

Board of Director Meeting Minutes of December 1, 2021

I. CALL TO ORDER at **12:01 PM**

II. ROLL CALL

Present: Krisstina Caro, Angelica De Leon, Kabir Dhillon, Mirna Maamou, Jose Simon Carmona, Tyler Luevano, Ashmita Ahluwalia, Joshua Gay, Andrew Pajes, Arazeli Barragan, Neilah Peku Steve Spencer, Andrew Yunker

Late: Jasmine Domino, Tayla Beasley,

Excused: Zaira Perez, Erik Pinlac

Absent: Mark Almeida, Sarah Nielson, Justin Withers, Martin Castillo, Marguerite Hinrichs

III. ACTION ITEM - **Approval of the Agenda**

Motion to approve the agenda of December 1, 2021, by **A. De Leon**, second by **J. Carmona**, motion **CARRIED**.

Motion to amend the agenda of December 1, 2021, to remove Unfinished Items: Discussion Item C, by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.

IV. ACTION ITEM - **Approval of the Minutes of November 17, 2021**

Motion to approve the agenda of November 17, 2021, by **J. Carmona**, second by **A. Barragan**, motion **CARRIED**.

V. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the committee on any issues affecting ASI and/or the California State University, East Bay.**

No public comment.

4:00

VI. UNFINISHED ITEMS:

A. DISCUSSION ITEM - **Removal of the ASI Vice President of University Affairs**

The Board of Directors will discuss the Personnel Committee's recommendation to remove Jose Simon Carmona from the position of ASI Vice President of University Affairs.



K. Dhillon presents the arguments on behalf of the Personnel Committee for the removal of Jose Simon Carmona from the position of Vice President of University Affairs. On September 15th, Simon was issued his 1st level one sanction, then on November 17th, the Personnel Committee voted to recommend removal. The reason why the Personnel Committee is recommending removal is primarily around the execution of the event, It's On Us. This task has been delegated to Simon since June, we are coming up at 6 months, and this event has not been successfully executed. We have spent approximately \$4,000 on this event, and when it was hosted last month, we had zero students showing up to that event. \$4,000 for zero students to show up to an event is fiscally irresponsible and it is certainly not appropriate. With that, there are currently no plans to reschedule the event. The company has agreed to reschedule luckily, but of course there has been no date said. Furthermore, this was already discussed through Personnel for the event. There was no mandatory requirement and no student athlete requirement. Support was offered multiple times for this as President and CEO, Anjelica de Leon provided an email template which included all the steps to execute this event. This is an event that has been hosted before my time in ASI and it has been hosted for many years before us. Furthermore, the Director of Programming Council and Director of Wellness were not included in the conversation when it came to the programming execution. The other aspect is also the overall performance with a lack of communication when it comes to emails and not having responses to those emails or having responses a month later, and on the lack of participation with not checking in with Simon's Support team. A lack of support with the Senate Onboarding and there was no attendance for Senate meetings as the first Senate meeting was in November. However, the ASI Non-Academic Senators were appointed at the end of September which is over a month. There has been no Senators until November. Furthermore, those are the main arguments that are being made for the recommendation for removal such as It's On Us and overall performance. The reason being that we are recommending removal is that in ASI, we make every effort to ensure that a member feels supported and they have all the resources they need to succeed. If they are not utilizing those resources adequately and not trying to serve students and performing their responsibilities as listed in the inside bylaws which we have made every effort possible, we do not feel that Simon will improve or is making those efforts to improve. The Personnel Committee is making recommendations for removal, and this is not an easy thing to talk about. It is very difficult but as ASI, we were elected or appointed to these positions, and we are students serving students. If we feel a member is not adequately serving students and not fulfilling the role properly, it is a conversation of removal. The question that is being asked to the Board of Directors is, "Do you believe Jose Simon Carmona should remain in the position of Vice President of University Affairs? Do you believe he is



adequately performing in this role? and Do you think he will improve?” Personally, I do not believe so based on everything I have seen, and I know there are a lot of emails that can provide evidence to this to the Board.

