



Incoming President Thomas Manley addresses a packed Community Meeting on Jan. 26 in South Gym about his ideas on Antioch, leadership, and community. Photo Credit: Office of Communications

INTERIM VP MAKES CHANGES

by Kijin Higashibaba '16

On Dec. 9, the Office of the President announced the promotion of Interim Dean of Admissions Harold Wingood to the newly created Interim Vice President of Enrollment and Student Services position. The title was later changed to Vice President of Enrollment and Community Life.

Wingood started at Antioch College in October as the Interim Dean of Admissions. Previously, he worked at Heritage University in Toppenish, Wash. as an associate vice president of enrollment. This is not his first time working with Antioch College. According to a 2002 Antioch

campus self-study for reaccreditation, he audited Admissions, recommending a reconfiguration of staffing and software updates for the department.

Wingood's promotion led to a new organizational model for Admissions and Community Life, including the promotion of Shane Creepingbear '08 to Associate Director of Admissions and Elesia Harvey-Spain from Student Success Adviser to Associate Director of Student Support Services. Health Services now reports directly to Harvey-Spain. In this new model, Jennifer Berman, associate director

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NEW SECURITY CONTRACT EMPHASIZES COMMUNITY

by Chris Welter '19

On Jan. 4, Antioch College Public Safety moved in a new direction by partnering with Allied Barton Security. According to Public Safety Coordinator Roger Stoppa, First National Security Company was previously employed on campus, however, after finally receiving federal financial aid in July 2015 the college decided a replacement was necessary not only to better comply with federal laws and regulations but also to maximize community happiness and safety.

"The promise of 24/7 hour coverage on campus was a big factor," Stoppa said. "The overall professionalism and experience the Allied Barton security firm holds in higher education made it the right fit."

24/7 coverage will be a new added benefit.

"There used to be a two hour block in the morning before I came in where there was no public safety officers on campus," said Stoppa. "First National would leave at 6 a.m. and I would not get here until 8 a.m."

Further strengths brought by Allied Barton include more administrative organization and support. Staff was trained to assist with statistics and reports required by the federal government.

Stoppa believes the new officers, who both use male pronouns, Troy Benson and Bobby Lemely, will fit into the campus well and become closer with students compared to public safety officers in the past.

"There was a lot of in and out, a lot of turnover with the previous firm, which made it difficult for students to develop relationships. We are paying our new employees higher wages which we hope will reduce this."

Stoppa understands that the Antioch College campus differs from most other colleges and therefore needs to be secured differently—even though Stoppa doesn't like using the word 'security' as it seems to authoritarian.

"I stressed to Troy and Bobby not to be authoritarian in nature and that in order to gain the students' respect you must gain

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PRESIDENTIAL TRANSITION TEAM AT WORK

by Soleil Sykes '18

President-elect Thomas Manley, in snazzy socks and enviable neckwear, began a five day visit to Antioch College on Jan. 22. The recently formed Presidential Transition Team coordinated his visit as part of their charge to assist in the transition between former President Mark Roosevelt and the beginning of Manley's presidency in March.

Established by Malte von Matthiessen '66, chair of the Presidential Search Committee, the Presidential Transition Team is charged with "introducing and orientating (sic) the new president to Antioch College and to its outside constituencies and vice versa," organizing the president's inauguration, and providing support to the Manley family in their move to Yellow Springs.

"This committee is really gearing up now," said Jennifer Jolls, vice president of External Relations and Presidential Transition Team member. The team met for the second time on Jan. 25.

The Presidential Transition Team includes representatives from various campus constituencies, according to an email from Director of Alumni Relations and Annual Fund and Transition Team member Amanda Cole. Andi Adkins, interim president, chairs the team, which also includes Deanne Bell, assistant professor of philosophy, Seth Gordon '00, Al Denman, emeritus professor of philosophy, Lori Collins-Hall, vice-president of academic affairs, Board of Trustees member Maureen Lynch, Mila Cooper, director of the Coretta Scott King Center, and Amelia Gonzalez '17, ComCil representative.

"It's all different constituencies of this community representing and pushing for what they want," said Gonzalez, who listed the Dean of Community Life position and "the recognition of ComCil as a governing body" as two issues she has brought up. Gonzalez acknowledged that the team members do not always agree in meetings.

"I think most of the time it's really going to be this...deliberation of what is best," Gonzalez stated. "It would mean that we weren't really thinking if we all just agreed with each other all the time."

The representation of various campus constituencies means the Presidential Transition Team can communicate community concerns and opinions to the

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THE RECORD

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- To serve the information needs of the community in a continuous fashion.
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- To serve as a reliable instrument for recording the college's history.
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TEAM FORMED TO ASSIST PRESIDENTIAL TRANSITION

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incoming president.

The Presidential Transition Team acts as "more of a feedback or sounding board," Jolls said, working to "put issues on the president's radar."

Jolls and Gonzalez both referenced the recent "New President's Questionnaire" survey sent out to the Antioch community on Jan. 26 as a tool for Manley to gain an understanding of community issues prior to his March 1 start date, according to Jolls.

"He can know what are the... top five, top ten things that the community is really talking about," said Gonzalez. The Presidential Transition Team can use the survey data to identify community priorities for Manley to address. "He's relying on us to represent what he needs to work on to a certain extent."

The Presidential Transition Team also plays a role in connecting community members with Manley and organizing

meetings for groups that might be overlooked.

Most of the team's work involves logistics, making sure various campus constituencies were able to meet with Manley while he was here.

"I think that is the main challenge," said Jolls. "Everyone wants a piece of him... everyone wants to learn from him, to hear his perspective on things, to share their perspectives on things."

During his January visit, Manley attended 28 meetings with various members of the Antioch community, including specific events with students and ComCil, according to a visit schedule provided by the Office of the President. Manley spoke during Community Meeting on Jan. 26 and addressed questions from community members.

"I think it went really well," said Gonzalez of Manley's visit.

"He's...already engaging in some of the conversations that are happening on campus," noted



President-elect Thomas Manley and Louise Lybrook '16 during Community Meeting on Jan 26 in South Gym. Photo Credit: Office of Communications

Jolls, who added that Manley hopes to connect with Antioch community members individually near the start of his tenure. "I think his challenge will be...balancing that with the lofty demands of the role of the president."

At the moment, the Presidential Transition Team is focused on helping Manley gain insight into

the Antioch Community in order to create priorities for the future. And with a little under a month until Manley becomes the new president of Antioch College, Jolls said the work of the Presidential Transition Team is just beginning.

"I think there will be a considerable amount of work between now and March."

ANTIOCH HIT BY 401(K)ONFUSION

by Keenan Grundy '17

Retirement is not often on the mind of a young adult working their way through college, which made the letter that arrived in my mailbox in early January such a surprise.

The seemingly innocuous envelope addressed from Antioch College looked like any other mail received on a regular basis. The characters 4, 0, 1, K quickly dispelled any expectation of the ordinary, as did two bolded, eye-catching blocks of text:

"Affected employees include students who worked on campus between January 1 and December 31, 2014 and were 21 years of age."

The letter had my attention.

"To this end, the College is opening a 401(k) account for you with Mass Mutual, our 401(k) provider."

Questions arose in my mind about the situation. What were the errors the letter mentioned? Where did the money deposited into my 401(k) account come from? Who was affected? Why was it arriving now and not in 2014? By the looks of it, others and I came into possession of free money, a strange occurrence by anyone's standards. And so I set off to find answers to my queries.

I went to the office of Joanne

Lakowski, Antioch College's chief human resources officer and author of the letter. We sat down to chat about the situation.

Grundy: So, what is the Antioch College 401(k)?

Lakowski: I won't be able to say how it got started, but generally an employer is interested in providing some sort of retirement support help to its employees as a benefit to make it a more attractive employer. In thinking about what you can provide for employees, you need to consider a couple of things, which includes how will you provide it, what will it cost and what's more attractive to employees.

G: And in this case when we're talking about employees we're including students who are 21?

L: Each organization that is allowed by the Department of Labor and IRS to have a plan creates a written document that outlines what are the parameters for participation. Then the organization must adhere to those parameters. In our plan that was in place in 2014, that was over 21 years of age . . . and 90 days of employment on the first of the quarter after that time period.

G: So as far as the error that was made, can you tell me exactly what that was?

L: Yes. I mentioned earlier the

plan document which governs the plan and, because I have a rich and exciting life, I sat down and read the plan. And in reading the plan, the plan indicated 21 years of age and 90 days, but it did not exclude any employees. Often when organizations offer the 401(k) they try and focus it on full-time employees.

I recognized that people in part-time position[s] as well as students should have been offered the plan and they hadn't been. I think it was an error of not understanding the plan document well. And so that's where this all started. I didn't have any idea what to do, and started investigating, trying to understand what needed to happen. It's all really, at that point, about protecting the integrity of the plan.

G: So it was not a misallocation of funds or finance, but a "Who was enrolled and at what time" issue?

L: Right. If you haven't worked with 401(k)s before, you don't know much about them. I think in administering it there was a lack of awareness about what [the plan] meant and an assumption that it meant one thing when it did not.

G: So has this caused waves in the community, as far as you can see?

L: I know that a big concern for

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NEW HEALTH SERVICES INITIATIVE ANNOUNCED

by Erin George, Counselor

Various departments at Antioch are in the process of initiating a tool that will provide an additional layer of support for all community members, with safety lying at the heart of the endeavor. The CARE team (known at most schools as a Behavioral Intervention Team or BIT) will function in a similar fashion as First Watch. However, the concerns addressed in CARE will be of a behavioral nature rather than an academic one.

Groups such as CARE were created in response to the myriad school shootings that have occurred on college campuses over the last decade, particularly the Virginia Tech shooting. The charge of Antioch's CARE team is to uphold the safety and well-being of the community and its members by identifying individuals who are engaging in concerning behaviors and then offering support in a variety of ways.

Should anyone (student, staff or faculty) have a concern about an individual (as evidenced by

troubling or problematic behavior) they can submit a report online or in person (anonymously or not) to any member of the CARE team. The CARE team then meets to review the report and assigns a person of support to seek out the identified individual to provide resources and a listening ear. Not a disciplinary body in any way, the aim of the CARE team is to identify individuals who are struggling and to link them with the proper supports, be it counseling, Title IX, Restorative Justice, etc. Thus far, the CARE team is made up of several departments: Public Safety, Counseling, CASS, Academic Affairs and Co-Op.

