

## Board of Directors Meeting Minutes of August 25, 2021

- I. CALL TO ORDER at **12:02 PM**
  
- II. [ROLL CALL](#)  
**Present:** Angelica De Leon, Kabir Dhillon, Jose Simon Carmona, Zaira Perez, Tyler Luevano, Jasmine Domino, Ashmita Ahluwalia, Joshua Gay, Andrew Pajes, Arazeli Barragan, Justin Withers, Tayla Beasley, Martin Castillo, Erik Pinlac, Mark Almeida, Steve Spencer, Sarah Neilson, Andrew Yunker  
  
**Late:** Mirna Maamou  
  
**Absent:** Neilah Peku, Marguerite Hinrichs
  
- III. ACTION ITEM - **Approval of the Agenda Motion**





A. INFORMATION ITEM: **Associate Director for Government and Community Relations**

The Board of Directors will be informed on the role of the Associate Director for Government and Community Relations, Satinder Malhi.

**S. Malhi** introduces himself and states that he will talk about what he does on campus along with how he might be able to partner with the ASI Board on the exciting initiatives for the upcoming year.

**S. Malhi** states my name is Satinder Malhi and I am the Associate Director for Government and Community Relations at Cal State East Bay. I am based in the office of the President, although I am physically housed in the CFO suite on the fourth floor of the building. I have been at Cal State East Bay for a little over 5 years and prior to that, I spent the bulk of my time working in various policy roles for a few elected officials throughout East Bay. First, I was in Sacramento, in the state capital itself and later, I worked in the local district office as well. I had a broad experience working on substantive policy which is helping to get a bill from being an idea into an actual law that will be signed by the governor. This is to help constituents with any number of issues that they may have involving one or more state agencies. Along the way, I had the opportunity to develop a passion for higher education policy. It just so happened that Cal State East Bay was searching for somebody to come in, help advocate, and be that voice for that campus. I have often described my role as the public liaison, the public face of the university to the broader communities that we are proud to serve both primarily in Contra Costa and Alameda County. Given that we are a state funded university, we rely heavily on state dollars to help fund our mission and operations here on campus. Therefore, my job is to help maintain those relationships with the legislators, those that are in the State Assembly, the State Senate along with their staff, and our federal members of our delegation. We have several members of Congress to represent the East Bay and one whom I previously worked for is Congressman Mark DeSaulnier who represents our Concord Campus. Our ongoing mission and goal are to be able to show why Cal State East Bay matters such as the work we are doing, the student population that we are serving, the fact we are an incubator for local workforce development, and so much more. This is the day to day of what I am tasked with, and I am aware that Anjelica had shared the policy agenda with the Board. I was excited to see that a lot of those priorities do align with the system wide priorities of the CSU, particularly when it comes to student aid and basic needs initiatives. Those are issues we have been very much engaged with the legislature on for the past number of years. This past budget year was overall a strong budget for the CSU, but we



to our legislators as well as their staff about how crucial these dollars are to help fund any number of campus initiatives and programs. I would like to mention that we do not advocate, I do not go out and advocate, but I am an East Bay advocate. I have counterparts on each of the other 22 campuses and we advocate as a system as one CSU. We have a Sacramento office of advocacy and state relations that are based in Sacramento. We have CSU advocates who I work closely with. Similarly, the Chancellor has staff that are based in Washington DC and the office of federal relations. They are the ones that set system wide policies. Therefore, it is up to those of us at the campus level, me included, to be able to help them execute that policy by working with our local delegation members and helping press the case for( )JT0.1T/Fse1 0 0c.18 soelegation members and helping press the case





memos. This must deal with those who are absent and when you are out of the office that is exceeding 2 b



**K. Mae Raynes** states with excitement, good afternoon! Thank you, Anjelica, for letting me and Maria talk to you board about Internal Advocacy and hopefully this presentation will empower you all to make public comment or get involved with a Board of Trustees. My name is Krystal Mae Raynes, and I am the 2021-2022 student trustee. I attend school at CSU Bakersfield, and I am a super senior, majoring in Computer Science. I am joined by the one and only Maria.

**M. Linares** s



conduct campus President interviews and selections.





am appointed to committees, and I do not get to choose the committee I sit on. I am not sure which committee I will be sitting on that is coming up but there should be at least one student on each of these three highlighted committees.