K. Caro asks if there are other questions or discussion?

A. Pajes asks if we can hear Simon on his behalf?

J. Carmona acknowledges what Kabir has said, and they are valid points in regard to It’s On Us and in terms of the requirement for Greek Life and athletes, I want to clarify that there was a lot of nuances with that. This is not an excuse on the fact this is the lack of my shortcoming and my unknowing. Moving forward, steps that Ashmita signed up as well as Tyler. For the meeting on Friday, which is after this meeting, I have an It’s On Us guest speaker. This semester has been a difficult slope and Spring semester is my redemption for everything that has happened this semester. I know it is a lot for the Board and everyone to consider that with what is going on right now and what Kabir had presented. I fully acknowledge it is my shortcomings and steps in moving forward. I still have a lot of time, not necessarily to prove myself but I do not intend on stepping out. If this motion is approved, I know there are a lot of things that I could have improved on. That is what Spring semester is for and not that we should all wait but if given the chance, I will do what Kabir has said. I will say that the Senate has filled up my cup when things have been going wrong this semester. The fact I can still support the Senators, I have been telling them what the possibility for upcoming Spring semester is. There are a lot of things I wish I could say, and I know that they are not exactly justifiable. I do not want to negate that these things are present that I need to work on and actively working on. If given a chance to redeem myself, this is not a testament of my performance this year but what I can do for the community, all I have done for this campus, and my capability. My work stems from community working and building. My performance this semester has not been the greatest and I fully acknowledge that as there are things I need to improve on. It is valid on the communication part that I need to work on, and I appreciate it that it is not going unnoticed.

A. Barragan asks if you continue to be on the Board, what is your action plan? Do you have something established to help you improve and continue if you were to stay?

J. Carmona answers I have been thinking about this over the past month as I have considered resigning and that would entail, I am in good standing with ASI. However, I do not want to resign until the last day or until we vote because I believe it is important that I try to accomplish as much as possible with the time I Have left in terms of planning. Kabir brought up a great point about communication between Ashmita and Tyler. I will say that after that Personnel meeting, I did send a Google Calendar invite to meet on a basis with some of the faculty. I think internal faculty would help with It’s On Us and Hey Be Nice. In



terms of next semester, the steps for It's On Us is that it is still solidified. I just need a date and meet with the guest speaker to ensure we have the same panel. For Hey Be Nice, that is something I want to see what the faculty could do because Kabir does have a valid point in terms of fiscal irresponsibility. With this term, I do have to consider having an online event and trying to have people attending that. There is a problem that I will have to face or will be facing, and I will figure that out. To reiterate your question, for Hey Be Nice, I need to finalize the panel but speaking with faculty first then once I have my meeting on Friday, I plan on having a meeting every 2 weeks to meet face with everyone. This is to keep track of my progress and that we are in communication. The finalized plan for Hey be Nice and It's On Us, I have to check with President Anjelica who has a template.

A. Pajes asks that this is question for AJ and Kabir. If hypothetically we do excuse Simon from his position on the Board, where would his responsibilities be delegated to? From my understanding, we are short staffed as Kabir has been busy this year with his position and all of us too. Simon has been sitting with us and has a decent understanding of the Board. Although, he has had improper conduct or irresponsible actions, I want to know how it would benefit us from having him off the Board?

K. Dhillon responds that if Simon is removed then Krisstina, as Co-Chair of the Senate, would be the point of contact for the Senate. For most of the responsibilities, those would be delegated as AJ and I are in consultation with Erik or whoever the next Executive Director sees fit to delegate those responsibilities. If he is removed that very day, then I will set up a plan to appoint a new Vice President of University Affairs. There will be an open application for anyone within the Board or students who want to apply for the position. This will happen as a plan for appointments by early February at the latest and late January when we return to school.

A. De Leon prefaces that this is a hard conversation to have, and I know that a lot of us are feeling a certain way. I want to state that it is okay to feel what you are feeling right now. Simon, in terms of It's On Us, I was curious on your thought process such as what you thought worked well, what did not work well, and how you would improve on that if given that opportunity. I would love to hear specific things as well as actions items. I think as a group, I want to recognize that we are all students therefore we have things outside of ASI. I think we do a really good job at trying to provide support to each other at our own capacity. Simon, you mentioned the different templates that I left. Last year, I had Simon's position and was able to complete those different events that were mentioned. Those templates had an outline on the event process. I am curious to hear about the support and why it was not utilized. You can share what you feel comfortable with, and I know we have other things



going on in our lives. Please elaborate what went wrong with the process of It's On Us, what you could specifically improve on, the support and your perspective.