More information will be forthcoming after the Senior Leadership team approves all the policies and procedures. Most likely, the CARE team will be formally introduced in a Community Meeting where questions can be raised and all the contact information disseminated. The CARE team will have an email address and website to submit reports. Stay tuned!

Farewell, Dearest Daily! If you'd like to take up his newly-vacated role as *The Record's* official advice columnist, email therecord@antiochcollege.org.

EXECUTIVE COUNCIL RAISES CONCERNS

by Keenan Grundy '17

The existence of an 'Executive Council' in the college's administration came to the campus' attention with the creation of the Interim Vice President of Enrollment and Student Success position. The title was later changed to the Interim Vice President of Enrollment and Community Life.

The sudden creation of this position immediately raised concerns on campus. Community Council (ComCil) held an emergency meeting on Dec. 11 to address those concerns. Meeting minutes list an 'Executive Council' including President Mark Roosevelt, Dean of Community Life Luis Rosa, Vice President of Academic Affairs Lori Collins-Hall, Vice President for External Relations Jennifer Jolls, Interim Vice President for Enrollment and Student Success Harold Wingood, and Chief Human Resources Officer Joanne Lakomski as those involved in making the decision to create the vice president position.

Interim President Adkins explained at a Community Meeting on Dec. 15 that Executive Council was an overly formal name to describe a weekly staff meeting with the upper administration of the College. From early October until December 2015, an event called 'Executive Council' occurred every week according to an available Antioch Google calendar. An event called 'Andi's Staff Meeting,' has been held every week since the start of this quarter.

For some community members the discovery of Executive Council created two main problems. One was the absence of a Dean of Community Life to act as a direct liaison for students on campus. Another was the lack of transparency in the use of administrative power to implement a major infrastructural change at the College without community input.

"In a community that pretends to be invested in transparency and tenets of shared governance,

I am profoundly disappointed that a secret executive council has formed in what feels like the dark of night," said Sara Goldstein '16. "I expect more from the administration."

Others are more cautious about jumping to what they perceive to be assumptive accusations. When asked to comment about Executive Council as a campus issue, Noah Reveley-Hunt '18 said, "I think that there is a lot of mistrust, a lot of confusion, and a lot of hot air."

When asked to comment, Matt Desjardins, director of Communications, gave the following statement on the official status of the body:

"There's nothing sensational about the so-called 'Executive Council'. Call it what you will, it's simply the interim President meeting with VP & Director-level leadership to help move the College forward. These meetings are typical. They occur at every college and organization."



Bobby Lemely, a new Public Safety team member brought on through the College's new contract with Allied Barton Security, poses with former President Mark Roosevelt's 'Presidential Prius,' now used as a Public Safety vehicle. Photo Credit: Renée Burkenmeier '17

STOPPA CHOOSES NEW COMPANY FOR STAFFING CAMPUS PUBLIC SAFETY

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their trust first, and for them to keep their personal beliefs at home," explained Stoppa.

Stoppa remains aware of diversity issues associated with public safety.

"I have asked that we have female officers as well as people of color to represent the demographics of our campus," Stoppa wrote in an email to the community on Dec 3.

Those diversity goals are a challenge.

"There are just not many women who work in the security field, which makes it difficult to have a diverse staff. I still do firmly believe that a campus security staff should reflect the population it serves, so we are looking for at least some part time staff that identify as women," Stoppa said. "Some of the initial applicants were not qualified or did not pass the background checks."

The incoming safety officers received training and orientation to prepare them for working in the Antioch community.

"All the officers provided by Allied Barton will go through a thorough background check, be CPR/First-Aid/AED Certified and go through a lengthy training orientation with Allied Barton and with me in particular," said Stoppa. "I was sure to emphasize our SOPP policy and the role of gender pronouns. I told them to always ask before assuming a student's pronouns."

A possible reason that Antioch does not require a traditional

college security force is due to how rarely crime occurs on campus.

According to the most recent 2014 Clery Safety Report, only 29 crimes were reported on Antioch's campus from 2012-2014, and over half of those crimes were drug and alcohol violations dealt with by the College. Ohio Dominican University, a similarly-sized institution in Columbus where Stoppa used to work, reported nearly ten times that number in their 2014 Clery Safety Report.

In fact, unlike most other college campuses, public safety officers at Antioch do not look like police officers in blue or white uniforms or carry weapons of any sort. When asked what Allied Barton officers do carry, Stoppa chuckled.

"Keys," he said. "We also don't require our staff to wear uniforms. Just khaki pants and a polo shirt."

Stoppa acknowledged that there will be a transition period in his email to the community.

"Please be advised that there may be some missteps as we transition and the new firm gets acclimated to the campus, public safety policies and procedures, and the community at-large."

The most dramatic change may be the new public safety vehicle, which, according to Stoppa, will be former President Mark Roosevelt's maroon Toyota Prius.

So if you see Troy or Bobby patrolling in the Prius or locking up for the night, be sure to say hello and warmly welcome them to the community.

COMCIL EMAIL ON VP POSITION BLOCKED

by Katie Zechar '16

At the end of the Fall 2015 quarter, Community Council (ComCil) took a stance against the creation of the Vice President of Enrollment and Student Success position. According to ComCil President IdaLease Cummings '16, ComCil members spent hours drafting an email to be sent out to the community at large describing ComCil's opposition. However, according to multiple sources, no one received the email. This is because the Communications Office did not approve the email to go out to all Antioch College email addresses via everyone@antiochcollege.org.

"[ComCil] found out that the email had been blocked because they said we didn't have the correct information, which a lot of us are still kind of confused about, because in our opinion, we got it straight from the source," Cummings said. Cummings said their "source" was Interim President Andi Adkins.

ComCil opposes the creation of this new position because it thinks it is too much work for one person to do well.

"We've been trying to revise our bylaws and a lot of that includes the title Dean of Community Life," Cummings said. "It felt like the rug was pulled out from under our feet when that position was

removed. So what legitimizes our bylaws, what legitimizes us as a governing body of Antioch?"

At Community Meeting on Dec. 15, Cummings read the unsent email to the community. Adkins, Vice President of Academic Affairs Lori Collins-Hall, and Director of Communications Matt Desjardins presented their side at the Community Meeting. Still, Cummings maintained that the information they supplied and the information ComCil had when writing the email was not sufficiently different to justify blocking the email.

"Our biggest frustration [is] ComCil is always fighting to be taken seriously, not as just a student government. It's a government for everybody, so when we can't communicate with everybody then it greatly takes away a lot of our power," she said. "If we can't even get a message across to the

people who elected us, then how are we supposed to take care of the people who elected us?"

For some students, the implications of Communications blocking an email written by the governing entity at Antioch are great.

"Blocking an email sent from ComCil is absolutely problematic," Trinica Sampson '16 said. "It shows that there is a distinct hierarchy seeking to marginalize voices in the Antioch community."

"I'm committed to working with ComCil to improve the email distribution process so that it works for everyone," wrote Desjardins, who declined an on-the-record interview but responded via email.

At the time of this printing, no email communications policy has been presented to the community.

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CONTINUING CONVERSATIONS: TITLE IX AND MANDATORY REPORTERS

by Soleil Sykes '18

The following continues *The Record's* coverage of Title IX implementation, required by the Department of Education for all higher education institutions that receive federal funding. Refer to Vol. 66 Issue 2 for earlier coverage.

A central component of Title IX implementation on campuses occurs through 'responsible employees' and campus security authorities. These people are required to report any possible Title IX violations, including gender discrimination and sexual violence, to the Title IX Coordinators. Responsible employees and campus security authorities are also called mandatory reporters.

"Title IX suggests that any employee who could reasonably be assumed to help prevent further discrimination be a responsible employee," Nick Daily, Title IX coordinator and residence life coordinator said. "Anyone who is a full-time [or] part-time professional staff member at Antioch [is considered a responsible employee]."

For Title IX, the U.S. Department of Education and Office for Civil Rights defines responsible employees as individuals with the ability to take action to resolve sexual harassment/misconduct, those with the duty to report incidents of student misconduct to Title IX coordinators, and those "who a student reasonably believes has this authority or duty." The Office for Civil Rights allows institutions to determine which employees meet the qualifications outlined in Title IX, but does not make specific recommendations of which employees should be mandatory reporters.

"When I first read [Title IX], I couldn't imagine that a place could not consider all employees mandatory reporters," said Joanne Lakomski, Title IX coordinator and chief human resources officer. This is because one aim of mandated reporting is to alert an institution to possible Title IX violations in order to ensure a safe environment for students.

The only exemptions from these requirements are "confidential resources," a category which includes mental health counselors, doctors, nurses, and the clergy. Confidential resources are required to collect "zoom-out data," according to Daily, providing aggregated information about incidents to Campus Safety and Title IX coordinators without

personal information.

Counselors "are required to report only that an incident occurred but no other information," said Counselor Erin George in an email. "I only send an email to the Title IX Coordinators reporting the incident happened and that is it."

Other Greater Lakes Colleges Association schools have similar definitions of responsible employees, including Kenyon and Ohio Wesleyan, as outlined on their websites.

In an email, Lakomski stated that Antioch does not currently have a formal written policy outlining who are considered responsible employees and campus security authorities. New and current employees do receive online Title IX training that clarifies their position as responsible employees. Lakomski said that the topic is discussed in Chat 'n' Chews and other forums.

Daily credited Antioch's less hierarchical structure as a basis for Antioch's broad read of Title IX, noting that students, staff, and faculty interact in "multiple different ways" rather than in strictly defined settings. Louise Smith '77, associate professor of performance and former dean of Community Life, concurred.

"I think about people being on ComCil together, people working in the kitchen together, students working in various offices around campus with staff, the advising relationship...which goes deeper than a lot of places," Smith said. "In those situations it may be that a student might be distressed and talk to somebody not in a kind of formal way."

The personal relationships that form between students, staff, and faculty can make mandated reporting obligations a challenge for employees who might feel as if they are betraying a confidence.

"I know it's hard," said Smith, stressing the importance of education for students surrounding mandated reporting. "This is not about rumor mongering...it's about...really honoring what the obligations of the institution are to keep students safe."