**K. Mae Raynes** states Maria will be amazing on either of these committees. I am excited to see her on these committees. Continuing with the presentation, next we have the section of who does the board of trustee oversee? We oversee chancellor and we work hand in hand, and we also interact with his vice chancellors, we interact with general counsel, who is the lawyer of the CSU, and we also interact directly with campus presidents. It is important to know that we do not directly interact with provost or



important because many of the trustees have not been in college for a very long time, their



civic activities, make public comments and engaging with trustees are great ways to earn points. Connect with your chief governmental officer and/or your ASI President about that. **K. Mae Raynes** states we have additional tasks for student trustees, we are at every CSSA plenary to hear from you, so if you send representation, I know Anjelica is there, we need your opinion on big ticket items 100%. Also, if there is a campus issue you are stuck on, schedule a one-on-one meeting, especially when it comes to shared governance or administration. If you need help working with administration, budget advocacy such as East Bay is in need more money for a new center, we are able to advocate for you with a bunch of people behind closed doors. If you are working on a resolution on your campus regarding system wide issue and you want to give your East Bay students perspective on it, we can provide you education code, information about trainings issues, past decisions, and more. IN the process, we can conduct a campus visit. Thank you, Angelica, for scheduling a time for us to talk to your Board of Directors and talk about our system wide issues.

**M. Linares** eqpwpwgu'y kj "yj g'pgzv'urkf g."y j lej 'ku'ōVj g'ugctej "hqt"yj g'P gzv'Uwf gpv'Vt wurgg" for 2022-42460"



qh'vj g"eco r wu0"Ko gv'with the campus President as well and they both supported me. I submitted all my documents in January, in the beginning of February, one of the CSSA staff members emailed me for an interview. About 16 ASI presidents were present, it felt a bit overwhelming, but I was glad I did it because, even if I did not get the position, it was a really great experience. I heard back from the governor's office in March, they wanted to set up an interview then I heard back again in May about moving forward with recommending you to the governor. Vj g{'uckf .ōWe will give him all your stuff your file and, hopefully, he signs it off0"I did not hear back until last week



students here in California, we start bragging about that, but that is what it comes down to at the Chancellor's Office. We must make sure that we are communicating to everybody that we have these wonderful programs and that we are graduating so many students and doing a great job, which we do not talk about it, which we need to work on.

**M. Linares** states that we graduate, and we also hire student.

**A. De Leon** states thank you. Mirna you can go ahead and ask your question.

**M. Maamou** states out of curiosity, how often do you, if at all, talk directly to the governor? Does he meet with the student trustees and hear what they have to say about the CSU?

**K. Mae Raynes** responds we have met with governor's office, the governor is a very busy person, we have met with his office who is a part of CSSA. We meet very closely with the Lieutenant Governor, who is also part of his office. We were able to get involved with his staff, but we do not meet with him directly. Our Chancellor does have meetings with the governor.

**A. De Leon** states thank you Mirna for your question. Josh is up next.

**J. Gay** states I believe Maria mentioned the traveling portion of the job, I am wondering, in terms of that how much traveling do you do, or how for the job?

**M. Linares** responds I was appointed last week Friday, I would love to visit half of the campuses my first year and then the other half my second year, I am planning on possibly going to three campuses in one day or within a two-day period, then go to CSSA. I am, at least, traveling Friday, Saturday, and Sunday. Then I do not have to travel again until the following month or for CSSA. Luckily, we are able to take the opportunity to go on zoom and visit campuses that way, I can do it virtually and then still be able to hear from students, be able to hear from our faculty or admin or ASI, but I would really love to visit on campus because you can't really feel and knot the culture until you step foot on campus.

**A. De Leon** states thank you so much. Are there any more questions or other discussion? There are no more questions, thank you so much Krystal and Maria for joining us, it is always a pleasure to see you two, and I know we really appreciate this information, so thank you.

**M. Linares** states thank you; everybody has a great meeting.

**A. De Leon** states thank you. We are now going to move on to the next discussion item.

D. DISCUSSION ITEM: [President Events for Fall Semester](#)

The Board of Directors will discuss the funding request for the President Events for Fall Semester.

**A. De Leon** states as some of you may know, a couple of presidents above me, Samantha, she brought in this idea of signature President events and we've done this, over time, since then these events focusing on basic needs and giving away any free items, food, and





**E. Pinlac** states that Juneteenth already passed in June, but I believe that this would be a retro holiday for the staff for this year but moving forward, they will be observed on the actual day.