J. Carmona states that these are not justifiable reasons why I did not do it, I want to acknowledge that this is a shortcoming. I did not understand the gravity. This is not anyone's fault. At the last Personnel meeting, it did not go that direction that necessarily I thought was productive because it felt more of a calling out than what I had already stated. This here, is not a calling anyone out such as who did me wrong. This whole conversation is going to in terms of the process for It's On Us. The biggest obstacle was the name change from It's On Us to Mental Health because the company that provides it were emphasizing that this is going to be movies for mental health and go with our topic. I was not sure how to navigate it. I really wanted to make sure that this is still following my tasks which I assumed it was. I am still working with the presenter after this meeting and acknowledge the fact that this is not an It's On Us campaign but movies for mental health. I can provide an update of that meeting because we did pay for that, and this is something that I must use as leverage in terms of a concrete plan.

A. De Leon clarifies that the same company wanted to use the same language, so it was for movies for mental health. My own clarification for you and what I would love to hear is what you felt went wrong and how you would improve on it.

J. Carmona states that a big problem was that athletes, Greek life, and the overall turnout which was hard to get people to turn out. I am not saying that anybody told me this is how it is going to go, but I was under the impression that I had the capacity to make attendance mandatory. Instead, I am supposed to be navigating and someone provided me the right information. I must meet with faculty, Steve Spencer, and meet with everyone else from Greek life such as Heather. I must make a Doodle for that meeting on Friday to get better schedules and try to make sure that the attendance is accommodated. My inability to navigate between communicating with faculty and trying to communicate with the athletes to get their schedule. The broad scheme of things, one shortcoming and another obstacle was the reservations of rooms. I figured it was more important to get the rooms and then tell them the dates when in reality, it should have been getting the dates specifically for these attendees then get the room. This Friday meeting is with faculty, media, and all of them to get the dates that are appropriate so that they can attend Hey Be Nice and It's On Us. Right after that talk to Sneh to get the room approved, get my materials for advertising, discussion items, and programming. I will be honest; this is something that I am not knowledgeable in, and this is where I should have collaborated, because after everything they have done this semester, they have shown that they can do programming. They have shown that they can do all these action items, provide gift baskets, and the wellness packages for students. That is something



that I have acknowledged that is my shortcoming, and moving forward, this is something that would be collaborative and needs to be collaborative for next semester.

A. De Leon states that the templates, professional staff are our support. I would love to hear why you did not utilize those resources as much?

J. Carmona answers that for the templates, I wanted to change the event because I spoke with you how I was not comfortable with me, as a male, hosting It's On Us. That was something that I had to navigate through the semester. I should have focused on presenting the events and that is where I should have followed the template. The reason why I was not able to follow it because I figured it was a guideline. There was a different option with what was provided to me because in terms of facilitating, I wanted to choose from the different options then got from there. I thought it was going to be smooth process and my shortcoming was not being able to follow the template. For support, after what may happen in the Board meeting next week, I told all my Senators that I will still support them. I want to emphasize that this is not about burning bridges, and I will still fully support the Board in my capacity. As much as I put effort into the Senate, I should have put that amount of effort in my event. I do not have any ill will towards anyone.

A. De Leon thanks Simon for being in this tough conversation and appreciate you for stepping up when mentioning all those things with everyone in this space as well. This is not a personal thing as at the end of the day, we are here to serve students. It is never going to be about an individual, it is about our performance as student leaders. This is a professional setting and I appreciate everyone having this conversation. I was not able to attend an of the Personnel meetings which is why I am asking Simon to get perspective on things.

M. Maamou acknowledges that this is not an easy conversation. Thank you to Simon for explaining and owning up. This is a hard decision and I want to emphasize that it is not personal as this is based on what is best for students.

A. Pajes understands that you acknowledge your mistakes and have an action plan. In terms of honesty and transparency, our goal is not to attack you or anything personal but for efficiency of the Board and effectiveness for students at East Bay. Would your schedule in the upcoming semester conflict with the capability of being in your role?