"Our college is so small it's likely that any [student] who talks to an employee is going to assume that that's their way of communicating with the college," said Daily. "My understanding is that students assume that anybody

who works at this college can help move something along."

That assumption is murkier for student employees, such as resident assistants, dishwashers, and library circulation desk assistants.

"It's tricky," said Daily, since a large number of students hold campus jobs.

In fact, one hundred three students have campus jobs this quarter out of 257 students enrolled, according to statistics provided by Human Resources and the Registrar's Office, although the number fluctuates based on the number of students on campus in any given quarter.

Resident advisors are considered mandatory reporters. But other student employees do not face the same reporting requirements.

"The way that I think about it is," Daily explained, "Would it make sense that somebody would go to you [in your position] reasonably expecting to receive resources and support?"

Daily and Lakomski view all Antioch employees as possible resources for students reporting Title IX violations. At larger institutions, only employees such as teacher's aides, residence life



Nick Daily, departing Title IX coordinator and Residence Life Coordinator, speaks about Title IX and SOPP during Community Meeting on Aug. 4, 2015. Photo Credit: Office of Communications.

staff, and others who interact directly with students might be considered responsible employees. Antioch's size makes such a narrow definition unworkable.

"Everybody has direct contact with students all the time here," said Daily. "I can't imagine us reading it differently because the purpose is not to force people to report, the purpose is to make sure that people [receive resources and support]."

"Our goal is to make sure that people feel safe on this campus," he added.

Daily and Lakomski both emphasized that the successful implementation of the SOPP, which they described as "proactive," lessens the necessity for the Title IX coordinator and mandatory reporting.

"The goal of the SOPP is to never have to deal with Title IX. Never have to deal with mandatory reporters," said Daily. "The SOPP could prevent us ever having to use a responsible employee model except for when people who are not part of this community create harm in our community."

"That's where you want to invest," said Lakomski. "That's where you can make a [positive] impact."

2016 marks the 25th anniversary of the SOPP, Daily noted, making it an opportune time to continue engagement with Title IX and SOPP.

"The SOPP is a community policy," said Daily. "But it only works if our community is working it."

WOMEN'S ONLY HOURS REDUCED

by Renée Burkenmeier '17

After eight months of Women's Only Hours at the Antioch College Wellness Center, leadership made the decision to decrease Women's Wellness Time by 30 minutes and open a half hour earlier. These new hours went into effect on Jan. 3. The new Sunday opening time is 10 a.m., opening to all members at 11 a.m. The former Women's Only time was from 10:30 a.m. to 12 p.m. According to Wellness Center leadership, low attendance during Women's Only Hours and a general desire to open earlier on Sundays led to these changes.

"It's been difficult to tell how many women that come on a regular basis are just coming because the time is more convenient or if they're coming specifically because they need that space," Valerie Claggett, operations manager at the Wellness Center said. "And for some it could be a combination."

Average attendance numbers provided by the Wellness Center

show that from April to November 2015, approximately 14 members attended Women's Only Hours, including one student. Average attendance from 12-2 p.m., when the center is open to all members, is 75, from January to March 2015. Data collected on attendance during the new Women's Only time shows that an average of 21 members utilize the space.

"Women Only Hours have a very different vibe," Claggett said. "I don't know what it is... there is just a very nice energy."

The vibe is difficult to explain and Claggett cannot determine if the difference she feels is because of the Women's Only time or because it is on Sunday mornings.

Claggett noted that women who attended in the fall still come in the winter after the time change, typically right when the Center opens. Women from the broader community primarily use the time, as opposed to students.

"I would love to see more students utilizing Women's Only

Hours," said Monica Hasek, director of the Wellness Center.

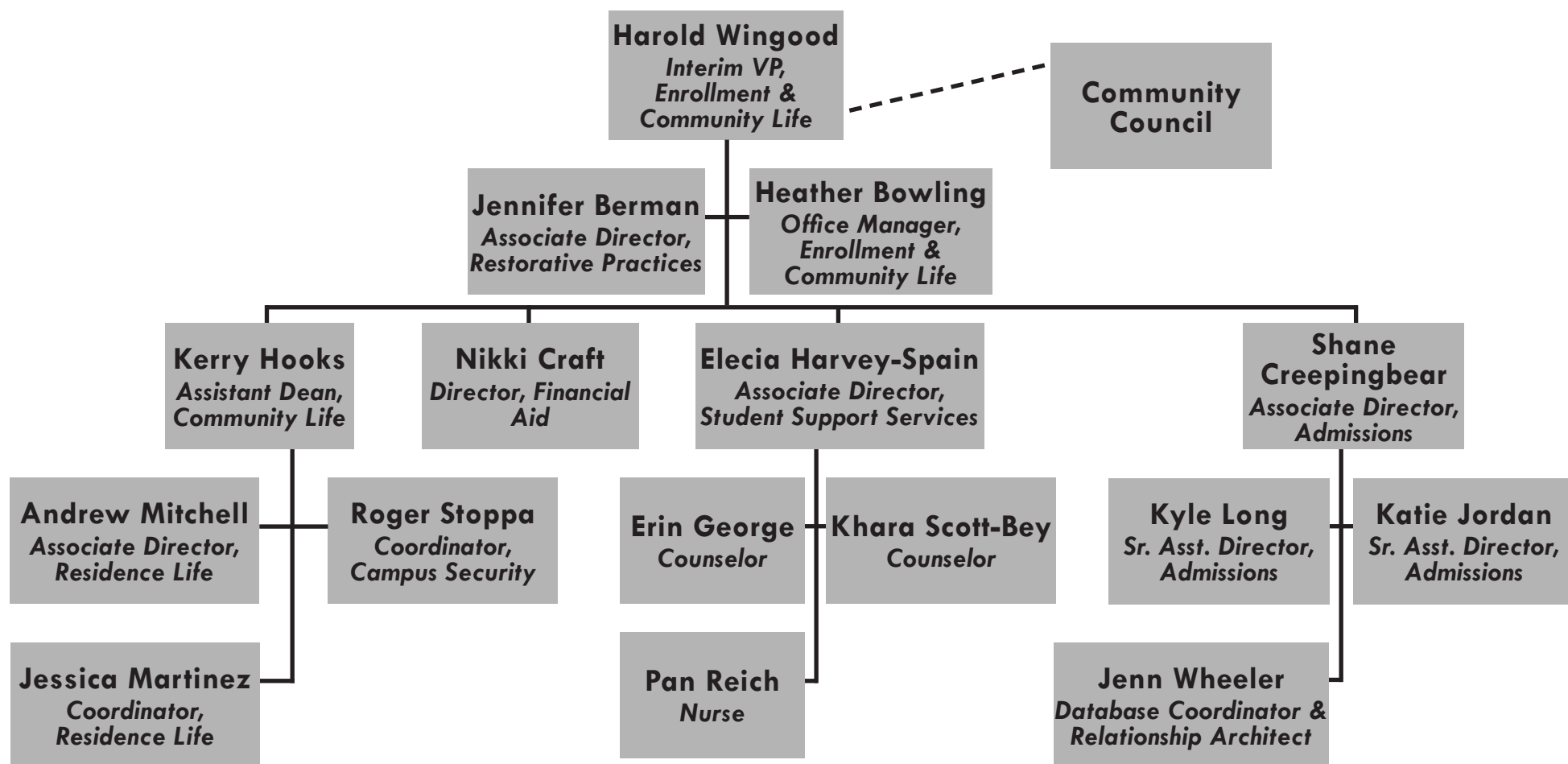
Hasek said that it was necessary to evaluate attendance numbers after eight months and that ComCil received those numbers. According to Hasek, ComCil suggested raising awareness about Women's Only Hours.

"ComCil had proposed a resolution that [Women's Only Hours] would become mandatory," Hasek said. "I don't think the resolution was ever formally adopted or passed."

According to IdaLease Cummings '16, ComCil president, ComCil discussed the importance of Women's Only time, but no resolutions currently exist.

"ComCil has not written any formal policy for Women Only Hours to remain at the Wellness Center," Cummings said. "However, when we discussed the issue in [the] 2015 Fall Term we stressed the importance of maintaining this time no matter the amount of people attending."





The newly-reorganized Office of Enrollment & Community Life, now overseen by Harold Wingood. With the reorganization, Heather Bowling, Shane Creepingbear '08, Elecia Harvey-Spain, Katie Jordan, and Kyle Long received new titles. A version of this chart was presented by Wingood at Community Meeting on Feb. 2. Chart by Jane Foreman '17.

INTERIM VP OF ENROLLMENT & COMMUNITY LIFE MAKES CHANGES

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of restorative practices, will report directly to Wingood and Heather Bowling becomes office manager for both Community Life and Admissions.

Other than Harvey-Spain's promotion, Wingood says the new organizational model is not that different from the structure before, but will allow both departments to run more smoothly. With the previous organizational model, many responsibilities fell on the Dean of Community Life.

"From a management perspective you can't have everything going through one person and expect to have it get done," said Wingood. He said this new organizational model will make better use of the skills and talents of the people working in the departments, moving some of the day-to-day responsibilities off one person.

"I've essentially delegated those operations to the people who have the expertise in those specific areas," explained Wingood.

The idea for a vice president to oversee both Community Life and Admissions came from 2013 discussions and analysis Andi Adkins, chief financial officer and interim president, did with former President Mark Roosevelt when Louise Smith stepped down as

Dean of Community Life. At the time, Adkins said, it was decided that a new dean would be hired, along with an associate dean.

Adkins saw an opportunity to revisit this idea when Luis Rosa announced his departure in December. Adkins said she knew the college could not afford to leave that position open. "We need somebody on the ground paying attention to Community Life issues."

Wingood was excited about the opportunity to take on more responsibility at the College.

"Doing just admissions and financial aid was pretty simple for me," he said. "I was happy to do it, but I was looking for a way to get more engaged, to help the College move forward."

Adkins said another important factor was that during presidential transition years, donations tend to drop. Because of this, the College has held off on hiring and not filled open positions. The College could not afford to hire another dean and create a new vice president position, leading to the idea of an interim vice president.

"There was a person who was available who was very interested in filling the role and who had the experience and the bandwidth," Adkins said.

At an emergency Dec. 12

Community Council (ComCil) meeting held in response to concerns about the announcement, Adkins answered questions on how the new vice president position would affect Community Government. ComCil members emphasised that ComCil was about the governance of the whole community, not just students.

"That's a different model from what we've had, at least in the near past," said Adkins. "And it's not a model that I completely understand."

Wingood has attended every ComCil meeting this quarter.

"Harold's presence has been consistent this quarter which has made a big difference in our conversations," said ComCil President IdaLease Cummings '16 in an email. "He offers perspective that we may have not considered because he works as an administrator at the college."

But, she said, "Harold's position still concerns me...ComCil still stands by the practice of having a Dean of Community Life and is holding the Executive Council to its promise that this merger is only temporary."

"I still believe that the Dean of Community Life should be a separate position from that of Dean of Admissions," ComCil Faculty Representative Michael

Casselli '87 said in an email. "I also believe that we should be moving away from the adoption of corporate titles for our administrators and instead use the terms that are more associated with academia."

When asked how ComCil will fit into this new organizational structure, Wingood said, "I'm not sure where that goes; that's an open question."

Both Wingood and Adkins stated that ComCil's role and the purpose of Community Government would become clearer when Tom Manley starts as president on Mar. 1. At a Community Meeting on Jan. 29, Manley made his commitment to shared governance clear.

"I think setting our guidelines or our principles... that we want to live and work by is the first thing we have to do, and the system of how we communicate and make decisions together as a community will flow out of those principles," he said.

"You can make me the Chief Community Officer. Seriously, that's part of my job is to make sure community is something that is vital and vibrant and lasting. That would be my commitment."

Two months after the announcement of the interim vice president position, people in

Admissions and Community Life have had a chance to adjust.

"Admissions will only benefit from this change," said Kyle Long, who is now a Senior Assistant Director of Admissions as a part of Wingood's new organizational model. For Long, the new structure of the departments is an advantage because it will make communication between Community Life and Admissions easier and smoother, making him more effective in his work.

"My passion for higher education is only further kindled with this change," he said. "I feel like I can be even more in touch with current students and their success on campus because of the collaborative nature of this change."

"I think it's still hard to say [how the change will affect Community Life]," said Residence Life Coordinator Jessica Martinez. "Honestly, I feel like because of my position I haven't seen a lot of what's been going on in terms of changes. I don't think they've trickled down to me."

Martinez looks forward to working closely with Admissions. "I think that there's opportunities. If we do really get the chance to collaborate closely with Admissions I think that there could be some real synergy there."



HEALTH SERVICES WELCOMES TWO NEW STAFF MEMBERS

by Chris Welter '19

Two new staff members joined Health Services in an effort to support students. Both staff members report to recently promoted Associate Director of Student Support Services Elecia Harvey-Spain.

Antioch College welcomed Jeff "Pan" Reich as the new college nurse on Jan. 14. A rock climber, Australian German Shepherd owner, and Yellow Springs resident, Reich is excited to connect with the College.

"I've been very impressed with the students here, they're very focused," he said. "Social justice is also very important to me, it has always been. I truly feel honored to administer to the health needs of the whole community."

Reich hopes to be very accessible to students as he only lives a few minutes from campus. For example, he commits to attending every medical call on campus and will always be willing to consult a student over the phone about a health issue.

"I will even come on campus to help make a decision. However, I would never discourage someone from calling 911 if they feel that is what they need." Reich elaborated, "I am paramedic certified which allows me to give different drugs

and do a lot of different procedures that EMT certified medic staff cannot."

Reich's 20 hours per week schedule also reflects his accessibility. Reich said he is available in his office on the first floor of Pennell House from 4:30-8:30 p.m. on Monday, from 8 a.m. to 5 p.m. on Wednesday, and will save his remaining hours for weekends and after-hours calls.

"The Residence Life coordinators, Public Safety officers, and Community Life staff member on emergency on call duty all have my number so any time a student needs an injury or illness evaluated I will be on call and be available to be here in that time of need."

Reich's primary responsibility revolves around triage — the assignment of degrees of urgency to student illness.

"Whether it is something that they can wait until the next day when Dr. Gronbeck comes in for clinic, needs to be immediately addressed, or if it is something that Erin or Khara need to see I could direct students in that direction," he said. "If I am unable to definitively determine what care the person needs, I am able to triage where they should go."

Another recent Health Services

hire, Clinical Counselor Khara Scott-Bey, began on Sept. 3 and now works on the second floor of Pennell House.

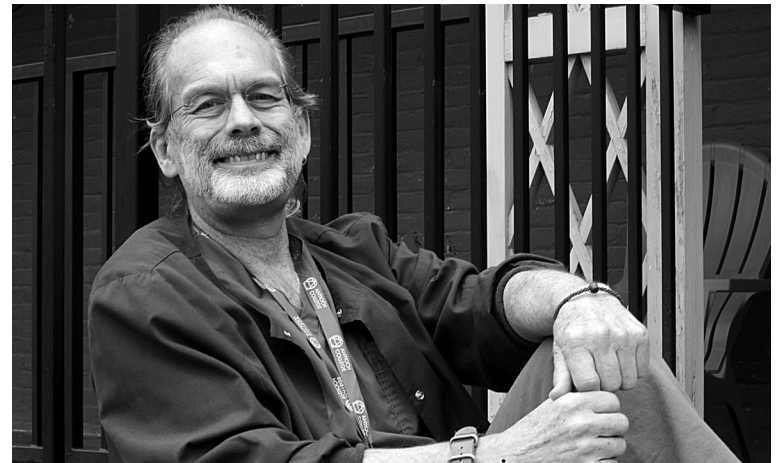
"I've had a secret love affair with Antioch since I was 18. I had a few friends who lived in town and I even worked a little while in the Glen. I just always felt like they were my people," Scott-Bey said. "I've been living on the West Coast for the last 10 years and when I moved back I said the only place I wanted to be was living in Yellow Springs and working at Antioch. The vision of creating leaders to change the world here is something I wanted to be a part of."

Scott-Bey said she stays busy meeting with students on an individual basis from 1-6 p.m. Monday through Wednesday. However, Scott-Bey also tries to be as accessible as possible.

"I have a pretty full caseload. I think I have 3 spots open right now," she said. "But even if I am full, I will always find time for students who really need to see me. It might just be difficult to regularly meet."

Scott-Bey understands some of the challenges the small, tight-knit Antioch community brings.

"For the purpose of this work, if you need to see someone more



TOP: Khara Scott-Bey sits in her office in Pennell House. **BOTTOM:** Pan sits in front of Pennell House. Photo credits: Renée Burkenmeier '17.

than once a week and if you have a diagnosis that requires deep therapy, you probably want to see someone off campus," she said. "It is a really fine line between do you want to meet with someone who you are also going to see in the dining hall or at the Wellness Center or do you need a level of distance."

Scott-Bey hopes to utilize her

degree in expressive arts therapy from the California Institute for Integrated Studies to start a variety of therapy groups on campus in the near future.

"I want to promote holistic wellness," she said. "I really want to work with groups that are already meeting on campus around issues of identity to provide support for

Continued on page 7

ANTIOCH CELEBRATES DR. MARTIN LUTHER KING, JR. DAY

by Renée Burkenmeier '17

Dr. Martin Luther King Jr. Day was a weekend-long call for inspiration and change at Antioch College, as well as a celebration of King's dream and legacy. Over three days, community members gathered for programming on the theme "Why We Can't Wait," designed by Mila Cooper, director of the Coretta Scott King Center for Cultural and Intellectual Freedom (CSKC) and CSKC Assistant Meli Osanya '18.

The weekend of events began Jan. 17 with "Be Inspired: A Show of Courage." 26 students and prospective students attended and were encouraged to share inspirational songs, stories, poetry, and other works. Osanya, who organized the event, began with an untitled acapella song.

"When you were born you cried, and the world rejoiced. Live your life so that when you die the world cries and you rejoice."

Osanya said that inspiration

is necessary to keep any kind of movement going. She wants students, and the College in general, to continue inspiring each other while taking steps toward change.

On Jan. 18, people gathered at the CSKC for opening reflections, followed by the Yellow Springs Annual Martin Luther King Jr. March and a celebration at Central Chapel A.M.E. Church.

Celebrations extended to Community Meeting on Jan. 19. Cathy Roma, director of the World House Choir, led the gathering in a round of "We Are The Ones (We've Been Waiting For)." Dr. Kevin McGruder, Antioch College assistant professor of history, received the inaugural Dr. Martin Luther King Jr. Award from the CSKC. The award honors McGruder's work in teaching, engaging the community, and supporting faculty, staff and students.

"Today we honor a person for

their passion and demonstrated commitment to build a just and inclusive community at Antioch and beyond," Cooper said. "Like the late Dr. Martin Luther King Jr., this person is a drum major for justice. I am pleased to present this award on behalf of the Coretta Scott King Center."

Attendees in South Gym erupted into joyous cheers and gave a standing ovation as McGruder accepted the award.

Dr. Terrell Strayhorn, director of the Center for Higher Education Enterprise and professor of Higher Education at Ohio State University, gave the 1st Annual Dr. Martin Luther King Jr. Lecture.

"Get all of the education you can, then can all of the education you get," Strayhorn said, referencing his grandmother, who was a source of inspiration for him as well as a master teacher. Strayhorn emphasized the importance of education throughout his lecture.

"We say things like, 'Black

students can't take standardized tests, or Latino students can't take standardized tests. They can't perform well.' But actually," Strayhorn said, "it traces back to our collective society's willingness to let a whole group of people be treated as disposable."

He noted that unqualified teachers in schools disproportionately affect students of color. Part of King's vision, he said, was a day where there are no unqualified teachers at any school.

"We think racism is as simple as white people owning their privilege and black people exercising their agency, and that's it, racism is fixed," Strayhorn said. "[Racism] is far more expansive than that."

Osanya hopes that this weekend demonstrates to community members that they need not rely on specific days to be inspired, inspire others, or create change.

"Why do we let this day kind of pass so quickly?" she asked.



Dr. Kevin McGruder receives the inaugural Dr. Martin Luther King, Jr. Award from Mila Cooper, Photo Credit: Office of Communications.

401(K) ONFUSION, CONTINUED

Continued from page 2

the college and for me needed to be that this plan remained credible. Because there was an error made, I was concerned that we remained recognized as people able to deal appropriately with the 401(k). It's important to my colleagues that I work with, including the students. It's important to the Department of Labor and the IRS that we be a credible organization. Correcting it was the appropriate thing to do, and scary.

G: Well, it looks like it's working out so far.

L: Yeah. We wanted to make sure that people were clear that this was not money that the College removed from their

paychecks. This is money that is being given to them that they did not need to set aside. This is something which is budgeted for as part of the benefits package.

To my surprise, the issue was not a financial one, but one of policy. Were it not for the first federally mandated audit of Antioch's 2014 retirement plan, which led Lakomski to review the program's documentation, the error in the plan's implementation might have gone unnoticed.

The task now ahead of us is discussion of what the retirement plan looks like going forward. On Jan. 22, an open meeting was held to talk about possible restructuring of Antioch's 401(k) plan to encourage long-term retention

and integrate social justice values when selecting investment funds.

The meeting included Eric Miller, annual fund officer, Deb Hirtzinger, controller, Lakomski, and Jon Hlavac, a certified financial planner and retirement finance expert at McGohan Brabender, a firm working with Antioch on this matter. These meetings are open to those interested in providing input on the new policy. Financial knowledge is not a necessity but is recommended. For those interested, please contact Lakomski at jlakomski@antiochcollege.org

Questions about the Antioch 401(k) plan can be directed to Hlavac at 937-395-5414 or jhlavac@mbfohio.com.

STAFF JOINS HEALTH SERVICES

Continued from page 6

them individually and with one another."

Both Scott-Bey and Reich encourage students to reach out to Health Services to maintain current health and happiness and not only to address illness and injury. Reich emphasized that, when it comes to students' health, no issue is too insignificant to be addressed.

"Anything from, 'I have a splinter in my hand' to 'My cold got worse at nine o'clock the night before a test so I can't breath, and I just need something so I can sleep,'" Reich said. "I am still waiting for the flu to raise its ugly head here, so come get your free flu shot during one of my office hours."

Scott-Bey encourages students to reach out to Health Services

when things are going well rather than waiting until, as she put it, "s--t hits the fan."

"I have some students who come to see me because things are going well and they want to keep it that way. So the maintenance aspect is important." On the other hand, Scott-Bey said, "ninety percent of the people...coming in is because they are at the end of their rope and they are about to lose it, so it would be great if they would come a little bit earlier."

"Students can get so lost in the thought that college is the end all, be all," said Scott-Bey. Scott-Bey seeks to help students navigate college life and realize "that this is just one segment of their life and that it does get easier."

When asked about tips to stay healthy during Winter Quarter, both Scott-Bey and Reich said

that it is fairly simple. Make sure to do the basics: sleep, eat, and drink plenty of water.

Health Services, will continue to evolve, improve, and define its goals as new employees become settled. A reorganization of Community Life under Interim Vice President of Enrollment and Community Life Harold Wingood gave Harvey-Spain responsibility over Health Services.

"Since Pan is new and the team in general is new, the mission and overall goals have not been officially defined yet, but will be worked on in the coming months," wrote Harvey-Spain, in an email. "The overall goal is to support students throughout their time at Antioch [by] offering services related to mental, and physical well-being."

CHARACTERIZING YOUR CLASS

Katie Zechar '16

It has been noted among students that each class at Antioch has a defining characteristic that sets them apart from the other classes. What these characteristics are is up to debate depending on who you ask. However, Admissions says that they don't look for people who fit any particular characteristics when choosing prospective students.

"It's not something we look for, as a personality; that's more organic," said Shane Creepingbear '08, associate director of Admissions. He thinks "it's pretty natural that the classes are going to have their own personality."

"Early on, there was more of

an intentionality in building a cohesive class," he said. "But now...we're bringing students into a more established campus culture."

Students are quick to label each class from their perspective. Amanda Vera '19 and Jocelyn Cruz '19 think their class is very united. "We all know each other pretty well and we all get along," Vera said, both waving to another first year entering the dining hall.

"The first years are a class that strike me as very hard workers," says Emaline Pozzanghera '16.

"[They] are little babies. They're so young!" said Maya Canaztuj '17. The first years are more mainstream, while the

other classes are "trying [more old school] things like dumpster diving, eating roadkill."

Vera and Cruz observe similarities between the classes of 2017 and 2019. "They're the class that's closest to us in energy," says Cruz. Vera says "they're not too cool to do stuff."

Canaztuj said the class of 2017, her class, is the reason why "people think we are a hippie school."

"For better or worse I feel like there is some heat coming from that class," said Pozzanghera. They have "spitfire."

As for the class of 2016, Pozzanghera said there are so

Continued on page 9

FROM THE PRESIDENT'S OFFICE: COLLEGE FINANCES UPDATE

by Andi Adkins, Interim President

Senior Leadership Team recently shared important financial information with the Board of Trustees that I wanted to also share with *The Record*.

As most know, we are in the midst of a challenging year as we face an anticipated net-tuition shortfall and a presidential transition. Neither situation is unique to Antioch, but our modest endowment and inability to access lines of credit (which typically require accreditation) make them more difficult to navigate. Unlike most institutions, more than 80 percent of our operating budget comes from donations. Each year since reopening we have set impossibly high targets for philanthropic revenue, and somehow, each year we've met them. Now, seven years into our revival, there are clear signals that our major donors are fatigued, and that many new potential donors—including foundations—are waiting for accreditation and other quality markers before they invest substantially.

After conducting an in-depth analysis, we recognize that the College can consistently raise \$10 million each year—not the \$16 to \$19 million we have relied on in the last several years. While student-derived revenue is growing and will grow in the future, our target for next fiscal year (FY17) is \$4 million. And while revenue from alternative sources (e.g., the Wellness Center) will grow significantly in the future, that target is set at a realistic \$3 million for next fiscal year. To balance the budget and better align operating expenses with anticipated revenue, our target budget for next fiscal year is \$17.8 million. To help close the gap between \$17.8 mil-

lion and our current budget of \$22 million, we have recommended the following plan to the Board.

Proactively, we are issuing revised departmental budgets for FY16 that will save a total of \$2.5 million in the current fiscal year. We have already identified from where much of this savings will come and through smart work by budget managers, we have already underspent our current year budget by \$1.3 million through the end of December.

Finally, it's important that when assessing the current budget reality that everyone at Antioch understands the following:

—There will be no personnel reductions except for natural attrition.

—While considering reductions in the budget, first priority has been given to preserving the student experience and the curriculum.

—Budget reductions are not a flat percentage across the board. Some departments can handle a higher percentage than others.

—There will not be an automatic 2% across-the-board pay increase like we have had in the past. Instead, the College, with the input of faculty and staff, is in the early stages of designing an equitable merit pay system.

—This effort will not affect our accreditation status. If anything, it will make our case stronger.

I know for many departments this presents challenges, but I'm confident that it is the right thing to do to ensure the College continues to grow and graduate students that are prepared to take on the world's problems.



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FOOD COMMITTEE: UPDATES, SIPPING COFFEE AT THE INNOVATION LAB

by Angelina Rodriguez '18,
Assistant Food Service Coordinator

On Jan. 15, the Antioch College Food Committee traveled to the opening of the Crimson Cup's Innovation Lab, a coffee school. Crimson Cup is a small business committed to excellent coffee, teaching small businesses the keys to success, and ethical sourcing of carefully roasted beans. Their website explains that "by buying directly from farmers, we help them retain a larger share of the profits from their labors, improving the quality of life for their families and their communities." Antioch is a loyal customer, purchasing fair trade, organic Nicaraguan Matagalpa Estate coffee for the past several years.

The Innovation Lab is a huge building with sleek, modern architecture and decor. Hosts escorted us through the lab, showing us various training, roasting, cupping, and teaching stations. There is also an industrial kitchen and a living room-like area for meetings, mingling, and other events. In March, this facility will offer classes about equipment, tasting, roasting, business, and coffee history to companies that Crimson Cup distributes to, entrepreneurs, and customers.

"I have my own ideas about the ultimate importance and ethics of extracting liquid from coffee beans for consumption on a large scale," remarked Julian Smith '16. "Visiting Crimson Cup Coffee in Columbus gave me the unique experience of meeting the actual people involved with the human chain of production of our coffee at Antioch and allowed me to meet people I may get to know in the future!"



ACFC Members and Crimson Cup staff stand outside of the Innovation Lab.

Della Jerkan '16 remarked, "getting to go there, taste test, and learn a bit about the processes the business goes through for obtaining coffee and making it delicious

was super insightful. I also appreciated their emphasis on the ethics and morals that go into their business, particularly with where and how [they] source their beans."

FOOD COMMITTEE SEEKS CO-CHAIR

ACFC works to engage the community on food issues. Our membership is open and fluid in many ways, adapting to campus interests. We write policy and host quarterly field trips, workshops, film screenings, and speaker events. We are committed to supporting local farmers.

I am working on The Real Food Challenge (RFC), which aims to shift university food budgets "towards local/community-based, fair, ecologically sound and humane food sources—what we call 'real food'—by 2020," as

explained on the RFC website. Antioch is committed to growing our percentage of "Real Food" from 56% to 60% by 2020. As I engage in RFC research, it is clear that more support is needed.

I am looking for another student to manifest their food visions, share project responsibilities, bring their perspective, and foster more intentional, nuanced discourse about food. If you are interested, contact foodcommittee@antiochcollege.org or attend a meeting at 2 p.m. on the 1st and 3rd Wednesdays of each month.

FOOD COMMITTEE HAPPENINGS

**The Garden
Film Screening**
Feb. 10 at 6 p.m.
ASB Cinema Room

"Visions of a Sustainable Future: Imagining the Future of Food Systems"
March 4 at 6 p.m.
Wellness Center, South Gym

FIGHT FOR FLINT

by Meli Osanya '18

The situation in Flint isn't unique. Racially-motivated policies create inhumane conditions in hundreds of cities across the United States. The water crisis in Flint isn't new. It's been going on for years, but we are only now reacting to it because of media coverage. The group of Antiochians who went to Flint were apprehensive, wondering, "What will we find there? How much devastation has occurred? Will the water we raised truly help?" Although I wish I could say the trip provided us with answers, it only led to more questions and heartbreak. Flint residents shared stories of ruined

businesses, broken houses, mounting bills, and lost hope. Of babies bathed with gallons of bottled water, adults catching diseases, people leaving town to get their hair done or buy their food, just to be safe.