**A. De Leon** asks if there is any more questions or discussion?

**Motion** to approve the Board of Directors to take action on adding Juneteenth as a paid holiday to the holiday schedule for ASI by **ALL**, motion **CARRIED**.

**58:43**

F. ACTION ITEM: [Resolution in Support of Child Care Center at CSUEB](#)

The Board of Directors will discuss the Resolution in Support of Child Care Center at CSUEB.

**A. De Leon** states that she can explain the resolution and that we have some of our university advisors which may have heard my convocation speeches, this is something I had hinted and really strive to work on this year. Especially knowing students who are parents, and faculty nter a



**A. Barragan** states in the case if it was offsite and we had partnered at a place close by, it would still be difficult. Second question, would this service be available to students who are taking classes and taking care of their siblings? For myself, I am currently taking care of my siblings or consistently babysitting because the pandemic had forced me to accept those responsibilities.

**A. De Leon** states that is great feedback! I have spoken with the ASI President at Fresno State University to see the operations of their childcare center and that is something they include as well. This service is not limited to student parents but to anyone with attendance that is taking care of another person. I appreciate you for bringing this to my attention because we have a lot of first-generation students on campus that must take care of their families so I will include your suggestion in the resolution and will contact you later regarding the wording of it.

**K. Dhillon** states I am glad this is being brought up again because it is a great initiative. I know prior the pandemic, there were some conversations about bringing back the childcare center. However, the pandemic has showed us that it is difficult for students who are parents or students who must





or the format we use on campus with weekly testing and having to be vaccinated. I hope that answers your questions.

**A. Ahluwalia** states that this is a great idea as one of our policies was to increase graduation rates. With this project, people do not have to worry about their siblings or children.

**S. Nielsen** states for those who do not know me yet, I am the new Academic Senate Chair and I want to express my support for this resolution. I will include this in my report next week at the Academic Senate meeting and hope to collaborate with all of you on this important initiative.

**Z. Perez** states being a parent myself and having to move to the Bay Area with no family in a couple of weeks, I think this is a great idea because a lot of students most likely have a similar issue.

**E. Pinlac** states for clarification, this document does not establish the childcare center but to help establish and start the conversation. There are a lot of moving pieces when it comes to childcare because if they are under 18, there are multiple regulations and costs involved. I do love that we are getting the ideas. Hopefully by the time this opens, COVID-19 is something that we do not have to worry about, but you can never predict where we will be



**M. Maamou** states I am sorry for missing the overview of the document, but I recall AJ mentioning that this provides job opportunities for students who are Child Development majors and how that can play a role. This reason is a way to push for admin support as we are showing them the big picture and what this project will bring to the table as well as how this benefits everyone.

**A. De Leon** states I agree and as Kabir mentioned in the chat, this is a win-win situation for everyone. It is just a matter of how to implement it.

**A. Yunker** states this is nice that we came a full circle as I want to mention potential internships and experiences could benefit the students as well as earning hours needed for their degree. I am curious if we wanted to limit it to Human Development and Sociology majors or if we are rewording it as far as experienced majors. I do not know if you want to limit the people to only ones that would gain professional experience in their field or something of that sort.

**A. De Leon** states that is a great point and as I had mentioned, this is a working document and will include that suggestion as I am rewording the resolution which we will then vote on it next time. I will share this with everyone to ensure that all the ideas that were presented today are implemented. Are there any more discussion or questions?

1:13:02

G. DISCUSSION ITEM - [Stipend Policy](#)

The Board of Directors will discuss the revisions to the Stipend Policy.

**K. Dhillon** states initially coming to this board meeting, I was going to propose one version of this document, but it is still a work in progress, so I can talk about what personnel has discussed so far and what where we are going with this. The revisions that are being made is, for one, as ASI, we are trying to go away from the term of using stipend to using the term scholarship, because the way we are compensated as ASI, it is more of a scholarship and a stipend, as we discovered, this document, where the word stipend was, it is going to be replaced with scholarship. Going to section four of this document, it is going to be struck out because, legally, I do not believe we can do this and anyways this goes with the ASI code of conduct, so if they were violations for that, it would go to the Personnel Committee, and they would determine the appropriate sanctions for that. Also, the bulk of the changes which were being proposed are coming in the proposed section five, the change that is being made was just realizing that certain positions are not to say undervalued, but they do a little bit more so in particular. The Executive Vice President Chief of Staff, that position, as a VP position, does not do a lot more work in terms of like scheduling, overseeing personnel affairs and accountability, having served in this role twice and having served under other