J. Carmona states that are an appropriate concern, especially for this conversation. With this resignation or what may happen, I do have to look for a different outcome. I want to acknowledge that this is not about me. The whole reason I came into ASI, coming from a background of community and uplifting other communities, and with student advocacy and leadership which is everything I know to be. I know that the past 3 months I have been on my toes because I knew things were coming in terms of my performance and everything I had been tackling. That does not justify or make excuse and I do not want to go into detail



about what is affecting me. Next semester, I must look into different outcomes of ways to finance myself through school and living in the Bay Area. In general, halfway towards the end of this month, I have resigned from focusing on my job with ASI. Nobody asked me to, and this was something I figured was essential for myself to try and improve my performance in the middle of the semester. However, with the potential that I could be removed from the Board, I have to look for different avenues of that income. If I do not get removed, I still see myself continue having a job working solely in advocating for students. The biggest issue was tackling the nursing application which I am done, personal event happening at home, being a full-time student, and a healthcare worker. I knew this is something I had to give this semester and I chose focusing on my mental health. This is something I will carry with me next semester. I do acknowledge that is a gray area, it is not about me, but rather the bigger picture.

A. Ahluwalia thanks Simon for acknowledging and from what you said, I was curious why you mentioned the challenges regarding the execution and planning of It's On Us? I am assuming which I could be wrong, you received this task throughout the Summer, why were these challenges or concerns not brought up to the Board earlier in the semester when we could have executed the event sooner? This question is for AJ, how would accountability and redemption be measured going forward?

K. Dhillon answers if Simon is not removed from this position, I would work with Erik and AJ to develop a performance improvement plan. I do not know many cases where a person was up for removal, and they were not removed. We would have to explore both avenues, if removal then there would be replacement if he was not removed based on their performance improvement plan. This would be very detailed on tasks and if there are violations, it would be addressed back to Personnel then to the Board to discuss.

J. Carmona states that the task was given to me over the Summer, and I briefly spoke with AJ during that time. I did not want to talk about it, but I was facing housing insecurity, I was moving around and trying to financially support myself. I had to take time away from ASI for planning and figuring that out. That was important for my mental health and that does not justify, or I would like to emphasize that my personal problems are not the reason for me to not fulfil expectations. During the Summer, I was unable to give the capacity for my job because I was unable to financially support myself and I was facing a housing crisis. This is not to give excuses, and I do understand how important it is to give context for these things. This is a genuine position for what my lack of inability is.

A. Yunker sees students in the eyes of someone that is not a student. We always have an innate feeling of giving back in that we are very humble and giving characteristics across Cal State East Bay. Simon, it seems that you want to give back in one form or another. There



are different ways to do that and several ways to continue. There comes a point where there is more harm than good. I do not know where that is, but I hear that you have many things which would be more harm than good for the student population. If those things are eradicating then there will be better than harm. If you were in the same position for Spring, would there be communication going across? I feel that we are holding all that stuff and do our best which we do not necessarily reach out to other people. If you were still on the Board, then we would add into that plan of action in terms of reach out and communicating.

K. Dhillon clarifies the Board approved the weekly tasks model over the last Summer. Part of the plan included emailing weekly updates to AJ and myself if you are on the Board then to Simon and Krisstina if you are on the Senate. That communication piece has already been there if you would like to see because we do keep track of who is sending update and whatnot. We are more than happy to share that information with the Board.

T. Luevano comments on what Simon mentioned that he had some personal things going on that affected your ASI work, and this goes for anyone in the Board as well as the faculty that if anyone is experiencing personal things that affect their work ethic or anything in ASI, I suggest reaching out to anyone you feel comfortable with. Honestly, your mental health matters more than anything. It is going to help with your work if you speak about what you are going through the whole Board and whoever can help you find the help you need. It is a responsibility not only for us but as a whole team and keeping yourself safe. I want to remind everyone that if you do need help, communicate, and seek help as everyone here is quite helpful.

