Student Government Meeting  
Wednesday, November 5, 2014

Meeting Highlights:
- President Simmons made a presentation to SGA
- Internet bandwidth for the campus will be increased November 13

Complete minutes are as follows:

Roll Call:

Absent: None

Minutes from the last meeting stand approved.

Presentation:
Alex Severn: I would like to recognize President Jay Simmons who has a presentation for us tonight. This is the same presentation he gave to the board of trustees a few weeks ago.
President Simmons: Hopefully this will answer some of the questions you have about why we have been through what we experienced. You will see here, going back to 2005 and thereafter, our enrollment peak was at 1,524 in fall of 2006 or 2007. You will see we have been up and we have gradually trended downward, like most colleges in the region have done. There are fewer students out there to recruit to bring to our colleges and Simpson has experienced that as well. As we see that downward trend, we have a little bit of a rebound this year to 1380 over 1363 last year, but you can see what our employment has done in terms of full time employees. We had enrollment of 1,524 and 240 full time employees. In fall of 2014, we were 36 full time employees larger but 160 fewer students. If you do the math that is pretty simple to figure out. That results in about $3 million of unrealized revenue that we are not gaining compared to an enrollment of 1,524. A couple of assumptions about the budget we have been working on for the last couple of years. Our budget number for FY14 was 370. We came in at 373. We knew that was going to be a challenge to repeat this year. We took our number down to 355 and came in at 345. That sounds bad, but we made it up on transfers. Last year, we budgeted 65 on transfers but only saw 43 come in. We made some changes in transfer recruiting procedures and matriculation policies. We took that down to 55 and came in at 72. Overall we saw a net gain in full time undergraduate students of 1380 over 1363 last year. Where we saw the trouble this year was the Continuing and Graduate Program. The Continuing and Graduate program has a gross revenue of around $3 million a year for the college so it is a very profitable venture. This program continues to make money for the college but it didn’t hit its revenue targets. We are still making money but not as much as we hoped we would. In the fall of 2013 we budgeted $1.3 million and came in about $100,000 less. This year we budgeted $1.288 million and came in a little over $1 million. That’s bad enough for the fall but we had to project what that would be for the remainder of the year which came out at about $400,000. We take the average of the enrollment from the last five years which tells us based on registered credits for the fall that there will be about a $400,000 drop in overall revenue for the Continuing and Graduate Program compared to what we had projected for the budget. We are taking some steps now to address that and we want to reduce that but we are going to be significantly lower
than we anticipated. We know around the region that nontraditional programs are down. That always happens. Continuing and Graduate programs like ours are counter cyclical to the economic cycle. When people lose jobs, they go to programs like this to upgrade their skills. When the economy improves, they are working and not going back to school. We are experiencing some of that but more than we should. During the years when our employment was growing and our full time day program was trending down, the credits we were generating in the Continuing and Graduate program shielded the college. We had growth in this program during those years. This program was generating revenue over and above its expectations. Instead of having to deal with the budget problems we were having 5-6 years ago, we were able to take the revenue and subsidize it into the day program. In FY14 we came in a good 15% less than the year before. We are seeing significant declines in the Continuing and Graduate Program enrollment. Those exceed what we would expect based on the economic cycle. We have issues to address in that program and we are working on addressing them. We brought in a consultant in early September to help us think through some changes in that program to address them right away. We are restructuring the way we recruit and the way we market the program. Hopefully this will have an impact on enrollment in January and again in March when term 4 starts. This is why we ran into the budget issue we ran into. When you multiply those numbers out it is about $3 million a year in realized value as compared to several years back. The cabinet and I brought it upon ourselves to take $2 million out of the budget over the next several years. We ran into this issue with this $400,000 gap we didn’t expect in late August. We pretty much know what the undergraduate day class is going to look like. By May we can project what range we will be in. Nontraditional students show up at the last minute. You never know what enrollment for those programs is going to be until you are about ready to start classes. We got into the middle of July and we thought we had adjusted the budget in ways that would get us through this year comfortably. Then we could engage in a broader discussion with the campus community about how we go forward and realize that full $2 million. When we saw where we were in late August, we realized that we needed to act quickly so that we could present a balanced budget proposal to the board of trustees in October. Here’s how we did it. We made decisions to take out amounts of money in various parts of the budget. In academic affairs, you will see $463,445. That’s a little bit misleading. It’s actually not nearly that much over time because we took advantage of some open faculty positions where we had some late resignations and so forth. We made the decision to fill those positions with adjuncts this year and begin full time searches this year. We are doing that right now. That $463,445 will have to be made up next year because we will be rehiring some of those full time positions. You will always have late resignations. It is a little bit of a misnomer. As you go down the line, you see a number of reductions we have made in a number of other areas by taking advantage of open positions and releasing some people from employment in September. We had $400,000 built into the budget for a faculty-staff pay raise and we took that out in its entirety. We also had and cut that in half. That’s what got us to the $2 million. We are only going to realize about half of that $2 million in the current budget year because all of those reductions didn’t take place until November 1. The folks who were notified that their positions were gone were given some severance pay and kept on the payroll until November 1. We have a pay raise that begins on November 1. By the time we get to November 1st, half of our budget year is gone because it runs June 1 to May 31. We will actually realize about $1 million of savings this year.

**Alex Severn:** Knowing that our problem is going to be enrollment. Where did the reductions from the Admissions budget come from?

**President Simmons:** We took advantage of the salary for an open position which will be going back in. We know that enrollment is going to be an issue for us but we are taking some steps now to address that. This fall we lost over 50 students from within central Iowa that we would have had the year before. That group is constituted by high ability, high need students. Every year we break down the data on enrollment. Based on our model, if we had upped our financial aid package for those students, we are
pretty sure we would have gotten most of those students. We are changing our model this coming year to target that population specifically. If we are successful with it, we should see between 350-375 new first year students next year. We don’t know that until they show up and we can count attendance. We think that will go a long way in addressing that enrollment issue.

**Alex Severn:** I think it’s important that we all see where reductions are coming from around campus so that we get a good feel for how everyone is being impacted. Another item on the budget reductions is a 4.8% cut from the president’s office. Can you speak on what that is?

**President Simmons:** That’s for two special assistance positions that I inherited when I got here. Those positions are no longer in the budget. One is called special assistant and one is called executive assistant. One of those is John Sirianni, the former athletic director. He is now in a part time position. He is helping Mark Juffrenbruch in building the Healthcare Administration program. For this year, he will be in a part time position off budget. The fund for his salary is coming from Steven Johnson. Mr. Johnson gave us $50,000 to help us build that program and coach Sirianni’s salary is coming out of that. The other one is Jerry Kelly whose salary is being moved over to an endowed fund. He will take over EMERGE at Simpson program on a part time basis. His salary will be paid out of that fund. Those two things are what comes out of the president’s budget along with some programmatic reductions that we have made in terms of overall spending.

**Robert Lyons:** You mentioned how you are going to make up the student shortfall with central Iowa students. What are you going to do with students from other states and international students?

**President Simmons:** In terms of out of state recruitment, we had our best year ever this year. This year, 23% of the new class came from out of state. We are having a lot of good success in Denver. Arizona, specifically Phoenix is a good area. Texas is proving stronger for us. We are seeing more opportunities coming out of California. We think that is because the California higher education system has been train wrecked the last few years which is creating opportunities for a lot of other states. Internationally, John Pauley is following up with some contacts that came out of an international recruiting fair that Brian Steffen attended. Dean Thorius has been moved to a part time position to help with some international recruiting. If you look at Luther, they have been at this about 25 years and they built a model such that every year they can count on about 120 international students a year. They will be the first to tell you that international recruiting is very hard to develop. If we do it right, it will take us at least 10-15 years to do something similar because we have to do the recruiting and at the same time we have to build the support structure for them to be successful at Simpson.

**Ethan Fredrick:** The issues is because of the difference between enrolled students and full time staff. I was wondering if there has been data collected about the pay difference between staff. The total payroll sum is obviously what matters more than the raw number of employees. I’m curious about how that is distributed through pay amounts.

**President Simmons:** Every institution that receives federal financial aid has to provide reams of information to the Department of Education very year. That data is then vetted for accuracy which takes about two years. Once the data is declared official it is made available to anyone in a system called IPEDS. Last year, the Department of Education released for the first time salary percentages for functional areas for non-faculty. We ran the percentage of salary that is spent on each area. As it turns out, we are dead on in about every category except secretarial support. Where most people were running 2-3%, we were running about 6%. You have to be careful with that because other colleges may categorize differently. Right not that’s the best comparative data we have available.

**Nick Laning:** You talked about initiatives and outreach to a lot of other states. I’m from southern Minnesota and in comparison to Luther, everyone from my hometown knows of Luther but no one knows about Simpson. I’m just wondering why admissions is not reaching out to that area.

**President Simmons:** We don’t spend much on marketing. If you compare our marketing budget to what some of our peers, we are much lower. One thing the board of trustees did was authorize the
expenditure of unrestricted endowed funds to the tune of $170,000 to help us launch marketing initiatives. We are working on a proposal right now and hopefully we will be rolling out some new initiatives by Christmas or at the latest January 1st. We know from survey data we have is that our biggest recognition problem is along I-80 in Iowa. One of the questions we asked in a survey a few years ago was “Please name the top private colleges or universities in the state of Iowa.” By far, the number one was the University of Iowa. Number two was Iowa State, and number three was the University of Northern Iowa. We all know that those are not private institutions. That was the response we got from the survey research we did. We are going to focus on I-80 because even though we are 23% out of state, we know that the bulk of our enrollment is going to come from metropolitan areas along I-80. We are going to do more to bulk up our presence along those lines. I don’t mean to exclude contiguous state recruitment because we have had some good success in Minnesota and Illinois.

Robert Lyons: We talked about the recruitment process. What steps are we taking to work on retaining students? How are we keeping track of post graduates?

President Simmons: Our retention was low last year. A retention task force formed and made a number of recommendations on how to improve our retention rates. I’m very pleased to report we were at 82% this year compared to 79% last year. Some of it was earlier intervention. Paying attention to when students are not registering. We are being quicker at turning around business office holds at registration. That seems to be paying some dividends for us. The next step is in the strategic plan which calls for us to get to 85% retention by the end of the plan in 2019. Last week, we agreed in cabinet that we are going to spend our next cabinet meeting focusing on what we need to do to get next year’s numbers up a percent or a percent and a half. Jim Hayes has already given us some resource materials to read. We will then start talking to other folks around the campus community about how we implement some of the recommendations from the retention task force that remain to be implemented and some of the suggestions contained in the resources Jim is giving us to review. The reality is that the better we can do a retention, the easier it is. It is much easier to keep a student here than to bring in a new student. It probably costs us $5,000 to $6,000 to recruit one student here at Simpson College. We have had some success here but we have more to do. We really have to get to the 85% mark.

Robert Lyons: What about the post graduates?

President Simmons: Last week I was with a graduate named Tom Shandley. He graduated some years ago. He is the Vice President for Student Development at Davidson College which is always in the top 50 liberal arts colleges in the nation. He’s been there about 20 years and he gave me some pointers on some of the things that they do. This is something I want to start next year. They hire a group of work study students and employ them over the summer and into October and badger graduates to death about what they are doing after graduation. They produce a beautiful document with each graduate by name and what they are doing six months after graduation. They have about an 85% response rate. They are using that as a road piece for admissions to show their outcomes and are having great success with it. We don’t do that at nearly the level we should. This year, we are better than we have been. We’ve got the best medical school placement rate we’ve ever had. That’s all thanks to Bobbi Meyer and the work she is doing in career services but we are going to have to work on that in other areas. One of the things in the strategic plan is doing a better job at institutional research. Places like ours typically have a person or persons charged with helping us determine how efficacious our programs are. Simpson has never really done much of that. I have hired someone on a part time basis to start analyzing some of our data. We do a great job of collecting data but a terrible job of analyzing it and trying to figure out how to improve the experience you have at Simpson. She is helping us to do this which will help the outcomes piece too.

Sarah Beadle: You said about 18% of students are leaving for some reason. Do you know what the dynamic of students that is leaving is or can you release that information?
President Simmons: We know overall. When we do exit interviews, most students’ say it is financial issues and they just can’t afford it. Usually that means they aren’t getting something else but they don’t want to tell you that because it’s embarrassing and it’s easy to blame financial reasons. Every college in the country has this problem. Sometimes it is financial, but not all the time. We will find out about a lot of issues after the fact and can’t quantify it.

Sarah Beadle: I was asking more for the demographics. Is it more full time students or Continuing and Undergraduate students?

President Simmons: Continuing and Graduate retention is always tough to figure out because they just live by different rules. They come in, stay a couple of term, drop out because of some issue, and come back. It’s hard to measure them in terms of some traditional way. The greatest risk point for retention is between the first and sophomore years. The second risk point is between the sophomore and junior years. Once students start their junior year, they are going to stay. Overall, when we talk about the 82% retention rate that is between first year and sophomore year.

Ishaya David: You said that you are working to recruit more international students. What are you doing to recruit more minority students from around Iowa? One of the things that attracts international students is a minority presence on campus so they don’t come here and end up being the only one of their kind.