Nothing about Flint is simple though. The solution to this heartbreak is neither an endless stream of plastic bottles nor an endless stream of media coverage. Those are just bandages on fresh wounds. We must take heart and fight with those in Flint to stop the knife that causes them. As one resident said, "The power of the people is more powerful than the people in power." Fight for Flint.



Meli Osanya '18 and Essence Provost '19 carry water at a distribution point in Flint, Mich. on Jan. 30. Photo: CSKC

POC COLUMN: THINGS THAT MATTER

by Some POC

Dear White Antiochians,

"Our lives begin to end the day we become silent about things that matter." The world looks very different from the moment when Martin Luther King Jr. uttered those words. Since then we have achieved some level of tolerance and resignation about the state of relations between those of us who identify or are perceived as people of color and those of us who are white. We live in a world where even the most educated and supportive individuals have a hard time seeing in themselves and others the rampant amounts of racism that exist. Antioch is no exception. The microaggressions and snide comments are subtle, but they are felt overtly by those at the receiving end. Antioch is not above the rest in its quest for inclusion and diversity on campus. We are still a predominantly white, liberal arts college in Ohio. The white students, faculty, and staff still harbor, consciously or not, racial prejudices and are beneficiaries of a privileged system. As a community we cannot continue to discuss diversity, inclusion, and continued growth without first addressing race.

The Record reached out to the People of Color Group (POC) to write this column at the beginning of the quarter and we pounced on the opportunity. The things that matter, such as our involvement in the building of community and our continued engagement and sense of belonging with those of the community, should be our first priority. If we remained silent on the fact that Antioch is not quite

excelling and progressing at the speed and smoothness it seems to insist upon, we would be doing a dishonor to ourselves and those who will come after us. We would be quenching the small flames of empowerment and hope we have alive in ourselves. So here it is: the blunt, no nonsense, truthful account of student life as a person of color at Antioch College, because you all need to be aware of the facts. It isn't our job to educate you, but it is our job to support one another. If supporting your growth changes the experiences of Antiochians of Color to come, we will do so. Welcome to a new year; where last year we searched for and defined diversity, this year we build and support it.

However, it is not an effort POC take on alone. This is the first and only invitation we will send out. Try to educate yourself. Try to engage in difficult conversations about race. Question the assumptions you make about individuals and more importantly, question the thoughts and actions you didn't actively choose. Racism is a social construct. Society runs on it. Choosing not to contribute to it is not the same as fighting against it. As Beverly Tatum so eloquently states in her book, "Why Are All the Black Kids Sitting Together in the Cafeteria?" racism is a conveyor belt. Unless you are actively walking in opposition, the conveyor belt will bring you deeper into racist beliefs, thoughts, and lifestyles regardless of if you're standing still or rushing towards it. So, Dear White Antiochians: Are you going to continue being silent? Because this, this matters.

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Got a burning question for Nurse Pan or Scott Sanders, Archivist? Submit it for consideration in the next issue of The Record at tinyurl.com/asktherecord.

ASK THE NURSE

Q: Can you detail the STI testing and treatment services offered at Antioch?

A: We can test for gonorrhea, syphilis and chlamydia. The test for syphilis is one tube of blood, which I draw, with results in two days. For men, the test for gonorrhea and chlamydia requires a urine sample, which absolutely must be the first void of the day. So, on Wednesday, get up between 8-9 a.m. and come right over to Pennell before you pee and we'll get your sample. For women, utilizing a urine sample to test for gonorrhea and chlamydia is not reliably accurate, so we need a direct swab, obtained by Dr. Gronbeck via a GYN exam. Urine and swab results return in about a week. HIV testing is done by the Greene County Health Department, who visit once per term.

Q: Can Antioch offer Plan B over-the-counter at a reduced price?

A: Not being a pharmacy, we are not able to buy Plan B wholesale nor are we licensed to sell medications. After some research, there are some cheaper options for you.

Plan B is \$46 at Kroger and this seems to be the usual price. The cheapest that I can find is through GoodRx.com, which sells most medications at a discount. Their Plan B is \$21.20 plus \$6 shipping and the generic version, My Way, is \$21.20, shipping included. The downside to GoodRx is that it takes 5-10 days for shipping and Plan B needs to be taken as soon as possible after unprotected sex, a broken condom, or a missed birth control medication dose. Within eight hours is best, but within 72 hours should be effective. A quicker discounted option is Town Drug which sells My Way for \$36.56. They're located five blocks from campus and their phone number is (937) 767-1070. If you simply want to be prepared, consider ordering a dose from GoodRx.com to have on hand for you or your friend/s; then whoever uses it can replace the dose.

I hope this information has been helpful. Please feel free to visit Dr. G or myself or email me if we can help you in any way! Balance...

Pan

CLASS, CONT'D

Continued from page 7

many students with huge plans, that are sitting in the driver's seat of their lives. They are ambitious.

The fourth years, Vera says, keep to themselves. "I never see any fourth years," she said. "I feel like they don't really associate with people outside of their groups."

Canaztuy agreed. This class "is very secluded. I don't see any of you ever, even though I live with all fourth years."

People have opinions of the class of 2018 as well. Those students, according to Canaztuy, are loud and everywhere.

"There is such a wide variety of people that I know in that class [of 2018] that I cannot grasp what a [characteristic] for them as a whole would be," says Pozzanghera.

When asked if they think the differences between the classes make it harder for them to interact, Vera and Cruz said that it was based more on the living arrangements than group personality characteristics. Vera said, if students do not actively branch out to meet new people from different classes, there would be very little interaction.

When asked if she thinks the characteristics of each class have

changed over the years, Canaztuy agreed without hesitation.

"But I couldn't tell you from what though," she said. "The longer you're here [at Antioch], it changes you. It might be in a good way, but sometimes you can't always tell."

Creepingbear agreed. "Those characteristics developed over years. It wasn't something [students] came in with."

The characteristics "could change at any given moment," says Cruz, "depending on the incoming classes."

Pozzanghera concurs with Cruz. "As the classes learn how to interact, and as new classes come in, I think that there is definitely a shift in the dynamic, but not a drastic one."

Despite what Creepingbear says about the admissions process, Pozzanghera has been attempting to find out for four years what the true qualities they look for in students are.

"It's not grades, it's not extracurricular activities, it's not test scores, I don't even think it's really uniqueness. Maybe they just look at the names of applicants and go 'Yeah that name sounds good, we haven't added a John to a class in a while, let's let them in!'"

LETTERS FROM CO-OP

by angel nalubega '18

For my second co-op, I'm working at The North Star Fund in New York City, a community foundation that fundraises for grassroots organizing in the city. I'm an intern, so I get to go on site visits, file, write reports on different organizations, and at times assist the Communications and Donor Programming departments when needed. I enjoy my job, although at times it can be monotonous. Working in an office isn't my dream, but knowing that the work I do has a real impact on organizers helps me get through the stressful parts.

I was drawn to the North Star Fund because of my organizing background. I organize with several social justice groups and I thought that working for NSF would merge my organizing with the nonprofit sector. I am learning more about philanthropy, strategic giving, and administrative work. North Star is unique in that it emphasizes donor activism, where donors with wealth organize and learn about strategic, charitable giving, and support organizers on the ground with resources. I am conflicted about donor activism, as I think community organizing should not depend on the philanthropic resources of the wealthy.

by Michelle Fujii '18

Dear People of Antioch,

The lovely Soleil asked me to write a letter about my co-op, so here it goes:

I wake up to the sound of my roommate leaving the apartment and I cram making lunch, eating breakfast, brushing my teeth, putting on clothes, etc. into the next hour. I leave ten minutes to make sure I have time to lock the door. We have a very stubborn lock.

Then I walk to the train station, and when it's sunny (which is never) I wear my sunglasses and pretend I'm a movie star. When I get downtown, I walk along the sidewalk with DePaul students and wistfully think about the days when I was a college student too. Then I remember I have a job and I'm a real adult now.

At my work, my main project at the moment is to watch old footage of street surveillance cameras and see if our client shows up in them. Usually I just see squirrels and cars. If I'm lucky, I'll see

I believe that it perpetuates the system of capitalism that requires working class people to depend on charitable giving. I want to find sustainable ways for working class people to lead social movements.

I'm living in East Harlem. It's unique in that it isn't as gentrified as the rest of the city. There is still a sizeable African-American and Latino community here, which is nice. There is "development" (gentrification) happening, and that recently led to the discovery of another African Burial Ground near where I live. Living in Harlem is a wonderful experience.

It is a very lonely co-op, as I'm surrounded by millions of people every day, and it's hard to find genuine friendship. I'm using this co-op as a time to find myself, binge watch tv, explore, work on my self-design, and sleep.



Photo provided.

someone dancing or a daring cyclist in the middle of the road. But most of the time I can't see much, and I contemplate what the police must be trying to hide behind bad cameras. To pass the time, I usually listen to podcasts or Ted Talks, and by the end of the day I am super pumped to go get 'em! (I was running on a treadmill today while looking out at the street, and suddenly got the urge to take notes on what I saw and I knew I had mastered my job.)

When I get back to the apartment, I have the pleasure of coming home to my two new friends, Isis and Ixchel. They're cats. They sit on the table and watch as I make dinner and proceed to eat.

Okay, to be serious, I have an amazing woman as a roommate, I love getting to work closely with a super cool attorney who is also an Antiochian, I love Chicago, and because it's been unusually warm here, I've been able to go running outside sometimes!

I hope everyone is doing well!

by Aj Fouts '18

I'm out here in New York City working as a paralegal intern for the law firm Outten & Golden. For anybody considering this position, I highly recommend it, as long as you're okay with long hours.

My time here in NYC has been crazy, with my housing falling through when I got to the city, but everything is settled now! I'd never been to New York City prior, so I'm treating this co-op as an immersive learning experience. At work I'm learning about law, and on my free time, I've been learning about the culture of this beautiful city! This place is unlike anything I've ever seen; it seems like there's always somewhere to go or something to do or someone to meet. I recommend taking the subway to random areas throughout the city—close your eyes, point to a spot on the map, and go! It's a great way to go places outside of your comfort zone, and that's exactly what co-op is about, pushing your limits in order to grow.

Anyway, I've already learned a lot this co-op, and I'm sure I'll only learn more as my time here progresses. Everything about this co-op is outside of my comfort zone. I was very nervous at first that I had gotten in over my head, but in time I realized that this nervousness I felt and the newness of my situation is exactly what I need to flourish, to become the person I want to be. Hope you all (whether on co-op or study term) are working to become the people you want to be as well!

Aj

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CLOSED SUNDAY & HOLIDAYS

Janice Blandford, R.Ph., mgr.
Emma Robinow, R.Ph.

You did WHAT on co-op?! Share your unrated co-op story. We won't even use it to advertise the College. Email us at therecord@antiochcollege.org



Lillian Burke '16 stands by the greenhouse. Photo credit: Tatiana Benally '16

ARTIST SPOTLIGHT

by Tatiana Benally '16

On a brisk Friday evening at the start of the quarter, Lillian Burke '16 and I came together for two hours to record a song. She had just come back from a 6 month co-op in San Cristobal, Mexico and when she came into my dorm room I could definitely feel the sweet summery presence of San Cristobal with her. IdaLease Cummings '16 joined us and we sat on the floor of my dorm room gathering instruments: a guitar, tupperware filled with small metal pipes—really anything that could generate a sound.

As we talked and played the sweet nothings that came to us while playing our instruments, I could slowly feel the mood of the room change. Zeroing in on melodies and chords that would become the foundation of the song, we became much more focused on what we were creating. This organic process is so sweet to witness, as each person brings a certain style to the table. Lillian played some bright vibrant chords that we all silently agreed needed to be recorded and thus, the process of recording started.

A moment when IdaLease, Lillian, and I were recording, layer by layer, in this room full of make-shift instruments recalls a comment Lillian made about how there could be a better space for Antioch women to collaborate without a dominating male presence: “There are a lot of really fricken amazing musicians at this school and a lot of them are women,” Lillian said.

She explained that she spoke with Ruthie Lane '17 and others about this problem at Antioch and that there are hopes of creating a female safe space through a club or group where women can come together and create music without feeling marginalized.

“Sometimes it can feel like this male-centered, cool kids club,” Lillian said. “I hope we can foster more of a supportive scene [for women].”

We focused ourselves on the

song and it came together very quickly. I could compare it to the slow build-up you feel when you ride on a wooden roller coaster and then plummet down. It happened so fast. I recorded Lillian's chords and melody on the guitar, a riff by Idalease on bass, and put them all into Ableton. As I was busy lining up the timing of everything, we talked about some of Lillian's past projects. She told me that she recorded several songs in Mexico, just her and the guitar.

She credits Angel Olsen, Patsy Cline, and Amy Winehouse as inspiration for her pieces. Under the moniker ‘quietchild,’ you can hear those influences in the vocal and lyrical content, even in the song that we recorded that night. Her vocals played around with range, much like Angel Olsen and Amy Winehouse.

All the elements of the song were complete. There was some fine-tuning to do, but for the most part the song was finished. I put it on loop and I know we felt the artist's high of finishing this song because we danced for hours, barefoot in my dorm room, Lillian chanting “Besame Mucho” rhythmically in duet with the guitar, the 4/4 bass urging us to dance. It looped 48 times that evening. We didn't even notice.

The song in completion reminds me of Helado Negro, Quantic, with a hint of Lady Gaga-like pop. As a genre, it's like a summer indie dance ballad, something that would nicely soundtrack dance-walking down a sidewalk.

In the future, Lillian hopes to record more music and is very passionate about encouraging others' to create as well. What does she say to other women who would like to make music?

“Believe in yourself,” she advised. “No one sounds perfect when they start, no one is born knowing how to play their instrument and you can learn! If you stick with it, that's all that matters.”

She added, “Do it for yourself.”

CONFESSIONS OF A TCM JUNKIE

by Scott Sanders, Archivist

“Two Arabian Knights,” a 1927 production of Howard Hughes' maverick studio The Caddo Company, won the only Academy Award for Best Comedy Direction (Lewis Milestone) ever presented, beating out stiff competition from the triumvirate of silent era comedy: Charlie Chaplin, Buster Keaton, and Harold Lloyd. It's the only such winner in Hollywood history because the Academy soon rolled all of its genre awards into the now familiar Oscars for Best Director, Actor, and Picture.

A muddy shell crater amid the carnage of the Western Front does not seem the most ideal place to start a buddy comedy, but it's where we meet Private W. Daingerfield Phelps III (William Boyd, known to history as the cowboy character Hopalong Cassidy) and Sergeant Peter O'Gaffney (Louis Wolheim, who earned his distinctive looks playing college football). Phelps wants nothing more than to punch out his main tormentor since training camp (the aforementioned Sgt. O'Gaffney) and while realizing his dream, both

are captured by German soldiers. The two become friends in a prisoner of war camp from which they escape. Their subsequent adventures take them all the way to the Middle East (they stowaway on a Russian freighter), where they rescue an Arab princess named Mirza from a foundering boat (Mary Astor, who would go on to play the femme fatale Brigid O'Shaughnessy in *The Maltese Falcon*). Both smitten, Phelps and O'Gaffney are disappointed to learn that she is betrothed to Shevket Ben Ali (Ian Keith). Seeing her without her veil gets them in dutch with both Shevket and Mirza's father, the governing Emir of the region, necessitating another narrow escape.

Like so many other works of the silent era, “Two Arabian Knights” was thought to be lost forever (the Library of Congress estimates that due to accident, neglect, and even deliberate destruction, upwards of 75 percent of all silent movies have not survived). A single print remained in the possession of studio owner Howard Hughes, perhaps the most famous wealthy

recluse in American history. After his death in 1976, the Hughes collection went to the University of Nevada, Las Vegas. “Rediscovered” at the end of the last century, “Two Arabian Knights” was finally seen again in 2004 (on Turner Classic Movies, naturally), but some damage could not be undone, and several seconds are nearly unwatchable. Restorationists even had to borrow an intertitle from another Caddo production to show Milestone's director credit.

“Two Arabian Knights” is a surprisingly funny film, particularly given that it takes place during World War I and contains few of the sight gags and elaborate physical humor usually associated with silent era comedy. The laughs are largely in the dialogue, which would seem up front to be something of a challenge for a movie without sound in it. Perhaps this is the reason it won the Oscar for Best Comedy Direction over “The Circus” and “The General,” the former widely considered Chaplin's most underrated film and the latter Keaton's masterpiece.

OLIVE READS: NEW BOOKS AT OKL

by Kevin Mulhall, Library Instructor

Black Stats: African Americans by the Numbers in the Twenty-First Century
by Monique W. Morris

“Black Stats” is a compendium of data about African Americans organized by topic (Education, Environment, Entertainment & Sports, Health, etc.) and presented in question and answer format. For example, one entry reads, “How do Black Americans experience climate change and global warming? — Black Americans cause one-eighth the amount of global warming pollution caused by White Americans. [followed by four more stats]” Following in the footsteps of W.E.B. Du Bois's work, “The Philadelphia Negro: A Social Study,” Morris creates a tapestry of Black American life woven from statistical threads. A brief introduction precedes each topic and the author provides enough description of the data to avoid misleading interpretations or suggesting spurious correla-



tions. What may be most valuable to students are the sources at the end of the book. I had no idea, for example, that the Department of Health and Human Services has an Office of Minority Health.

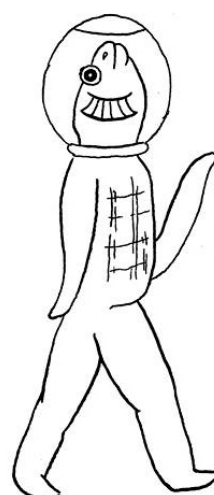
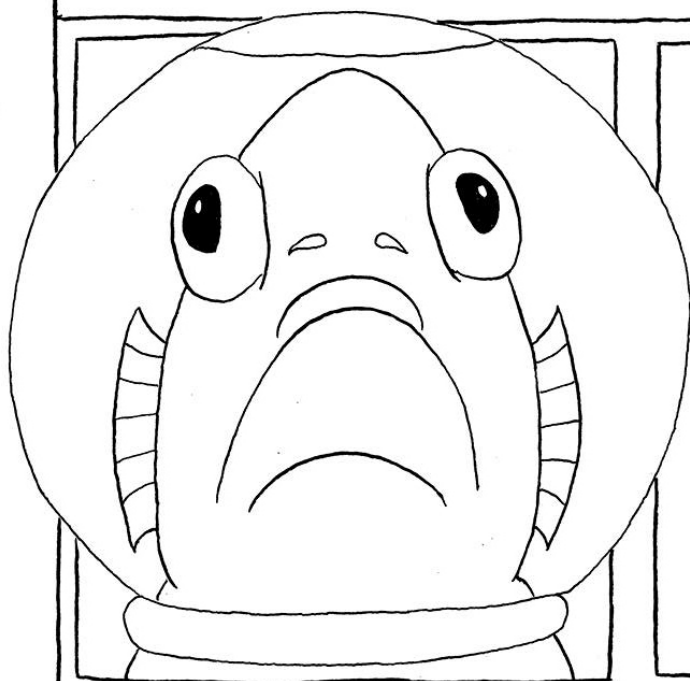
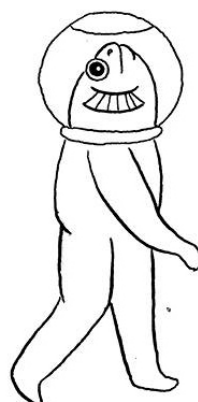
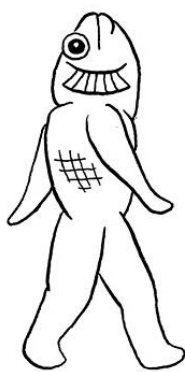
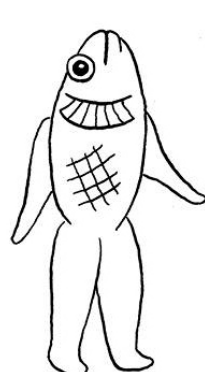
AIDS: Between Science and Politics
by Peter Piot

Peter Piot, head of the U.N. program on HIV/AIDS (UNAIDS), untangles the web of international politics, human rights, science, and economic and social forces inexorably connected to the HIV/AIDS epidemic. More than just a “state of the epidemic” report, “AIDS” discusses how the infection creates international tensions, how attitudes toward it remain pejorative, how economic status plays a role in its spread, and how treatment has evolved. But Piot's central message is that when we cooperate as an international community to create and implement policies, we can make significant gains in fighting the disease. And, while there are still populations vulnerable to infection and areas in the world where AIDS has become hyperepidemic, the world is poised to enter a new phase in the battle as treatments gain efficacy and mortality and infection rates decline. Clear and concise (around 175 pages), Piot's book informs without overwhelming.