GXRu."this position does do a lot, it takes a lot, and it is sometimes, make or break it, and I think the compensation should reflect the work that the EVP actually does. If you do where to look in a reporting line, the way everything, for thinking about who reports to who, all the board updates go to the EVP and the EVP reports to the President, so that is about 14 people that the EVPø oversee. Another change that is being made with D and E; those are just being moved into one line. Prior to this year, everyone was starting at staggered times, so the executives, plus a couple of the directors were starting at the beginning of June, and everyone else and starting in August. Luckily, at the end of last year, we determined that everyone is starting in June, I think that was very successful and we are going to continue doing that. The College senators are you going to be increased from 25% to 30%. The reason being is that the College Academic Senators, are the main point of contact for their colleges, are representing entire academic college they do a lot of advocacy work and have been doing so over the last couple of years in the academic Senate, which is very important, so it is important that the compensation also reflect off what they do. That was what I was going to propose that with the Personnel Committee discussed was perhaps going away from this very set in stone percentage wise compensation and going more towards the scholarship that you receive is done, and Kris can touch on this concept since he took the obscured, your compensation is reflected by the work that you put in so rather than paying someone a scholarship the entire amount some individuals in the past have not done the work that is necessarily the money's worth of that scholarship, this comes down to performance. I think the term we've used it as, you are just collecting a paycheck, so there are board members, instead of members who have just collected a paycheck and I do not think that is fair at all. When we are thinking about equity and students getting their money's worth out of us, the baseline model that we are trying to go towards is, if you reach a certain milestone, if you are doing the tasks that are required of your position, that is how you will receive the scholarship. At this time. "Kmj cpf "k'qxgt "q"Kris to better explain the concepts.

**K. Disharoon** states you explained it well Kabir. I am going to reiterate probably some of



**E. Pinlac** states that according to AOA, which is all the CSU Auxiliaries, there is only two ways to compensate board members, which is scholarship, which you can't add any additional money. Besides being in the role, you can add any additional responsibilities or requirements. Then the other way is through hourly compensation like a student assistant, we would have to explore where this falls because it seems like it is a gray area, we might have to move board members to a compensation model which would be different because there would be tax implications and there would also be restrictions on who can serve in the roles. For example, if you are undocumented and you have DACA, you will not be able to be compensated and I know this has been an issue at other CSU's and not necessarily at our campus, but it is just one thing to keep in mind if we are going to change the manner in which we are paying our board members.

**K. Dhillon** states I think, also, the reason why we are looking into this model, first of all personnel is going to really go into this, Kris and I are really going to work on what this model is going to look like, the Personnel Committee will discuss it and then we are going to bring it back to you all to get your thoughts and then vote on it, so the plan is to have this done by the end of the semester. I also think that the real purpose behind this is, we want to reward people for doing the things they are supposed to be doing, we want it to be



**K. Dhillon** states those are good points, Arazeli. There have been instances in the past, where there has been anst, where





H. DISCUSSION ITEM - **Concord Wellness Package Event**

The Board of Directors will discuss the Concord Wellness Package Event.

**A. Ahluwalia** states Concord Wellness kits, this is something we want to plan for the beginning of October, it is to bring Community together to come to the Concord campus. I feel one of our goals, I know Cpf tgy øu goal is mostly to make the Concord more inclusive and combined here and Concord. To not have been two separate secluded campuses so this way more students are invited to the campus and there is more community on the campus to point of contact as mostly Andrew, me, Kris, Sean and Zaira and Tommy who is the Concord advisor and then we want to have it be a wellness thing for nursing students, mostly. But anyone's invited to come, because it is wellness, there may be yoga, maybe yoga exercising, a little note from me and Andrew, since we have bath bomb kits in the extra room, you want to add those in?

**A. Pajes** states in terms of the item breakdown or the budget breakdown, we decided to allocate \$2000 dollars to this event, now we have not reached it, our estimated cost is \$1450 dollars and if you see down below on the screenshot Ashmita is sharing, we have an estimate cost, so the color yoga mats with ASI logo on the black casing, they will come to \$1200. The packaging, the wellness content is going to be put in and get some students, that will be around \$100 to \$200. The water bottles provided by ASI, bath bomb kits are also provided by ASI, pens and exercise notes, and the exercise notes this one was a little skeptical because you know you can write it, but we want to give a good quality to our students, so we maxed it out at \$50, overall, we are looking for around \$1500 dollars for this event.

**A. Ahluwalia** states that are about it, but we want to use the Concord and the programming budget for this.

**A. De Leon** states thank you Ashmita and to Andrew, any discussion, or questions for them?

1:50:31

I. DISCUSSION ITEM - [Resolution in Support of the Federal For the Higher Education Budget Trailer Bill](#)

The Board of Directors will discuss the







**Motion** to approve the Board of Directors to agree on the discussion of the Chair Appointment Process Update by **ALL**, motion **CARRIED**.

**1:45:01**

K. ACTION ITEM - [Executive Director Hiring Search Committee](#)

The Board of Directors will take action on a memo outlining the Executive Director Hiring Search Committee.

**Motion** to approve the Board of Directors to take action on a memo outlining the Executive Director Hiring Search Committee by **K. Dhillon**, second **J. Gay**.

**K. Dhillon** states coming from personnel, people serving on the hiring search committee for the next executive director is going to be James



**Motion** to approve the Board of Directors to take action on the Honorary Membership: Karen Parada by **K. Dhillon**, second **T. Beasley**.

**K. Dhillon** states the two Honorary Memberships we are going to discuss today are very similar in theme, and they also share the same position, so when we think about Karen Parada, we think a lot about establishing VP of Communications and the role you know today. Karen set the example of this being the high expectations that are of the role, and this is what it looks like, she established social media standards, turned it around and I think she also advocated for important issues in the academic sentence about starting that conversation about why we should not have multiple final exams in one day, it is important for students. She also helped build a stronger relationship between the College of science and ASI. The Senators of Science, after Parada, I believe, have been very successful because of her mentorship and her continued dedication to ASI.

**A. De Leon** states thank you Kabir. Any discussion or questions? I would like to add a comment. I was able to work with Karen as a Senator when I was Senator at Large and she was Senator of Alumni Relations, and I also got to see her work as VP of Communications. She is amazing, she is someone that has a lot of structure, a lot of organization and I think ASI has benefited a lot from the amount of organization that she is put into the different roles that she is been in, I think she provides a lot of great foundation for the loose ends in ASI and I think we are much better off because of your work and making sure that we are structured we are organized and that really just taking care of ourselves and hold each other accountable, so thank you, Karen. Ashmita you can go first and then Martin could go after.

**A. Ahluwalia** states I never worked with Karen in ASI, but I did work with her outside of ASI. I want to say that Karen was very helpful with everything, and I just love going to her for advice or if you do not know something, Karen has the answer. She is amazing and I love her, and I am so inspired by our organization skills.

**M. Castillo** states I have had the pleasure of working with Karen in a variety of different leadership positions and I agreed if your award is to recognize excellence, then this is perfect for Karen. I was chatting with her separately, just when the communication policy was being read because I felt that this is the Karen came up with and she confirmed that it was. She is also very humble, she talked about how you all made it better, but she started that whole process which I really appreciate it she is just that type of person and she is also not afraid to have that opinion that goes against what the popular opinion is if she feels like it is the right thing to say or do she is going to do it and say, and I think that takes so much courage and that is just who she is as a person, I am thankful that you are recognizing her or considering it.



**K. Parada** states I will be quick about what I am going to say. I want to thank you so much for recognizing me. I feel like being a part of this board was probably one of my best experiences as an undergrad and it has just been nice to see how far you all have come and that continued work and I love it when you guys reach out to me and ask me questions, please keep it up. I am excited that you all will see more of me in a different state, I just want to say thank you and I appreciate all of you.

**A. De Leon**





were FYMs were part of the board, so if you know any first-year students, please encourage them to apply and then also congrats to our new honorary Members Karen and Brittany.

**E. Pinlac** states I want to say, I hope you all are having a great first week of school. I wish I was there with you all



ADJOURNMENT at **1:58 PM**

Minutes approved by:

**President/CEO & Vice Chair**

Name: Anjelica de Leon

ANJELICA DE LEON (Sep 13, 2021 09:14 PDT)

Minutes approved on:

**September 8, 2021**

Date:

