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MADISON OSTERGREN

Gabe Eisenberg, an employee at the Gold Miners Daughter cafe at Alta Ski Area, talks with customers about the recent interlodge, while making their coffee on Feb 20. When an interlodge is in place, everyone in the canyon must go inside a building and no one is allowed to leave until officials permit outside movement, according to Alta Chalets. Eisenberg said during some interlodges, the lodge is overcrowded making it hard to meet all the customers' needs.

ADMIN & STUDENT GOV.



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The first issue of The Forum is free; subsequent issues cost \$1. Please pay to The Forum office.

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JASMYNN VELEZ

Foster Hall located on the northeast side of Westminster College's campus on March 1. With fluctuating student enrollment numbers, Westminster's administration has decided to make cuts to faculty and staff benefits to help balance the budget, according to President Beth Dobkin.

CUTS TO FACULTY, STAFF BENEFITS HOPE TO BALANCE COLLEGE BUDGET OVER NEXT FEW YEARS

JASMYNN VELEZ
STAFF REPORTER

With fluctuating student enrollment numbers, Westminster College administration has decided to make budget cuts to restore balance, according to President Beth Dobkin.

Budgets are continuously updated, but to balance Westminster's budget for the next few years, faculty and staff are receiving benefit cuts from their retirement plans.

"The temporary reduction in retirement contributions by the college, as assessed by the Planning and Priorities Committee and President's Cabinet, was determined to be the best way to balance our budget over the next two years without making indiscriminate cuts to people or programs," said President Dobkin, in an email to The Forum.

The Planning and Priorities Committee is an advisory committee that includes faculty, staff and administrative representation. Those on the committee serve for a three-year period and help with budgetary decisions, said commit-

tee member and associate professor of accounting Jennifer Harrison.

"Change is stressful, and budget realignment and reductions affect everyone in some way," President Dobkin said via email.

Harrison said faculty members can allot a specific amount of their pay to be put into their retirement plans and Westminster would match that amount. With the changes to the budget, the amount given to faculty members from the college is being cut by about 50 percent. Because faculty members can customize the amount they give, the new amounts given by the college will be different for each person.

Cid Seidelman, distinguished service professor of economics, said higher education institutions have a variety of revenue streams, which are monetary sources for the institution.

Those streams are typically in the forms of net tuition, auxiliary operations like student housing and unrestricted giving/donors. Those streams mixed with the institution's expenses and operating costs can create an imbalance in the budget.

"Sometimes what happens is that institutions run into challenges where there's a decrease in their revenue stream or there's some significant increase in expenses," Seidelman said. "That then leads to [budget challenges]."

Seidelman said budget challenges can result from decreased enrollment rates which President Dobkin said was a factor in these budget changes.

"We haven't seen any significant increases in the number of high school students graduating [and] going to college," Seidelman said. "That is a number that's been decreasing steadily over many years."

The National Center for Education Statistics reported undergraduate enrollment rates between 2010 and 2016 decreased by 7 percent or 1.2 million students.

President Dobkin said in an email that Westminster currently has an enrollment rate close to the rate from 10 years ago (around 2009). From around 2009 to 2011 Westminster experienced a spike in enrollment which resulted in hiring more staff and

faculty. After that two year spike, Westminster's enrollment rate began decreasing again which led to this budgetary challenge.

Although these budget cuts are not positive, President Dobkin said she's received overall support with this difficult decision.

"I have greatly appreciated the honest and constructive feedback I have received from faculty and staff," Dobkin said, in an email response. "They have expressed appreciation for the transparency of these conversations."

Benefits cut from faculty and staff should be reinstated within five years but maybe faster if enrollment and other budgetary things change, Jennifer Harrison said.

"[Faculty and staff are] just hopeful that we've got good leadership in place to navigate these particular challenges," Seidelman said. "Westminster has a very bright future."