The Oxford Guide to Library Research
by Thomas Mann

A Library of Congress reference librarian for over 30 years, Mann gives expert advice on finding information resources in a world where the naive wisdom of “everything is on the internet” has left researchers with haystacks that may or may not contain needles. Mann's approach is to discuss search strategies, their rationales and limitations, and to place resources with strategy. Like the parable of the six blind men and the elephant, Mann writes, researchers limit their discovery by relying on unsophisticated keyword searches and not taking advantage of high-level sources for overview. *The Oxford Guide* gives in-depth instruction on eight different search strategies: controlled vocabulary searches, browsing subject-classifications, keyword searches, citation searches, related record searches, published bibliography searches, people sources, and truncation, combination, and limitation of search elements. If your major relies on research, you should spend some time with this book (it's not nearly as boring as it sounds). Time spent reading some major chapters will be well worth not having to plow through the first 50 of 3,593,914 Google hits for relevant results.

Al Najjar '16



FISHY AND OTHER LEGENDARY WRITERS

BY WAKKA



Like to see your anonymous note in *The Record*? Keep an eye out for our **DECLASSIFIED** box at Community Meeting. And yes, you will have to show up to Community Meeting to submit one!

GAERIN ON GAERIN

by Gaerin Warman-Szvoboda '17

Hello friends,

As luck would have it, my fortunes have turned around and, after a chance encounter with a competitive unicycling caravan, I've successfully hitchhiked my way back to Yellow Springs. It was quite the pleasant experience and in fact, if not for the smell, I may've considered taking up their single-spoked lifestyle, rather than departing from them. Of course, I've never ridden a unicycle before but as I've never learned to ride a bicycle either, I thought the lesser wheeled of the two may be a good place to start. But no matter, I'm back in the tempeh capital of Ohio.

From my initial on the ground correspondences here, I've learned some exciting news: Antioch College is going to have itself a new president. Now I'm not sure if I'm breaking the news here or if it's been reported elsewhere but regardless, it's exciting. Soon the educator Dr. Thomas Manley will arrive to lead the school, boasting a resume that includes helming the Pacific Northwest College of Art for over a decade, holding various teaching and administrative positions at Southern California's Claremont Colleges, and currently heading Jamaica's political dynasty of Manleys. Thomas himself is the heir to the throne

of the People's National Party of Jamaica.

Manley is the son of long time prime minister of the country, Michael Manley, and grandson of the country's first premier, Norman Manley, the first head of the People's National Party. All this makes Dr. Thomas Manley a natural choice to be a future head of the island nation of Jamaica. During his time at Antioch, it will be interesting to see if he sheds light on any of his potential ideas for the future of the island nation. Possible positions to look out for during Manley's time here include whether he will return the party to the more democratic socialist roots that his father championed (rather than the last twenty-five years of more neoliberal policy) or if he will continue the nation's practice of producing athletes that run really, really fast.

Over the course of his stay here, I hope to discuss many such topics with Dr. Manley, preferably over a lovely tofu soufflé. While the transition won't be natural (presidents serve a different role than prime ministers/colleges are different than countries), I for one will do my part to ease it along. In the meantime and in between time, look forward to the first ever member of a political dynasty stepping foot at Antioch. Until the next tantalizing installment, I bid you adieu.

DECLASSIFIEDS

Dearest Community,
It has been so good to learn and grow and connect with each and every one of you! I am so proud of what we have done so far and can't wait to see what you all do next! <3 Nick Daily

Gregg is a super dope alter ego.

Maintenance,
I wish I knew your names, to thank you properly. You keep this school open. Thank you!

people are cats

to Dianne in the business office because she is so warm, kind and friendly

Dear seniors. We. Can. Do. This.

Gabrielle Civil is super rad. So rad that I can't handle it.

Yes! For abilities group de-stressing <3

Dear Sam,
Thanks for holding my salad. You are a light in my life. YRS

I love Antioch and I'm so happy to be here <3

Thank you so much Ty & Kay for making that super-awesome hay fort

The Writing Center + CASS are the BEST places on campus! #McGregor205

@Kevin McGruder: You are the GREATEST! thank you for your immense kindness.

I am so proud of Alyssa Navarrette for going out of her comfort zone and playing volleyball. I love you, Lyssa! <3

Thank you volunteer work project for helping improve our campus spaces!

A rainy day is a perfect day to stay indoors and avoid responsibility. <3

HORACESCOPES

by Coco Gagnet '18

ARIES

This week on the train there was a man playing a mediocre, but impassioned version of "The Girl From Ipanema" on the saxophone. At every stop, he'd run off and on to the same train car through a different entrance. Before the doors opened, he'd say "Open sesame!" Were the doors opening because he was willing them to or because they were automatic? Sometimes we reveal things and sometimes they reveal themselves, and while we might not ever know the difference, there's still something that needs to be seen.

TAURUS

Were we ever really breaking the rules? We sat on the edge of the mezzanine and someone said, "Get down from there." But whose safety was really being protected? The pretty thing about doing something "wrong" for the first time is that we are particularly susceptible to asking Why? When you ask, you might figure out that just because there is a principle for something, that does not make it right. Rules that are inflexible, and don't subject themselves to introspection might deserve to be disregarded.

GEMINI

I've been reading Albert Camus' "The Plague," wherein, aptly titled, there is a plague. The plague serves as a metaphor for a general human apathy with ourselves and in our relationships. Now and forever are not times to be apathetic. Get together with a friend, tie your hands behind your back, and figure out how to feed each other soup without spilling too much.

CANCER

We cannot put our love into vessels that aren't shaped to accommodate it or that crack under the pressure of weight. Or maybe we can. Something is sustainable or it breaks. When it breaks, and all the liquid runs out it gives us the opportunity to find where and how it should fit.

I heard a man mumble under his breath last Monday, "Emotions are running high." They certainly are, but maybe they are running someplace nice.

LEO

Cosmically, your seventh house of intimate relationships is tingling. The most intimate of partnerships seem to remind us to be even more intimate with ourselves. In preparation for whatever happens this week, and eternally, fixate on your fixtures. Become more familiar with the parts of yourself that are always changing, yet always somehow recognizable. You are a departure and an arrival.

VIRGO

Sometimes you can't sleep for many nights in a row. Sleep or an orgasm or a meal when you're hungry can all be a petite mort. There is something both exhilarating and terrifying about a little death. The prediction of pleasure after the moment of a sort of ambiguous vacancy. Maybe you can't sleep for the anticipation of the ambiguous vacancy. Have conviction that you will arrive on the other side of what or where, only no one knows.

LIBRA

Wherever you go, there you are, and while you're over here, you're over there. How can you engage with your subjectivity to make you all the more sensitive towards your environment? We can only experience the self through our relationships to others and objects. This week, this month, this life, this continuum, employ the phrase learning to love you more.

SCORPIO

So next was your nexus. If you're at your nexus, how about your praxis? It's funny how intimacy can be equated to time spent. But how do we divorce ourselves from the capitalist language that commodifies time? How do we "spend time" wisely, how do we create a "labor" of love. Your job this month is to overcome the linguistic barrier that I can't.

SAGITTARIUS

About two days ago I got locked in the bathroom at work. The door was broken. I jiggled the handle aggressively, banged on the door, and screamed and no



one could hear me. This went on for thirty minutes until I had the radical idea to try turning the lock. The door opened. The door isn't broken and never was. It was sure as hell locked, but I was the one who trapped myself inside. Just turn the lock.

CAPRICORN

You are especially magnetic right now. You are the person that everyone wants to make breakfast with on Saturday morning. You are the honey on the biscuit. Perhaps you should make breakfast with your companions as soon as possible. This might be the best way to exercise your persuasion, to distend and share your lovely chrysalides.

AQUARIUS

The stars said something about learning to laugh at ghosts. I like the contrast of finding something humorous in the supposedly spooky. Your birthday is happening soon, have a tea party with all your ghosts and make it light-hearted. Then take some time to get your affairs in order. The scariest things aren't usually so scary, and they should be treated with appropriate courage. February could deliver some pretty powerful stuff, and you gotta be ready for apparitions in all their forms.

PISCES

I've been thinking about the position of tradition in the human narrative. Recently, there was a man who went to jail for tattooing his dog. He did it as "humanely" as possible, putting the dog under anesthesia, but the court considered it animal cruelty. If Egyptians had been tattooing their cats 3000 years ago, if there was some sort of cultural precedent, would there be an issue? It seems like the longer people have been doing something, the more "natural," and the more okay it is. What might you be used to that it seems okay, but deserves a closer look?

QUESTION OF THE MONTH



IF YOU COULD CREATE A NEW CAMPUS POSITION, WHAT WOULD IT BE?



Community Manager

—Patty Nally,
Birch House Chef



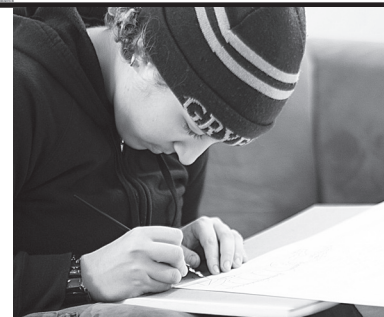
*Committee of
Innovation*

—Lanique Dawson '19



*Change Johanna
Kohout's title to
Defense Against the
Dark Arts Professor*

—Tory England '17



*Professor of
Criminal Arts*

—Al Najjar '16



*Professor of Women's,
Gender, and Sexuality
Studies*

—Katie Olson '17



*Professor of
Lightsaber Arts*

—Julia Dammons '19

*The
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