President Simmons: I was visiting with Wayne Ford yesterday. He was a 14 year member of the Iowa congress from Des Moines. He is very well connected with the minority community in Des Moines. I was talking with him about how we could see more minority enrollment, particularly from Des Moines, but from around the state. He runs a program called Urban Dreams. Their board wants to construct a new headquarters for Urban Dreams. He’s talking about putting a large classroom in this facility. We have just begun some very tentative conversations with him talking about having our faculty going to give tutorials and workshops up there. The students would then get to know Simpson College and be more likely to come here. We’ve got to do more reaching out to the Hispanic community, specifically here in central Iowa. We are in a partnership with DuPont Pioneer right now. We’ve launched a new website targeted specifically at DuPont employees and their families. They have operations all over the world. Our contact, Alejandro is a native of Costa Rica and has worked all over Central and South America. It is his believe that with the initiative we have launched with his company, we should start to see some DuPont Pioneer families from those regions who are looking for a good quality American education. This website and his position in DuPont Pioneer will help us reach some of those families we otherwise wouldn’t. If we focus on DuPont Pioneer families and their students, they will help up with that support network in terms of retention and catering to those students. It is a couple of first steps and we think we have some potential there, but we have a lot of work to do.

Ryan Stewart: What efforts were made in terms of the layoffs that have happened? What was done to collect information from students so that those layoffs wouldn’t affect them in a negative way?

President Simmons: We didn’t have time to consult with a lot of folks. We had four weeks to get this done. It had to be done in that period of time. I had three goals in making these reductions. One was to reduce the impact on the student experience. Two was to create a balanced budget. Three was to create a raise pool for our faculty and staff. Our faculty and staff have gone three of the last five years without a pay raise. You can’t do that to your faculty and staff forever. As a result of these reductions, we were able to create a $240,000 surplus which was enough to fund a 2% salary pool for our faculty and staff. Some people have said, couldn’t you have used that $240,000 to save jobs? Yes we could have, but it would have simply put off dealing with the problem for another year. It wouldn’t have been enough to save all the jobs. You have to be creating enough revenue that you can reward you faculty and staff appropriately and increase academic program budgets. Incidentally, we have not increased academic program budgets in the last 8-10 years. We’ve got to find a way to address some of these issues so that we are putting more money into some of the programs in which you guys are enrolling and so that we
are able to attract high quality faculty and staff. Even if it means that there are fewer of them, we need to hire the best folks. We had to look at each position and see how it could be covered. I’m not going to pretend that it’s absolutely perfect. The goal was to minimize the impact on what you all experience. Going forward, we have two opportunities to talk about these issues more broadly. One is the budget committee. I was talking with faculty and staff about something like this last year. We’re doing that. My regret is that if we had landed on our projections the budget committee would be having the discussion about how we deal with some of this next year. The second is the campus council. We will have a broader group so we can talk about some of these issues. We brought in 408 new students in 2011. That was only the second or third time in the college history that we had brought in over 400 new students. You think 400 new students is wonderful. The problem comes when those 400 graduate in 2015. We have not recruited a class that large since. We are going to see a gap when that class graduates. How are we going to deal with that? That’s why I want this campus council to be created so that we can address these things going forward.

Tyler Stokesbary: How are we doing fiscally and with enrollment compared to our peer institutions?
President Simmons: We are doing really well. Luther, Coe, and Grinnell all did fine this year. Wartburg is smaller, Loras is smaller, Buena Vista is considerably smaller, Grandview had a bad bad hit. Grandview announced 12 faculty staff eliminations, the cut their retirement contribution from 7% to 3.5% and have mandatory furloughs which is an effective pay cut for all full time faculty and staff. Compared to all of those other places, we are doing really, really well. Overall our financial data is very good. I wouldn’t trade places financially with any of them. Our endowment is good but we do have a budget problem.

Olivia Anderson: I think the campus council is an awesome idea to get students involved. What else can student do to help?
President Simmons: If you have ideas about retention, if there are things you are experiencing or you know of what others are experiencing, let us know that. If you hear someone talking about transferring, let someone know. If you see procedural or policy things as an impediment, let us know. We may not see that. If there is anything we can do to make life easier for you all, please let us know.

Robert Lyons: We heard that another building is being planned on campus. What are the financial implications of that?
President Simmons: We have some facilities issues on campus. Two thirds of our students have Education or Business as a first or second major. One of the problems is with education. We are split between Wallace and Dunn and the facilities are just inadequate. We know we have to do something about education. The other area is business. McNeill is McNeill. It’s not bad, but it’s not good. Based on an analysis Sodexo gave us, we are about 19,000 square feet short of having adequate space. If we take that 19,000 and take the very inflated number of about $400 per square foot, we need to build a facility for about $7.2 million. If we constructed that facility, we would move business to the new building, move studio space for the communications department to this new building, and renovate McNeill for about $2.1 million. For around $10 million we could construct this new space and resolve all of the issues in the education department. This would resolve the issues in Dunn. If we could address those two needs, we would take care of two thirds of our students. We are pretty sure that we could do a better job of recruiting for these new spaces. I cite two sources for this. One is Monmouth. They build a fabulous new business building and saw their enrollment go up about 100 to 150 new students. We know that we are losing some students in education to Central which build this really fabulous new education and psychology building. It’s not a panacea for all of our problems but it would help us with those two programs. The way to do that, in my mind is to feature that building as the flagship of a comprehensive campaign. I’d like to believe that we can raise $10 million through the friends of Simpson College through a multi-year campaign. This is 2, 3, or 4 years down the road.

Nick Yeager: We are the only school in the state that doesn’t have an indoor track facility. What is the outlook there?
President Simmons: There are four projects we brought before the board. Two of them are McNeill and some kind of business building. Third is increased space for labs and the last one is an indoor practice facility. As we go into a comprehensive campaign, the first thing we have to do is hire a campaign council to do some field interviews. I can go out and talk to trustees and say we have this good idea, but if I don’t have good data to tell me how much people are willing to give, I could get burned. The campaign council will help us go out and test that. If we find out that we have a bunch of alumni out there that are in support of an indoor practice facility that is probably what we would build. Business buildings are usually pretty easy to raise money for, so I suspect that we will see a lot of support for it. Sarah Beadle: One of the areas you talked about for retention but also the biggest source of revenue was with the Continuing and Graduate programs. What has been done to better acclimate them to the college or keep better retention, because it seems like the come here and they leave. Is there anything else that you could see as beneficial to acclimating them to our campus community and giving them a sense of community that makes them want to stay?

President Simmons: We have seen really rapid declines here in Indianola. We are more or less phasing out the full time office staff here over the next 12 months. There are only about 60 people that come here exclusively as part of that program. We are going to get them shifted to Ankeny and West Des Moines. That doesn’t mean you won’t have evening options. Right now most of the evening classes we have here are taken by all of you. We will make sure the classes are here for that need and if someone from Ankeny of West Des Moines wants to come in and take a class, we will certainly help them do that. Our real focus for this program going forward will be in those two areas, Ankeny in particular. We are opening a new facility in Prairie Trail. You couldn’t find our old location off I-35 at Oralabor. You couldn’t find us at our old facility in Ankeny. Our new facility is right across the street from DMACC. We have nine articulation areas that we can execute with DMACC. We think that’s going to be a great pipeline for us over the next several years because many of the students are living in the residential facilities around that campus. They typically go to Iowa State if they are going to go anywhere but we think we’ve got a shot at keeping them there because they are already living there and are taking advantage of Ankeny and the residential and athletic facilities at DMACC. We think we can get them to come across the street and stay. With West Des Moines, we are looking at more degree offerings, seeing if there ways we can be more responsive with more major offerings. With the retention side, when someone drops out, they talk with those students and badger them to death until they come back. They are really good at that. Something like 92% of students who start our Continuing and Graduate program complete, they just don’t do it straight through.

Ethan Fredrick: Can you speak to our retention rate of non-white students?

President Simmons: At one point, our minority degree completion rates were higher than our majority completion rates. I’m not sure if that still holds or not.

Jessalyn Holdcraft: The IPEDS data has breakdowns for faculty. Is there any data for staff and administrative side?

President Simmons: Not in IPEDS. The closest thing to that is data from the Iowa Association of Independent Colleges. They collect salary information for all the major positions and all the faculty. They put together tables for us to share. That’s something I can’t share because it has individually identifiable salary lines. When you look at our overall salaries, we typically fall in the middle or bottom half of all of those lists. We’ve got work to do. One of the things in the strategic plan is a goal for improving faculty salaries so that we can get them where we should be. We are developing a similar plan for the staff side.