CHANGING YOUR GRADE: IT CAN BE DONE, BUT COULD BE MORE DIFFICULT THAN YOU THINK

COURTNEY CHENEY
STAFF REPORTER

Miscommunication, misunderstanding or different expectations can be frustrating for a student and professor. There may be a feeling that the grade a professor gives is permanent, especially when it comes to the final grade, but there are options available to students who believe an academic decision is unfair. Students can advocate for themselves through the academic grievance process.

What is an academic grievance

An academic grievance is a written appeal from a student claiming that a specific academic decision – including the assignment of a grade – is unfair or violates relevant policies and procedures, according to the academic grievance procedure outlined in the student handbook.

When deciding if an academic grievance is an appropriate step to take, the student can discuss their concerns with the dean of the school, said Lance Newman, dean of the school of arts and sciences.

Newman said it is important for students to know that the academic grievance process is available to them, and deans can give advice on the appropriate set of actions to take moving forward.

“Any student who is interested in filing an appeal or has a concern about a class they are taking in the

school of arts and sciences should feel free to come see me at anytime,” Newman said. “I will give them my own assessment of the best way to resolve that concern. If I think that an appeal is the right next step, that’s what I’ll tell them. That should be the job of the dean in every school.”

Before an academic grievance

Although the academic grievance is the official appeal option, steps can be taken to remedy the situation before students file a written complaint.

Because of the labor intensive process that comes along with an appeal, Newman said students should see if there is a way to negotiate a resolution without moving to a formal process.

“In general, our goal is to resolve any kind of grievance or dispute at the most direct level possible,” Newman said. “Ideally, the student and the faculty member meet directly and resolve the dispute through conversation and negotiation.”

Newman said his role in the early stages is to help students think about what the conversation might look like with the faculty member and how the student may advocate for themselves.

He said he recognizes the power differential between student and professor, and understands that some students may not feel comfortable going to the professor directly involved.

Amy Fairchild, administrative assistant in the school of arts and sciences, said if students talk di-

rectly to the professor involved but feel the issue is still unresolved, the student will be advised on the next steps to take.

“They need to go talk with [the instructor and] see if they can get it straightened out,” Fairchild said. “If they don’t feel that they have gotten the answers that they want, they go to the program chair [...] then they go see the dean. A lot of times it never reaches [the dean’s office] because the program chairs can lay it out and look at the evidence.”

Making an academic grievance

Once it has been decided that an academic grievance is the next step to take, Newman said the student will be asked to write a formal appeal and explain their reasoning in writing. They will also be asked to provide any kind of documentation available to support their case.

The dean of the school will put together a panel consisting of three faculty members who are from different departments and who do not know the student, as well as two students usually from ASW. The panel will review the documentation provided including rubrics, initial assignment sheets and syllabuses.

“Those five people read the students appeal, call the student in and interview them, meet with the faculty member and then they will make a decision and that decision is where things end,” Newman said.

Advice for an academic grievance

It is advised that the student making the appeal be present at the time of the hearing when the panel assembles. The student will make their statement separate from the faculty member involved.

Michael Santarosa, the registrar at Westminster, said he would advise students to build a persuasive argument.

“I would say they would want to be referencing the policy and understand it well if they were entering into [the academic grievance process],” Santarosa said.

Some appeals are more likely to be successful than others, said Newman.

“The grievances that stand a decent chance of being upheld are ones where a student can demonstrate that there was either a mathematical error in the way that the grade was calculated, that a rubric or a course policy was violated or applied unfairly or inequitably,” Newman said.

Santarosa said Westminster wants decisions made right the first time, but the academic grievance procedure is in place for the good of students when they need it.

“I think the tradition of higher education is pretty strong on flexibility, adaptation and fairness,” Santarosa said. “We want to have a community where students can challenge decisions, but at the same time we want to operate very fairly and that is why we have policies.”



