Mr. Barnhardt said that without objection, we will divide by recommendation number.</p> <p>Mr. Guthier called the question on the amendment, on addition of Section #1c “Union Communications will draft an article that summarizes our discussions, our history and our future actions as an organization.”</p> <p>Section 2, strike a, b, c, d (#2 would read: We also urge that the Union adopt a consistent strategy of incorporating information on Union multicultural activities throughout Union communications.)” Mr. Guthier called the question.</p> <p>Strike Section 3. Mr. Guthier called the question.</p> <p>Section 6: Strike from the report.</p> <p>Section 8 (or renumbered, would be Section 6).</p> <p>Ms. Green MOVED to amend the amendment, 6: to charge the Union diversity committee to report on the action items of the Union Council recommendations, charge Union Council Executive to define and appoint a committee to take further action on this issue. Mr. Sather SECONDED.</p> <p>Mr. Guthier said the Union diversity committee could have a discussion on whether diversity committee could handle this.</p> <p>Mr. Cornelius said we’ve lost an opportunity to put on a forum and that it feels “like stuff is getting watered down.”</p> <p>Mr. Sather called the question on the first amendment. Mr. Cornelius objected.</p> <p>Mr. Walter said he agreed with Mr. Cornelius, that he felt this is watered down. He said he thinks we need to do more than having Union Council Executive Committee talk about it more.</p> <p>Mr. Guthier said we should have WUD and Leadership Team take the lead.</p>	<p>APPROVED</p> <p>APPROVED</p> <p>APPROVED</p> <p>APPROVED</p>
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	<p>Mr. Sharpless would like a committee to look at campus as well as internal. Ms. Hetzel said it is a daunting task, making sure this doesn't lose its sense of urgency.</p> <p>Mr. Guthier MOVED to "Charge the Wisconsin Union Leadership Team and WUD to take a leadership role in the next semester in beginning a campus discourse on issues of diversity. An interim report on this charge must be received by the February meeting of the Union Council. Mr. Walter SECONDED.</p> <p>Mr. Guthier MOVED all previous amendments. Mr. Sather called the question.</p> <p>Mr. Barnhardt tabled the last two agenda items without objection.</p> <p>Mr. Sather MOVED to officially thank Social Education committee and the issue review committee.</p> <p>The meeting was adjourned 9:45 pm.</p>	<p>APPROVED</p> <p>APPROVED</p>
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In November 2006, the *Capital Times* printed a series of excerpts from Stuart Levitan's recently published book, *Madison: The Illustrated Sesquicentennial History, Volume 1, 1856-1931*. One of these articles described the formation in 1920 of an honorary student organization calling itself Ku Klux Klan. Levitan described its membership as

including many of the most important student leaders of those years. "Members of the campus Klan served in or on the student senate, student court, alumni committee, and prom and homecoming committees, and were directors of the Daily Cardinal board of control, the athletic board, the YMCA cabinet, Student Union board, and Memorial Union fund-raising committee. Between 1920 and 1924, four of five senior class presidents ... were members. In 1921-22, members of the honorary Klan edited both the Daily Cardinal and the Badger yearbook. The society's membership also included financial guru and philanthropist Thomas E. Brittingham Jr., long-time Memorial Union director Porter Butts, football star Frank "Red" Weston, and future city school superintendent Phillip Falk. (Levitan, p. 220)

During these same years, the national Ku Klux Klan (the Invisible Empire of the Ku Klux Klan) group was organizing in many states including Wisconsin. Levitan reports that "dozens" of students, several University faculty members and a number of city leaders joined the Madison chapter of the national organization. The campus honorary Klan group abandoned the Klan name in 1923. The Madison chapter of the Invisible Empire lost significant support by the end of the 1920s.

At its April 19, 2007 meeting, the Union Council considered a response to the November 2006 article proposed by the Social Education Committee. The Council adopted the following resolution:

Be it resolved that the Union Council requests a full action report incorporating the issues presented from the Social Education Committee in response to campus leadership involvement in the Ku Klux Klan in the 1920s. Involvement should include both Union Council and Union Trustees and is due back to Union Council by October 1, 2007.

As we approached our task of recommending to the Union Council an action report responding "to campus leadership involvement in the Ku Klux Klan in the 1920s," we reviewed the April 2007 Union Council minutes, the November 2006 newspaper report, the relevant sections about the Klan on campus and in Madison in the Levitan book, and articles in the Wisconsin Magazine of History by Robert A. Goldberg, "The Ku Klux Klan in Madison, 1922-1927" (Wisconsin Magazine of History, Autumn 1974, pp. 31-44) and Timothy Messer-Kruse, "The Campus Klan of the University of Wisconsin: Tacit and Active Support for the Ku Klux Klan in a Culture of Intolerance" (Wisconsin Magazine of History, Autumn 1993, pp 3-38) Another article by Messer-Kruse, "Memories of the Ku Klux Klan Honorary Society at the University of Wisconsin" (The Journal of Blacks in Higher Education, Spring 1999, pp. 83-93), summarizing the "Wisconsin Magazine of History" document.

We also had a very helpful meeting with the members of the 2006-07 Social Education Committee to hear their description of the research and analysis that lay behind their recommendation for action on this issue.