A. Ahluwalia comments on how you said this is not an excuse for you work ethic, but I think this is a valid excuse for some parts of it. I know that mental health effects school and work. If you need a break or support, we are all here for each other. Sometimes I need support or a break, it is important to communicate as this is safe space. I noticed you send your weekly updates to the whole Board or are those only weekly updates you had sent? I know there are ones for every week, but I have only seen 3 or 4 that you send to whole Board.

J. Carmona states in the beginning of the semester, I have sent AJ and Kabir the weekly tasks because on top of the Co-Chair and I, we also do the Senate weekly tasks. I have been sending the weekly updates to everyone for keeping correspondence because for the Senate, I send it to all to keep each other accountable. I did not do 100% of them but more so 75%. That is where I see myself needing to improve and have started communicating support. Everybody here has been saying that I need to work on communication and that was something recent that has changed, and I do want to change.

J. Domino asks I understand if you are going to start then just communicate but I wanted to know if you ever felt like you were in a safe space to communicate what you have been



going through? I know your environment can play a role in that. For AJ and Kabir, when it comes to weekly tasks, because Ashmita says she only saw 3 from Simon, I have to be honest, and I do not send mine all the time as well. I am doing the work and there are people on the Board that do the same of not sending every single week. We should not tie him to his weekly updates because he only sends them to the whole Board when he is in a Personnel meeting.

K. Dhillon clarifies there are different levels of accountability for Executive level positions such as President, Vice President, and Chair as well as Directors and Senators. We hold our Executive level members to a higher level of expectations because of scholarship compensation that is higher than Senators and Committee members. You receive that amount of scholarship, and it is expected of you to perform those responsibilities. There are members who are not as frequent in sending their tasks in, but we do get on them about sending those in. It is a weekly thing and we do understand that life happens. There is not enough communication from Simon in regard to It's On Us. I mentioned in my opening statements, the concerns are regarding performance and specially execution of It's On Us. The Board of Directors voted on the task model for the Fall semester which everyone very much understood.

M. Maamou states we all voted yes on the weekly task, and they ended up not working out for me. My position is unique, and my weekly task list would be extremely repetitive because I sign documents and work with club funding. I communicated to AJ and Kabir to come up with an alternative. If it is not working out for you then you must take the initiative to come up with a different system. We are not tying out decision based on how many task lists are sent out. It is the general, big picture and realizing there are many different areas that we are lacking.

J. Carmona states that in terms of feeling safe to speak out, I will say it is difficult to talk about my situation and mental health because of the stigma which everyone handles that, but it is also on Zoom recording. I understand that this is a business standpoint that everything must have transparent reasons. In terms of communicating and talking about my personal problems, there only have been a few that I have been connecting with of what is going on this whole semester. Erik, I really want to thank you for reaching out and my team as well. There is still a lot of things I was not able to express. Once the Senate was appointed, they were important for my mental health and got me going for ASI. Those were spaces that filled my cup which was hard to fill throughout the whole semester. That was something that I was unable to find out until I reached my breaking point.

K. Dhillon states that if any member feels that they cannot open up about what is going on or why they are not completing their task, there is an open-door policy for AJ and myself. If



you feel that you cannot approach us then you have our advisors, Erik, Kristopher, and any professional staff. There are health and counseling services too. Thank you, Simon, for sharing as it is not easy to open. It is understandable why things were not done. With It's On Us, it has been assigned in June which we are coming up to 6 months, and it has not been completed. From a transparency and accountability aspect, I must ask if it is fair to other Board member sot have a task that has been delegated for 6 months and not been completed. The rest of the Board have been completing their tasks on time. The reason why we delegated this over the Summer was so you can plan and collaborate with everyone. You should have booked the rooms and picked the dates over the Summer so when Fall semester came, you would only need to market and promote the event. Also, I see level one is completing It's On Us then level two is Hey Be Nice. If you have not completed level one, then how is it possible to move towards level two. To hear there are no panelists for It's On Us is disheartening. We want to promote ways to prevent sexual assault on this campus and to have this event not completed is frankly a shame. The plan should have been made a long time ago and I do not think there is a plan at this point or improvement. I say this with a heavy heart that I do not see an improvement. If this was important to you and a priority, then it would be done. If you do not feel like you are ready to take on VP of University Affair or have the capacity, that is okay. You are more than welcome to resign. If you do not, just take into consideration that there are other avenues on being involved with ASI such as being on a committee or serving as a volunteer. You do not need to be on the Board or a student leader to make a change on this campus. We have worked with people outside of ASI and have done amazing things. Again, a task that has not been completed for 6 months is not fair, appropriate, or acceptable. Is that really serving students in the best way possible? I do not think so.