COURTNEY CHENEY
Michael Santarosa, the registrar at Westminster College, opens the entrance to the registrar's office located in Bamberger Hall on Feb. 22. Students can make an academic grievance if they believe a specific academic decision violates policies and procedures.



KATIE PROBERT

Westminster College student Kenzie Lombard skates at practice during the Crash Course class at the Wasatch Roller Derby in Salt Lake City on Feb. 27. Lombard started the course five months ago and plans to continue on with the training because of the supportive community she found.

'YOU'RE A DERBY GIRL NOW:' STUDENT FINDS COMMUNITY THROUGH ROLLER DERBY

KATIE PROBERT
STAFF REPORTER

At 6 p.m. on a Wednesday night in a converted warehouse, a group of women and some men learn how to play roller derby at Wasatch Roller Derby in Salt Lake City. They put on their protective gear, knee pads, elbow pads, wrist guards, mouth guard and helmet. And, then they lace up their skates and roll up to the track.

Westminster College student Kenzie Lombard, 21, attends Wasatch Roller Derby's 'Crash Course' at least twice a week in between studying for a political science pre-law major and a gender studies minor.

Roller derby is traditionally an all-female, full contact sport played on four-wheeled roller skates. The sport was created in 1935 in Chicago and garnered mainstream attention in the '70s and '80s.

"It's all about getting knocked down and getting back up again," said Heidi Bell, team member of Wasatch Roller Derby who goes by the name Ruth Slayer Ginsberg on the track. "And, I can't imagine a better analogy for what life will throw at you."

Even though Lombard has only been with the training course for five months thus being termed 'fresh meat' she has already made meaningful connections with other people in the community.

"I met Kenzie the very first day she was here [at Crash Course]," said Heidi Allen, a fellow trainee who goes

by the name Disco '70s. "I instantly had a connection to her because of her bubbly personality. I am super proud she can already do 10 laps in five minutes, that's freaking amazing."

Lombard sat down with The Forum to give insight into roller derby culture and her experiences learning the sport. Her answers have been lightly edited for clarity and conciseness.

Q: What got you interested in roller derby?

A: When I was like 14, I was doing music at a music school and we performed at halftime for a roller derby league that doesn't exist anymore and I remember seeing it and just thinking it was the coolest thing I had ever seen in my entire life and I wanted to do it since. [...] I just was so bad at roller skating though so I didn't start doing it until about five months ago.

[...] One of my friends skated with the rec team that's part of Wasatch Roller Derby, the Beehive State Revolution. She invited me to come along because they have this training program for new skaters, people who aren't really comfortable skating or don't have a ton of experience with it, to learn how to skate and learn how to play derby. So, I ended up joining and I just thought that it was really fun and stuck with it.

Q: What are the rules?

A: I play flat track roller derby. There is also banked track, I don't know too much about that but they are very similar though. So, you

have two teams of five people, four blockers for each team and one jammer for each team. The first whistle blows the blockers move out in what is called the pack and they do a lap and then second whistle blows and the jammers take off. The first jammer to get through then becomes the lead jammer, they come back around and for every opposing player's hips that they pass they score a point. The lead jammer can also stop the jam at any point by double tapping their hips, to prevent the other jammer from scoring.

Q: Have you had any really bad falls?

A: I bruised my tailbone due to my own foolishness, it was not anyone's fault but my own. I was skating a cool down lap and I don't know, I think that I must have locked my wheels on accident against each other because I wasn't paying attention and I landed on my butt. And, I remember, when I first started [Crash Course], them telling me 'you'll take one really bad fall on your butt and you will never do it again' and I've not fallen on my butt since. There is definitely a right way to fall and your butt is not the right way.

Q: What is roller derby culture like?

A: Oh it is the coolest. It is primarily a female and fem-identifying space however, we do have some men that play as well. The men who do it are usually really awesome

and they respect that they are in our space [...] learning how to do something that's kind of been traditionally for fem-identifying people. They are really respectful and really willing to listen to what the women have to say in the space and listen to their skill and listen to their expertise. Because of that culture of a fem space, it's really supportive and fun and everyone is there for each other which I really really like.

There's just little things that you pick up on, like the term fresh meat for people who are new or people will tease you if your pads are a little gross. Just people being excited about someone getting new skates or like someone making a ton of progress. I'm the first to admit that I'm not the strongest skater yet, but I've gotten a lot better since I've joined. Everyone is so excited for other people's successes.

Q: How do you balance your school activities and roller derby?

A: Not as well as I should because it is hard. The training group that I'm in offers three practices a week, I try to go to two. Sometimes it ends up being one. It is a commitment, [...] but it makes me happy and so I try to do it even though I'm busy but sometimes it is really hard to balance it.

Q: Did the female-centric nature of roller derby influence your decision to join?

A: Yeah definitely, I am nothing if not an intense feminist and I liked the idea of it being this strong awesome female empowered thing that didn't require women to be pretty. I think that's why a lot of times women get scared off of sports and stuff because you feel like you need to be pretty and you don't want someone to see you and think you're not pretty and that causes so much anxiety around it. So, it was definitely encouraging to be like if I look gross or I mess up I'm around other women who are also going to look gross and mess up sometimes and they aren't going to care and aren't going to judge you.

Q: What do you love about roller derby?

A: The community. That is my favorite part of it. They are all kind and supportive and just genuinely such amazing people. People who I am lucky to be friends with, people that I want to be like. It's such a good community and if you're gone

for a while like I was gone because of the tailbone thing, they were so stoked to have me back. I was really anxious to come back because it had been a while and I was worried that I would fall further behind and everyone was just happy to have me there and see me again and that was the best feeling ever. It makes me feel so strong.

I remember, the first time I went to crash course I think it was our medic who said it to me because I was really timid at first and nervous. I worried about taking up too much space and she was like 'you're a derby girl now and you can do hard things.' And that is so empowering to me in every aspect of my life, it's hard and it's hard work and I might not be the best at it and I've still got a lot of room to grow but every week I get a little stronger and a little better and if I can do that on skates I can do that anywhere.



KATIE PROBERT

Kenzie Lombard, a political science pre-law major at Westminster College, waits for her coach to begin roller derby training at Wasatch Roller Derby in Salt Lake City on Feb. 27. Lombard said she always tries to make time for roller derby even with her busy school schedule.

THE FORUM IS HIRING

The Forum is now hiring the 2019-2020 staff.

All positions are open.
Applications are due Saturday,
March 23rd.

For more information, email
forumeditor@westminstercollege.edu.



MADISON OSTERGREN

View of Alta Ski Area at 6 a.m. from inside the Gold Miners Daughter Lodge during a morning interlude on Feb 15. During an interlude, everyone is instructed to immediately get inside, as professionals outside set off controlled avalanches to make the area safe for skiers

INTERLODGES HOLD STUDENTS HOSTAGE UP MOUNTAIN WHILE CLASS IS IN SESSION

MADISON OSTERGREN
STAFF REPORTER

The 4 a.m. alarm rings. You jump out of bed, grab your gear, and drive a four-wheel-drive car up Little Cottonwood Canyon in hopes of beating the 5:30 a.m. road closure.

Your car wipers can't move fast enough, as thousands of thick snowflakes pile onto your front windshield. The dark, windy, snow-covered canyon twinkles with car lights of antsy powder-seekers driving up Little Cottonwood Canyon. At 6 a.m. you walk from the snowy parking lot into the lodge, where you find a room packed with ski enthusiasts all crammed together preparing for an interlude.

When an interlude is in place, everyone in the canyon must be inside a building and no one is allowed to leave until outside movement is permitted, because officials are intentionally causing avalanches, according to a blog post by Alta Chalets.

"During a time of high avalanche danger, the Town of Alta Marshal may prohibit outdoor or interlude travel," according to the Marshal's Office.

Road closures and interlodges usually occur when there is a

storm or heavy snowfall, and mitigation is necessary to lessen potential danger, according to the Town of Alta Public Safety website.

"Trained professionals and ski patrollers use military artillery to set off controlled avalanches to prevent a larger avalanche from occurring," said Kevin Payne, a Town of Alta Marshal. "The reason we place an interlude is for safety."

The interlodged skiers are instructed to stay inside buildings. Many sleep on the ground, sip coffee or softly whisper to one another and gaze out the frozen windows. Outside many professional groups are hard at work making Utah's "greatest snow on earth" safe to ski.

"The Utah Department of Transportation along with several private and public entities operate a state of the art avalanche forecasting and mitigation program to keep our community and roads safe in times of high avalanche danger," according to a blog post by Alta Chalets. "These people are world renowned and experts in their field."

This year has had more snow compared to the last few seasons, and consequently there has been more interlodges and road closures so far,

according to Cate Casson, a part-time dispatcher for the Town of Alta.

"[Utah Department of Transportation (UDOT)] ultimately makes the call on the road closures, while working with weather forecasters, Alta Ski Area, Snowbird and Alta ski patrollers and professionals," Casson said. "These groups are gathering information from data, sensors and looking at the history of the snowpack, in order to mitigate the possible hazards of the storm."

As the snowfall continues, the canyon road is closed, skiers wait inside buildings and professionals continue to work with artillery to set off controlled avalanches.

While interlodges can be exciting, there is a serious danger if the interlude rule is broken, according to Kevin Payne.

"I have seen an avalanche take out 20 plus cars in the Grizzly Gulch parking lot and move them over a half a mile," Payne said. "The reason we have interlodges is for safety. Number one, there is high avalanche danger and it isn't safe to be outside. Number two, shrapnel can fly up to a mile. There have been instances this year where individuals have

camped in their cars or broken the interlude and have been issued a citation and fined."

Because there have been many interlodges and road closures this year, uphill and downhill traffic has been a nightmare for a lot of people including Westminster College students.

Physics major and Alta skier Sarah Nagy said she was interlodged for 5 hours at Alta, the afternoon of Jan. 21.

"I was about to leave the resort in our car when there was an avalanche that hit the road," Nagy said. "They made everyone turn back around and go back into the lodge. Then my friends and I stocked up on pitchers of beer, and eventually, I just took a nap on the floor. Luckily, I didn't have class that day but I did have to get my shift at work covered."

Nagy said she was lucky as she got a table in the Gold Miners Daughter during the 5-hour interlude that afternoon because the entire Lodge was crammed with people.

"It got really packed and the lodge actually ran out of food, which was stressful," Nagy said. "An old guy kept walking around ringing a cowbell, and at first people would cheer and then by the end people would glare at him."

Skiers are not the only ones to find interlodges stressful. Workers and employees, who are not used to dealing with so many people at once, also said the experience can be overwhelming.

"I was working the at the Gold Miners Daughter cafe, and suddenly there were more than 300 people in this room," said Conner Peletier, an employee at the Gold Miners Daughter Lodge. "It was really hard to accommodate something like an interlodge in the middle of the day."



MADISON OSTERGREN

Gabe Eisenberg, an employee at the Gold Miners Daughter cafe at Alta Ski Area, talks with customers about the recent interlodge, while making their coffee on Feb 20. Eisenberg said, during some interlodges, it can be hard to meet all the customers needs because everyone crammed in the lodge and not able to go outside.

We ran completely out of food."

While interlodges can be trying or annoying for some, it can be fun and exciting for others.

"Oh, I love interlodge," said Tim Kohl, an Alta employee for over 17 years. "I think it really just brings everyone together like a family. People get excited when they are stuck up here and the road closes. It is like a big group of boy scouts and girl scouts gathered up in a building, excited to ski powder."

