

October 26th, 2022 Meeting Minutes

Topic: Free Speech on Campus

Meeting Called to Order: 6:00PM

Items for the Good of the Order:

- Nominations are due to the Warden no later than 11:59 pm on Tuesday, November 15th, 2022, either in a hard copy or electronically (sent to [warden@ogb.berkeley.edu](mailto:warden@ogb.berkeley.edu)). Keep in mind to nominate people who have the capacity to serve. The past couple semesters, the Order has seen a low retention rate where participation drops off after candidates are nominated.
- At least 1 of 3 co-nominators have to be at the election meeting on November 28th.
- The Order Council decided to not put to a vote whether to waive bylaws regarding the 1 year min on campus requirement for transfer students.

Items for the Good of the University:

- Big game is this Saturday. Cal vs Stanford. Kick off at 2:30pm
- ASUC Elections are starting up.
- UC worker unions across multiple campuses have voted to strike for higher pay and better working conditions starting November 14th
  - This includes both undergraduate and graduate student workers, academic researchers, tutors, postdoctoral scholars, and other university employees.
- Warden has reserved the last 20 minutes of this discussion to talk about the planned strike.

*On the Topic of: Competitive Culture around Clubs*

- Many clubs around campus have a hyper competitive recruitment process – it's almost like applying for university again or applying for a job.
- What are students applying for? What type of clubs are competitive and why are they competitive?
  - Clubs that are considered competitive and “top tier”:
    - Professional fraternities (Business, Engineering, Premed, etc)
    - Consulting Groups and tech organizations
    - Each semester, some organizations:
      - receive over 400 applicants
      - accept 10-15 people
      - Have as low as 3% acceptance rate
    - Many students apply and get rejected from these organizations.
  - Students apply to these clubs because they have access to a hiring pipeline with top jobs in finance, consulting, and technology.

- What happens when students get accepted into these organizations?
  - There is a new member education program
    - Pledging process for business fraternities
    - Student led courses for certain technology clubs
  - Programs are a great time commitment and can be up to 15-20 hours a week.
    - Despite time commitment, students are drawn towards it because of the prestige of these organizations and job prospects.
    - The trade offs would be worth it.
  - Hazing in some organizations.
- Certain groups of students are disadvantaged through the process
  - Groups recruit for younger students that have enough time left on campus to give back to the organization in terms of leadership roles, etc. There may be a bias against juniors and seniors. Tougher for transfer students to enter into these organizations.
- How are these clubs governed and who do they answer to?
  - Clubs can be official and unofficial
  - Can be registered student groups (RSO) or not
  - Some are funded by department, ASUC, or funded by organization alumni
  - LEAD center tries to provide some level of governance, but is underfunded and doesn't have the resources to investigate over 1,200 RSOs.
  - Anyone can form a club, it's just a group of students.
- What has been tried to address this issue of competitiveness and potential hazing?
  - Anonymous reporting system → difficult to address, because people are choosing to join these organizations and they volunteer to take on these time commitments. At any point in time, they can choose to walk away.
  - The ASUC Funding mechanism comes with requirements. Clubs need to come twice a semester to give writing on what activities they are doing and whether they are achieving their charter. → the competitive clubs are typically well funded by alumni and industry partnerships. They don't rely on ASUC for funding.
    - Examples of how professional organizations can get funding
      - 5-25k for an industry project
      - 1k-5k for resume book
      - 5k-10k for a recruiting event
      - Alumni donations
- Clubs are known to have diversity and inclusion issues. Specific type of student that they are looking for.
- Can there be more explicit guidelines in registering an organization? (RSO)
  - More open source information regarding:
    - Does the organization charge dues
    - Time commitment in new member education programs

- To be a RSO, you have to go through LEAD center
  - Diversity and inclusion training
  - Anti Hazing training
  - Can there be more diligence in the process? Difficult because of the sheer volume of clubs.
- Club culture is a reality check for new students entering the campus.
  - Many don't expect to have to apply to get into a club.
  - Students are faced with multiple rounds of interviews
    - Coffee chats
    - Technical interview
    - Behavioral interview
    - Final interview
- It's important to keep in mind that there are over 30 consulting groups on campus. Students are not applying to just one consulting group.
- To be a Haas Sponsored organization, there are many requirements for the clubs to complete.
  - Sound in theory – but impractical in practice.
  - Requirement for hosting DE&I events → Clubs can just go through the motions and host a zoom event without much effort. Done sloppily.
  - GPA requirements and other requirements are very difficult to enforce.
- There are 6 advisors in the LEAD center and over 1000 registered student organizations.
  - Need to be more support oriented and advisor oriented – rather than enforcement oriented.
  - Can't be enforcement oriented.
- Problem discussed regarding club culture is a microcosm of a larger problem we see in the world.
- Clubs should be allowed to have a large time commitment for students. You can't possibly put a limit on it → unenforceable, and students are choosing to do it out of their own volition.
  - Similar to how student athletes with their sports, or band members with the Cal band.
- A fellow believes that the current state of clubs is good.
  - It fits how the world works, that's a good thing!
  - Top down enforcement won't change anything. If we stop clubs from register with ASUC or LEAD center → Clubs would rather disassociate than follow lead
  - Regarding time commitment problem: these are the student's social life and it's their choice for what they spend their time on.
  - Forced diversity and integration may lead to tokenizing candidates.

- Instead of trying to fix these competitive clubs, we should create those that are doing the right things. We allow more people to create more clubs that are doing the right thing.

Discussion Adjourned at 7:30 PM.

The Meeting closed with Song, and notes were compiled by the Chronicler