A. Yunker states this is a sensitive subject and I have been in some of these situations. There are multiple avenues to connect with people, whether it is an email or coming in person. You could have sent an email of what was not being completed. There are ways to take personal responsibility and send emails to further communication.

J. Carmona states in terms of communicating and part of that Personnel meeting, it was focused on talking about my performance not because they were sanctions but there was open discussion about plans moving forward. I should have been asking more questions and sending in confirmations. For It's On Us, the panel is being finalized and that will be talked on Friday. This is not a call out, but it is not justice to say that this is not a priority as there goes a lot into this campaign that has a hold on me.

A. De Leon hears that everyone is in a different chapter in their life which provides a different set of priorities that we have capacity. With everything going on with their mental



health, jobs, and academics, it is okay to think about this chapter and how we can be student leaders in our own capacity. It is matter of reevaluating and reflecting on our capacity. There are things I had to take off my plate and communicate what is going on. At the end of the day, we are here to serve students and if we are not able to do that then that is okay. I want us to reflect on that as well.

K. Caro asks if there is more discussion or questions. Thank you, Simon, for being present and having this conversation with all of us. I know it must be tough but thank you for answering everyone's questions.

59:41

B. ACTION ITEM - ASI Committee Appointments

The Board of Directors will take action on appointing interviewed applicants for ASI Committees.

Motion to move the Board of Directors to take action on appointing interviewed applicants for ASI Committees by **K. Dhillon**, second by **A. Pajes**, motion **CARRIED**.

A. Pajes states that Maria is a native Concord student which means she has been with us since the beginning of their years. They showcased excellent communication and demonstrated their knowledge of the Concord campus. They had previous experience with ASI as in partaking in events. Overall, I believe she will be a great fit for the Concord Committee.

Motion to approve the Board of Directors to take action on appointing interviewed applicants for ASI Committees, by **ALL**, motion **CARRIED**.

1:02:32

VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM - Resolution on Spring Semester BOD Meeting Times & Setting

The Board of Directors will discuss the Resolution on Spring Semester BOD Meeting Times & Setting.

K. Caro states that ASI Board of Director meetings are from 12 PM to 2 PM every other week on Wednesday. This will take place in the new University Union and will be offering hybrid video conferencing software. The meeting times will be January 26, February 9, February 23, March 9, March 23, April 13, April 27, and May 4. I am aware there is a new variant going around which made things uncertain, but I wrote this resolution that we were having meetings in person.

A. De Leon asks are we having it in the MPR for COVID-19 spacing?



K. Caro answers yes, that is what was told to me. Any other questions or discussion?

K. Dhillon clarifies the reason why it is being held in person. Of course, depending on if anything changes, we will adjust accordingly. When we went into COVID and the California law had a lot of provisions to allow telecommunications, thus allowing us to have our meetings through Zoom. That order is expiring at the end of this calendar year which is why we are going back in person.

K. Caro asks if there are any other questions or discussion. I am going to add this document on the agenda, so everyone can look at it.

1:05:53

B. DISCUSSION ITEM - Sustainability Social Media Campaign

The Board of Directors will discuss the sustainability social media campaign.

Motion to POSTPONE the Board of Directors on the discussion of the sustainability social media campaign, by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.

1:06:24

VIII. SPECIAL REPORTS:

No special reports.

1:06:34

IX. ROUND TABLE REMARKS

K. Caro states we are going to be having a Board of Directors meeting after finals. That is going to be on Wednesday, December 15th from 12 PM to 2 PM. Usually, we do not have meetings during Winter Break, but we do have some items that are time sensitive. We also have a Senate meeting this Friday from 4 to 5 PM and I would be happy if you all would come support.