MADISON OSTERGREN

Drew Peterson sits inside the Gold Miners Daughter Lodge and eats a breakfast burrito while waiting for the interlodge at Alta Ski Area to be lifted so he can go skiing on Feb 10. Staff at Alta said it can be hard to meet all the customers needs because everyone is crammed in the lodge and not able to go outside.



MADISON OSTERGREN

Skiers wait inside the lodge behind the gated sign at Alta Ski Area during an interlodge on Feb 5. The gated sign instructs people stay inside the building as officials use explosives to set off controlled avalanches and mitigate the dangers of a heavy snowfall.



JOSH SCHEUERMAN

Josh Scheuerman's '1940 Old Sugarhouse' mural outside of Sugarhouse Coffee after it was tagged with graffiti on Nov. 26. A streak of vandalism in November forced several local mural artists to repair their art and apply a clear protective coat over the murals to protect against future tagging.

AFTER VANDALISM STREAK, LOCAL MURALISTS FORCED TO APPLY ANTI-GRAFFITI PAINT TO PRESERVE ART

MADISON OSTERGREN
STAFF REPORTER

Imagine waking up in the morning after spending over a month diligently working on a mural the length of three cars and receiving a text saying someone has vandalized your artwork with graffiti.

During a week-long period in November, numerous artists around the Salt Lake area discovered that their murals had been vandalized with spray painted characters and writing.

"The problem is that it could take you a month to paint something and about 34 seconds for it to be destroyed," said Josh Scheuerman, a local artist, muralist, and graphic designer after his mural had been vandalized by a graffiti writer during the fall.

Only two weeks after Scheuerman finished a mural he had spent a month and a half working, he said he received a text message

from a friend saying that his '1940 Old Sugarhouse' mural had been tagged by a graffiti artist.

Scheuerman's '1940 Old Sugarhouse' mural is one of 12 murals he has painted around the state of Utah. Scheuerman said he has had to repair many of his murals that have been vandalized, including his largest mural 'Bears Ears,' across the street from Fisher Brewing Company on 320 West 800 South.

"It's sad that we are trying to beautify the city with art and murals, and graffiti writers are trying to destroy it," said Emily Potts, owner of Sugarhouse Coffee.

Scheuerman's mural was not the only mural that was tagged in the Salt Lake area.

There were around 15 total other murals tagged around the same time as Scheuerman, including The Old Dutch Store mural and Tinker Cat Cafe mural.

"I love the old Sugarhouse mural and all of the artwork in Sugar

House," said Rachel Fong, an employee at Best Friends Animal Society, the building directly next to Sugarhouse Coffee. "I think the artwork and murals around Salt Lake City adds to the overall vibe of the community and I was heartbroken when I found out that so many of the murals were vandalized."

Scheuerman said many artists are now applying a clear archival varnish as protective coat over their murals to prevent spray paint and other things from ruining them.

"It takes about one week to ten days to restore most murals, depending on the size of the graffiti," Scheuerman said. "After my Sugarhouse mural was tagged I was able to fix it by taking off the spray paint and repainting over it. I then applied a clear coat, which costs around \$300 for 5 gallons, over the entire mural."

The cost of a clear coat is about six times the amount as a regular gallon of paint, making murals more

expensive for the city and for private business owners that hire artists to create large pieces of artwork.

Although Scheuerman said while he was upset that his mural was vandalized, he didn't see the vandalism as a personal attack.

"I was upset, but I also think the graffiti artists who did the vandalism didn't intend to personally hurt anyone," Scheuerman said. "I don't believe that they wanted to upset the mural artists."

He said he didn't want to involve the police, and would rather repair the mural, move on and keep pursuing his passion for painting.

"I want to keep making art," Scheuerman said. "This is all I do. I now paint full time. So anything that hinders me doing this full time, for a living, for the community, is a hiccup, but I won't stop painting."