It seems clear that:

1. A group of student leaders in 1919 organized a University honorary society under the name Ku Klux Klan. The University officially recognized the group a student organization in 1920. Members of this honorary included many of the “best and brightest” student leaders of the University’s most important student organizations. Porter Butts who was editor of the Daily Cardinal (1923-24) was a member as were leaders of the student senate, the Badger yearbook, student court, homecoming committee, and the junior and senior class presidents.
2. This group was not apparently affiliated with the national Ku Klux Klan organization. The national Klan began recruiting members in Madison and on the campus in 1922; The Ku Klux Klan honorary changed its name to “Tumas” in 1923 to distinguish itself from the campus chapter of the official ‘Knights of the Ku Klux Klan.’”
- 3 From today’s vantage point, it is difficult to understand why any group of student leaders would associate themselves in any way with the name, Ku Klux Klan. Timothy Messer-Kruse provided some useful context for us:

Looking back on the Klan episode from the vantage of 70 years, it is difficult to believe that neither the faculty and administration of the university nor the overwhelming majority of students raised any significant protest against the honorary Klan’s rise to power and influence. But in truth, the young men of the honorary Klan were probably representative of white, Protestant Madisonians and of mid-westerners generally. What they did, they did openly and unashamedly; and apparently few thought the worse of them for it. It was this prevailing atmosphere of casual bigotry, this culture of intolerance, that fostered the rise (Messer-Kruse, Journal of Blacks in Higher Education, Spring 1999, p. 93.)

We also discussed the history of the Wisconsin Union’s efforts to provide facilities and programs that bring campus groups together, that promote discussion of important and sometimes painful issues that confront our communities, and that support and celebrate our rich diversity of peoples and cultures. We especially recognized the ongoing efforts of Union student leaders and staffs to make certain that celebration of diversity and inclusion of the widest possible range of student experiences are central themes of each year’s programming activity.

Shaping our recommendations for response to this issue is our belief that the histories of this university, all our institutions and all our communities include long patterns and practices of discrimination and exclusion of one group or another on the basis of race, gender, sexual orientation, disability, or religion. That Porter Butts and other campus, city, state and national leaders were members of Ku Klux Klan groups in the early twenties is an important fact of our history; but it is only an example of a larger story of our painfully slow progress in recognizing and responding to the gaps between our ideal of equality and the reality of our society. Tolerance of anti-Semitic policies and practices, official discrimination against gay and lesbian students, separate rules and restricted spaces for women in Residence Halls and Memorial Union, official recognition of organizations that openly discriminated on the basis of religion and race are just some of the much more overt and recent history of our University.

In order to make further progress now, we must acknowledge our past failures; but it will be a mistake to so focus on these facts of University life in the 1920s that we fail to recognize the distance that remains today between our ideals and the reality of our society. We agree with the

statement of the Social Education Committee in their proposal that "...at that time in our history tolerance of and respect for others' differences were not traits dominating our country." We believe it is important to add that we still have much to do now "in this time" to achieve real tolerance and respect for others. Responding to the historical failures of our predecessors to recognize and act on intolerance must not interfere with our efforts to do the work we need to do now to support understanding and celebration of diversity.

In response to the recommendations from the Social Education Committee:

1. We do not believe it is useful or appropriate for the Union to try to draft a "proactive press release" concerning the history of the KKK on campus. It is important that we are prepared to answer questions and to provide complete information about the Union's history and also describe our current goals and efforts. We suggest that the Union prepare a brief written summary of what is known about the history of the use of the Ku Klux Klan name on campus with complete references to all the various historical articles. In the event there are questions in the future about this issue, this material would serve as a beginning point for a Union response. In addition, we suggest that the Union
 - a) Identify and assign two people (student + professional staff) who could work with University Communications in crafting a response should that ever be necessary.
 - b) Call a meeting of the two key Union contacts with University Communications to review what has happened with past media coverage and outline possible process for a response should the issue come up again in the future. (schedule for fall of 2007)
2. We also urge that the Union adopt a consistent strategy of incorporating information on Union multicultural activities throughout Union communications.
 - a) Obtain the report on the history of diversity activities through the Wisconsin Union commissioned by Ted Crabb (assign staff or volunteer to lead this effort)
 - b) Review and update that document on an annual basis (this work should likely be tasked to a committee or staff person to ensure that it occurs each year)
 - c) Include the information and history in a variety of communication channels
 - Incorporate relevant information on committee/program Web sites
 - Review at volunteer and staff training programs
 - Incorporate into Union publications (membership and donors newsletters, annual report, etc.)
 - d) Charge external relations/communications committee to consider creating a new publication on the History of Multicultural Programs at the Wisconsin Union
- 3) We are unclear exactly how we might propose that ACUI respond to these issues except to re-emphasize the importance of the work we all must now do to further our goals of diversity. We suspect that every ACUI member institution has a history reflecting the realities of our larger society. It may be useful to participate in workshops about how we deal with the painful discoveries in our history. But we want to emphasize again our concern that such efforts not detract from the more important work we need to do now to recognize and respond to today's challenges.

- 4) In training student leaders and orienting Union staff, we should use the history of the University and the Union, both the positive and the negative, as a base which explains why the work we must do today to further our values of understanding and celebration of diversity is so important, so central to the work of the Union. But we must carefully avoid any implication that those “bad old days” are behind us now in our enlightened present. Each generation considers itself enlightened only to discover in the eyes of the next generation how faulty its values were.
- 5) We agree that, in considering whether or not to name buildings or awards, we should investigate carefully to insure that histories of the named person or group do not interfere with or detract from the Union’s mission and vision.
- 6) As we plan new facilities, we should insure that the art, murals and other designs reflect the full diversity of the University. But we believe we should not simply “set aside” areas to reflect our support for diversity and multiculturalism. It is critically important that our support for these values be woven openly into all our facility planning and all our programming.
- 7) We suggest that the idea of a new award be forwarded to the MUBA Student Programs and Leadership committee for their consideration and advice. Any new award should be carefully designed with specific criteria. Again, we want to avoid any implication that the equality values recognized by this award are unique or are somehow set aside. Our most important task remains to find ways to inculcate these efforts in all facets of the Union.

Tristan Sather
Amanda Green
Ted Crabb
Heidi Zoerb
Karan Johnson Mathews
Roger Howard