Reports:

Student Body President Alex Severn: Ethan and I have met with a lot of student representatives and we have been discussing with them what we think the best structure for those non SGA positions on the Campus Council. We are going to continue working on a physical document to figure out what those
terms will be. Michael and Nick Yeager were working on updating the webpage so we are now off the WordPress. We are now one click away from the home page off the Student Life tab. The link to budget requests are also on this page. Finally, update on bandwidth. On November 13th MCG will be finishing their upgrades from 400MB to 1GB. Following that upgrade, we will be getting an increase in bandwidth by 100MB until January 1st. MCG will be looking into our contract. They don’t know how much the bandwidth will cost them so they don’t know how much to charge us. The Student Life Committee, Kelly, and I will continue to work on a resolution for January 1st. My hope is that we get something passed on this because our meetings are coming to an end for the semester. I’m on a search committee for the Vice President of Student Development. About 20 people applied. We have gone through phone interviews and we are inviting two candidates to campus. There is going to be some sort of forum for students to get to meet the candidates. I will be emailing you all and inviting you.

Manager Michael Reuter: Nothing to report.

Treasurer Ethan Fredrick: We are static at $32,253.00 in our remaining budget.

Senior Class President Jessalyn Holdcraft: Our committee met this week and discussed changes to the budget request form that is online. We will be rolling out those changes in the next few weeks. We also received an email from Nicole Darling in Intramurals which Zach will talk a little more about in his report.

Junior Class President Austin Jacobs: We are going to be talking with another company called XWires for internet service. We will hopefully be able to play two companies off each other. We are also going to be talking about having a second provider as a backup.

Sophomore Class President Robert Lyons: We submitted 17 May Term proposals. That is done for now until professors’ start asking questions about them. Dean Behaunek approached us regarding the student handbook and how it is organized. We are planning on pursuing a closer relationship with him.

First Year Class President Zach Goodrich: The Student Organization Committee is continuing on redoing Prexy club which includes a new name: The League of Leaders. We will continue talking about that with Jim Hayes. Intramurals is continuing to work with us and they are changing their structure a bit so than any student can be involved in planning. That involves an advisory committee that will have SGA positions.

Advisor Kristen: Voting in the student body elections start Monday.

Food Committee Report, Cody Isabel: They are discussing changing the milk arrangement in Pfeiffer. This would include two chocolate milks in the front along with 2%. The back would have chocolate, 2%, and skim. They go through 7 gallons of chocolate milk for every 2 gallons of skim milk. The salad bar in Pfeiffer is getting updated.

Old Business:
None

New Business:
None
**General Discussion:**

**Constitution & Bylaws revisions:**

*Robert Lyons:* PRIDE did give me their edits to the SGA constitution and bylaws. I will get this ready for the next meeting. It has to be shown at a meeting and then can be voted on at the next meeting.

*Jessalyn Holdcraft:* I know a few of you have been interested in retooling the constitution, which I would recommend. Should we do this now or hold off and do two edits.

*Alex Severn:* I think we should put the edits through because this could take a semester to get through.

**Yik Yak resolution:**

*Ishaya David:* What is the deal with the Yik Yak resolution? There was an issue with a racist post this week that offended a group of students.

*Alex Severn:* I was originally going to give this to the advocacy committee but they are very busy so I will take care of it. If anyone wants to help me with that we can get something done by the end of the semester.

**Announcements:**

- Thursday, November 5, 5-6:30pm, Kent Atrium: Post election recap
- Saturday, November 8, 1pm: Home Football vs Wartburg
- Saturday, November 8, 9pm-1am, Black Box: CAB Headphone Disco
- Sunday, November 9, 11am-1pm, Black Box: DHOP: Delta House of Pancakes: 4$ in advance, $6 at the door for all you can eat pancakes
- Tuesday, November 11, 7pm, Hubbell Hall: American Nations: A History of the Eleven Rival Regional Cultures of North America
- Friday, November 14th, 7:30pm, Blank Performing Arts Center: Simpson Theatre presents The Memory of Water

This will also be performed on the 14th at 7:30pm, the 16th at 1:00pm, the 21st at 7:30pm, and the 22nd at 7:30pm

-Rotaract meetings are now on Thursdays. The next meeting Thursday, November 6th, 8pm, McNeill 107
- The following meeting is Thursday, November 13th, 8pm, McNeill 107

-Donate to [http://moteam.co/sigma-alpha-epsilon-ia](http://moteam.co/sigma-alpha-epsilon-ia) to raise awareness for Men's health or find Tyler Stokesbary and give any cash amount which will be put on the website so that we can change the face of Men's health!