A. Pajes comments that next week are final exams. Good luck to everybody in their finals, I hope everyone is doing well, take care of yourselves. Eat well, and sleep well. With that said, at Concord Campus, I will be having a table giveaway with snacks and some swag for finals. If you want to come through, do contact me. I am asking for any advice on what to give the students in terms of good foods. I do not want to give them chips as they might get a little sluggish during their finals. Please share some advice over text or email. That would be much appreciated. Finally, this is my question for the advisors. I am currently facing a landscaping situation. The last director proposed a project in which they had one bench to place like a COVID bench memorial to place on campus as of last year. Then a traditional compass also to be placed. My advisors over there are facing a dilemma in terms of schedule conflicts with our landscaping. I also have an understanding that at



Hayward, there are separate landscaping crews. I was wondering if you have a contact email for landscaping that I can maybe contact or if you happen to have email or contact information.

M. Castillo shares that I can get that to you and put it in the chat.

A. Pajes thanks Martin and appreciates the help.

K. Dhillon states that first, I know today's conversation about the recommendation for removal was not an easy conversation. It certainly is an uncomfortable conversation, so I want to acknowledge that. On a little bit more positive note, I will be hosting Personnel Committee meetings after finals week due to time-sensitive items. To our committee chairs, if you have any more committee recommendations, send them my way and I will take care of the rest. Of course, make sure you all are taking care of yourselves and finals.

A. De Leon states I wanted to do a quick shoutout to athletics and Steve Spencer for Giving Tuesday because they did so well! Thank you for everything you do for the university. I mentioned to all of you that I am on the Presidents' Expanded Cabinet, and we met this past week. It was a really great conversation. It was awesome to be able to represent students among a lot of great university leaders. We were able to talk about commencement and the new telecommuting policy. I will be sending out a report on that as well. I know that I mentioned a little bit about talking to your Academic Senators about commencement that way you could work with your Dean on that. The other piece is that you all have seen my email about the monthly task list. For this month, just to recognize that we are in the week of final exams. There is only one email requirement for the rest of the month, and it is due on December 17th. I know some of you have already sent it, which is great. If you want to send it now and get it over with, feel free to do so. The information on how to send it is in the document that I sent. Also, there is an Easter egg in there, so we know if you do not do it. I know Erik was not able to come today, but the Executive Director Hiring Search Committee has finalized dates for the interviews for our finalists. You are all included on those Google Calendar invites and it is a very exciting time because we will find out who will be the new Executive Director. It is sad to see Erik leave, but it is important that we can prioritize that as well. They will be the person helping the new Board and helping our Board next semester, so your input is valuable. Please look at your emails and Google calendar invite because there are some in-person events, potentially since there is no Zoom option. Just to echo what everyone else is saying, please take care of yourself. I know we say that all the time, but please genuinely do what you can even if it is taking 10 minutes out of the day or 10 minutes after this. Please do something for yourself and I am always thinking of everyone. Thank you again for this conversation and just being the people that you are, so thank you.

K. Dhillon adds to AJ's point that we are going to send out the calendar invites for the activities for the Executive Director Search, specifically for the Board, so those are coming up this afternoon. It is Friday, Monday, Tuesday.



A. Ahluwalia mentions I sent wellness newsletters on the first or the first week of every month. I noticed I had never told everyone to let me know via events for the full month, so if you have any events for January, for example: if you send them to me by December 20th, that would be great. If you want to advertise extra marketing for that event, let me know.

A. Yunker echoes finals are coming up, I know everybody was mentioning taking time out of the day. This week, I am teaming up with the RAW and they are doing a virtual workshop with our students. One of the concepts that they are going over is thinking of 1,000 things that went right today. I know we stress a whole bunch about finals, taking exams, and the negative things that do happen, but together, the week before PACs and myself, we made this thankful tree around Thanksgiving. I would suggest and recommend everyone to write down things that happened right, instead of focusing on the things that have been negative throughout the day. This is so you can have a positive outlook and will make it through the term. Just keep on trucking and you will get through it. It will be great.

K. Caro asks if there are more roundtable remarks.

1:14:32

X. ADJOURNMENT at 1:16 PM

Minutes reviewed by:

Chair of Board

Name: Kristina Caro



Kristina Caro (Dec 16, 2021 14:10 PST)

Minutes approved on:

12-15-2021

Date:

