

Board of Directors Meeting Minutes of December 2, 2020

I. CALL TO ORDER at **12:00 PM**

II. ROLL CALL

Present: Kabir Dhillon, Hoang Dao, Anjelica de Leon, Zaira Perez, Jessica Iheaso, Nicholas Brandao, Kea Kaholoa'a, Arianna Miralles, Daniel Olguin, Tyler Engquist, MyKale Clark, Mirna Maamou, Martin Castillo, Mark Almeida, Steve Spencer, Marguerite Hinrichs, Andrew Yunker.

Late: Omer Shakoor, Brittney Golez, Erik Pinlac, Michael Lee.

Absent: Euridice Pamela Sanchez.

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

Move to approve the agenda of December 2, 2020 by **A. de Leon**, second by **M. Maamou**, motion **CARRIED**.

IV. ACTION ITEM - **Approval of the [Minutes of November 18, 2020](#)**

Move to approve the minutes of November 18, 2020 by **K. Kaholoa'a**, second by **J. Iheaso**, motion **CARRIED**.

V. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the Board on any issues affecting ASI and/or the California State University, East Bay.**
No public comment.

VI. UNFINISHED ITEMS:

A. ACTION ITEM - **Conference Student Travel Scholarship Edits**

The Board of Directors will take action on adopting edits to the Conference Student Travel Scholarship.

Move to approve the edits to the Conference Travel Student Scholarship by **O. Shakoor**, second by **A. de Leon**.

O. Shakoor states that the scholarship will apply for next semester since there have been no changes to in state and out of state travel. The only item changed was the virtual conference requests, which funding will be considered up to \$200.00 per student. The same would apply



to the distribution of funds and no more than four students will be funded for the same conference.

Move to approve the edits to the Conference Travel Student Scholarship by **14 Ayes**, motion **CARRIED**.

7:47

B. ACTION ITEM - Seed Funding Edits

The Board of Directors will take action on adopting edits to Seed Funding.

Move to adopt Seed Funding edits by **O. Shakoor**, second by **M. Maamou**.

O. Shakoor states that the main edit made was the application process link. I wanted to fix the link so that the application can go live on the new Bay Sync. Seed funding will remain the same as per dollar amount and eligibility wise. The funding will be awarded on a first come, first serve basis. I not only wanted to edit the policy for the website, but to ensure that clubs and organizations have access to the funds in the upcoming semester.

Move to adopt Seed Funding edits by **14 Ayes**, motion **CARRIED**.

10:50

C. ACTION ITEM - Elections Committee Appointment

The Board of Directors will take action on appointing the appointees for the ASI Elections committee

Move to appoint Abhay Bilapatte, Kenneth Lefin, Mary Katreeb, Miriam Okekenta, and Julia Nkansah to the Elections Committee by **B. Golez**, second by **M. Clark**.

K. Dhillon states that the recommendations were from the Elections advisors. **M. Hinrichs** states that a well-rounded presentation about the appointees was given at the last meeting. We appreciate the support that was given regarding the selections.

Move to appoint Abhay Bilapatte, Kenneth Lefin, Mary Katreeb, Miriam Okekenta, and Julia Nkansah to the Elections Committee by **14 Ayes**, motion **CARRIED**.

14:48

VII. NEW BUSINESS ITEMS:

A. INFORMATION ITEM – Student Input on Diversity and Social Justice Assignment

The Board of Directors will receive information and gather input regarding Diversity and Social Justice Assignment for the Institutional Learning Outcomes subcommittee.

Julie Stein states I works with a variety of groups that improve teaching and learning, one of which is with M. Castillo. I want to receive input on what would be helpful in a classroom



learning environment about social justice. When you graduate from this institution, the requirement is to have taken a social justice, diversity, and sustainability course. Some courses are taught as a graduation requirement and faculty have created guides for other professors on how to teach these courses. Before sending the draft to the faculty, we want to receive the input of everyone on ideas that are important. I invite you all to write down the ideas that you may have regarding what would best support your classroom learning for diversity and social justice? I will leave this document open until tomorrow. Please write what is on your mind in order to receive this feedback and send it to faculty. At the top, one would see what faculty and students had to say so far. It seems that we are trying to dive in quickly in the conversation, which could usually go on for hours. **K. Dhillon** states that for transparency purposes we will follow the Gloria Romero Act and share out the comments. **B. Golez** states if Julie Stein can give an example for what she is looking for. **Julie Stein** states if I were a student, I would want the professor to do their own studies around the topic. There is no right or wrong answer to this. Your voice is part of this work that we are trying to continue. **M. Castillo** states that part of the reason we wanted to ask the board of directors this question is to ensure that ASI advocates for student's voices. This is the opportunity for you to tell us what you expect as students. All year long ASI has worked around diversity and social justice issues. The goal behind institutional learning outcomes is to ensure that when someone graduates from California State University East Bay, that they would have at least touched on these topics. That way graduates are able to touch on these topics and be better informed to interact with anyone in the world. **M. Maamou** states for the comments can we also share from outside of class activities as a requirement or just the requirement itself? I have comments for the class itself, in which I will add to the document later. However, my concern is about the requirement itself, for instance, advisors need to be prepared in helping us fulfill this requirement in a timely manner. I know when it comes to general education classes, it can be easy to fall behind. This will allow for students not to be held back or have any issues completing this requirement. **M. Castillo** states that this question is aligned to what we hear. There are various faculty members who take part in developing the rubric, therefore, it is not just one person or committee. It is different faculty from different majors and departments. At times it feels as if diversity and social justice cannot fit into certain classes, but faculty has been very creative on trying to figure out how to do that. That is why some classes will count for two requirements instead of one. **Julie Stein** states that my boss is the Dean of Academics and she would be very eager to hear your inputs on this matter. **A. Miralles** states I thought this topic was going to discuss how can we support diverse and underrepresented students and not as a graduation requirement. **Julie Stein** states that we are thinking about the classroom experience as a whole. For instance, some faculty might have assignments that are relevant to your lives or are in touch with current issues instead of feeling



that some faculty is part of the problem. We want to know part of your experience in both in the classroom and outside of the classroom. We want to provide faculty feedback about how they are designing your experiences for those types of courses. **A. Miralles** states regarding student experiences I wanted to do an anti-bias workshop in the spring for both students and staff. I spoke to Dr. Kim Baker Flowers who stated that it is already in the works. As a student, I would like to know if my instructors, staff, or faculty had any training with the relevant issues currently happening like the Black Lives Matter Movement. I would like them to get some training and be knowledgeable about current issues without having any bias. **M. Castillo** states thank you for sharing your concerns and voicing your opinion. **A. Miralles** states I think it is important for students to know that their professor is aware of their own biases and they are teaching in a way that expresses that. **M. Castillo** states I see that the following have their hands up B. Golez, A. De Leon, M. Lee, and then J. Iheaso. **B. Golez** states that I was a sociology major before I became a business major. I noticed in my sociology class that writing research papers instead of doing homework benefited me more. I also believe that students need to socialize in order to understand diversity. Students can work in small groups during class and be able to talk to other students about their experience. This would help students have a better understanding of diversity, especially if they grew up in the same community. My previous professor, Stephanie Seitz, who I took in person and online classes with, has really good standards for working in a team. **M. Castillo** states thank you for sharing your experience. **A. De Leon** states I am a sociology major right now and I have taken many classes for my major requirements and understand that we are craving human interactions. In which, we would communicate with discussion boards, however, it would be more beneficial to have more synchronous classes. Especially, for sociology or any classes that have to do with social justice and diversity. We need human interaction in order to have more discussions with instead of just replying to discussion boards. I also want professor to understand the resources that are available to students when issues around these topics arise. Professor also need to be knowledgeable with the content, have empathy and know how to deal with heavy topics. I know I have experienced a couple times throughout the semester within my classes, in which professors may or may not have understood what a student was saying when it came down to the student's experience. This may lead to a student having their feelings invalidated. Therefore, professors need to know how they can best support students. **M. Lee** states I was part of the social justice and equity group. I am happy to be part of this conversation, I have heard from M. Maamou and A. Miralles to involve outside co-curricular activities. However, we are addressing this issue to specifically inside the classroom. A. Miralles did bring up a good point regarding the anti-bias training, which we have never talked about this in our workshop. However, for courses that are approved for the overlay like the diversity and social justice.



Maybe we can get a training that all faculty has to go through on a periodic basis. Especially, for new faculty or new lecturers, we can include this on their onboarding in order for them to do this periodically like how we do for the sexual violence training. The idea that faculty has to teach these topics should have ideally gone through a portfolio training. Therefore, it is not like we get our PhD, come to California State University East Bay, and automatically begin to teach. **M. Castillo** states I know we were also trying to require incoming first-time students to be part of this idea to be included in their general studies course. In order to expose them to the idea that we do everything that has to do with diversity here, be able to embrace these concepts and be able to work within them. We are not trying to control the way they think but how they interact with other people. **J. Iheaso** states will the diversity and social justice class also promote the course material and lectures that have been given to us in other classes? Some people have previously mentioned that some of their textbooks are not as diverse. **M. Castillo** states that it is an interesting viewpoint. Julie Stein, do you know if they vet the books? **Julie Stein** states I am not sure what do you mean by vet. However, different programs have different requirements, some which may be accredited programs. It may be decided by department or a blend of faculty freedom with sometimes the departments choice, which can include faculty meetings. It would be beneficial to have more of these different forums happening more frequently in order to have this discussion. Even the best instructors we notice that sometimes the old ethnic studies courses had the highest dropout rates because student did not feel heard. **K. Kaholoaa** states teachers should strongly keep in mind who is in the audience and what communities their students are in. This will allow them to cater specifically to what J. Iheaso said about keeping in mind who is writing the materials as they are distributed to students. As A. Miralles has mentioned, there is teacher bias and I have experienced it myself. My professor was adamant and persistent with his belief that it made students have to conform to his belief in order to get a good grade. Teachers should have a more welcoming environment for their students. As well as faculty keeping up to date with what is going on around the world in order to try and incorporate those topics into the curriculum. I will give a personal example of being attentive to what audience is in their class. During my sophomore year, I took a library course for my general studies and my professor knew I was from Hawaii. Therefore, she incorporated the amount of care movement and had the class collectively learn about the movement and be aware of indigenous awareness. I felt I had a closer relationship with my teacher, and she was able to do many recommendations for me in my resume. **M. Castillo** states thank you K. Kaholoaa for sharing your experience. The reason I asked Julie to come to this meeting is because I knew that there were so many strong voices of diversity. It is interesting seeing how things intersect with one another. For example, Michael Lee spoke to us before that the academic senate was dealing with this whole concept of online course. Some students cannot



turn on their cameras, which make some faculty assume that they are not paying attention. Without taking into account what might be happening in a student's personal life or household. Which also intersect with social justice and diversity; therefore, these conversations are great for us to hear with a lot of different context. **A. Miralles** states we have mentioned an anti-bias training for new students, since East Bay is known for its diversity and environment. I want to attest to that, since I work closely with the senator of transfer students who is a transfer student himself. He stated that CSU East Bay promotes itself very well, for instance, promoting diversity. However, I do not see it as much putting it into action. We should be doing the anti-bias workshop as a training and not a requirement like the Title IX training. I believe ASI and the university in general does a great job of showing the works of it, which is why we have it as a training. I do not want students to think that the anti-bias training is just another training but rather something that we are really trying to showcase that it matters. We are requiring you to look into yourself as a student that represents our university or persona of diversity inclusion. **M. Castillo** states that we have a few hands up and we will condense it to just those three. **A. Yunker** states I was a student not so long ago and I would definitely want to include all of these things and incorporate them into this conversation. One thing that we learned about this online environment is how quickly students can just turn things off and not be engaged into the discussion. Therefore, having this training across the while platform for students and faculty is really important. If we were to have in person environments, we will be able to see nonverbal cues. Just like M. Castillo stated sometimes we are not in an environment in which allows us to have our cameras on. We must be very aware how we direct things to the know class and not isolating people I think will get more engagement. I like the idea of the first-year program that allows students to have a sense of belonging here at California State University East Bay. This will allow for us to increase the retention rate and keep our students in school, despite if they chose to attend a different campus. **A. De Leon** states I want to combine a couple of things I heard. I know many of our students of color pictures have been used for advertisement in order to motivate new students to attend East Bay. I think one of the solutions to that is to use the anti-bias training. I am a peer academic coach, so I am able to work with many freshmen and I have worked with A. Yunker before. I think it would be great to include some sort of curriculum with the general studies class, since it is a course that first year students have to take. I know first-year students take critical thinking and philosophy 100, however, I do not feel that it is enough. I would suggest implementing anti-bias within the curriculum. I am positive A. Yunker would be on board with this idea. Additionally, advising for diversity and social justice overlays is really important for first-year students. I know I have received many questions from my general studies class on how to incorporate that due to not wanting to take this one class. These students want to be able to graduate in four year and not take extra classes that they do not need.



Michel Lee states that ASI and the academic senate should join forces in order to make anti-bias training a requirement for all faculty, staff, and students. That will mean that for students and faculty would need to be determined by the academic senate and if ASI could help with the resolution stating that all students should receive this training. **Julie Stein** states thank you everyone for your inputs. If you feel that your voice was not heard please include any additional comments in the document that I have shared. You really are the center of driving your own education and not just in the driver's seat. **K. Dhillon** states thank you Julie for being here today.

44:09

B. ACTION ITEM – [Policy on Honorary Membership](#)

The Board of Directors will take action on a Policy on Honorary Membership.

Motion to adopt policy of Honorary Membership **A. De Leon**, second by **B. Golez**, **motion CARRIED**.

K. Dhillon states this will go in line with our next action item. This policy clarifies in the bylaws that there is a provision for honorary members. It will not list everyone who qualifies but listing some people like the University President, senate members, anyone involved in ASI for the duration of their entire college career here at East Bay, or someone who has made an outstanding contribution to East Bay. For procedures it just states that the board of directors will vote on it along with a certificate will be sent to the honorary member.

Motion to adopt policy of Honorary Membership by **14 AYES**, **motion CARRIED**.

46:56

C. ACTION ITEM – [Resolution to Honor of President Leroy M. Morishita](#)

The Board of Directors will take action on adopting a Resolution to Honor President Leroy Morishita.

Motion to adopt Resolution to Honor of President Leroy M. Morishita by **M. Clark**, second by **A. Miralles**, **motion CARRIED**.

K. Dhillon states this resolution was worked on by the previous board of directors. His date of retirement extended due to COVID 19 and this resolution was postponed for this board to approve if they felt the need to continue it.

Motion to adopt Resolution to Honor of President Leroy M. Morishita by **14 AYES**, **motion CARRIED**.

49:06

D. ACTION ITEM – **President Morishita's Farewell Gift Budget Request**



The Board of Directors will take action on President Morishita's Farewell Gift Budget Request. **K. Dhillon** states due to the executive committee not being able to meet and discuss this item. I would recommend to just postpone this item.

Motion to postpone Action Item D President Morishita's Farewell Gift Budget Request until the next board of directors meeting by **B. Golez**, second by **A. Miralles**, motion **CARRIED**.

50:17

E. ACTION ITEM – ASI FYM Appointments

The Board of Directors will take action on appointing candidates to the ASI First Year Mentorship Program.

K. Dhillon states if H. Dao can show the FYM names. **H. Dao** states yes.

Motion to appoint Cesar Hidalgo, Kelly Nava- Bahena, Krisstina Caro, Zhanserik Termirtashev, and Thuy Nguyen as FYM program of 2020-2021 by **B. Golez**, second by **J. Iheaso**, motion **CARRIED**.

H. Dao states all the five applicants were the only ones who applied. Throughout their interview they picked their passion of serving our students. Most of them had prior leadership skills that they gained in their high school. The committee had concluded that these five applicants would be doable for our first-year mentorship program. **A. Yunker** states the only name that I know is Cesar Hidalgo since he is one of my current students. I believe he is a good pick due to his strong participation in my class.

Motion to appoint Cesar Hidalgo, Kelly Nava- Bahena, Krisstina Caro, Zhanserik Termirtashev, and Thuy Nguyen as FYM program of 2020-2021 by **14 AYES**, motion **CARRIED**.

54:54

F. ACTION ITEM – ASI Committee Member Appointments

The Board of Directors will take action on appointing members to the ASI Committees.

Motion to appoint Tameen Tutakhil, Jorge Jurado, and Angelica Vasquez to the finance committee by **O. Shakoor**, second by **H. Dao**, motion **CARRIED**.

O. Shakoor states that only three applicants applied. After interviewing all three of them, I believe they each be valuable to our committee. Jorge Jurado is MVP for an organizing on campus and serves on Greek Council. Angelica is an RA and the treasure of MeChA. They all bring something unique to the table and I am excited to have meetings with them next semester.

Motion to appoint Tameen Tutakhil, Jorge Jurado, and Angelica Vasquez to the finance committee by **14 AYES**, motion **CARRIED**.



B. Golez states if we should put all of the committee names together or separately like O. Shakoore. **K. Dhillon** states I would recommend putting them together under one motion.

Motion to appoint Alexis Caringal-Holmes, Aa'ishah Riaz, Tameen Tutakhil, and Arazeli Barragan to the Internal Affairs committee. Arazeli Barragan Jilian Manlapaz, Sumandeep (Noor) Kaur, and Aa'ishah Riaz to the Legislative Affairs/ Lobby Corps committee. Samantha Grist, Graziel Angkaw, Carlos Ruiz, Winford Dela Torre, and Derek Ramos to the Concord Campus committee. Tameen Tutakhil to the Sustainability committee. Maricarmen Marin, Marlo Spooner, Alexis Caringal-Holmes, Aa'ishah Riaz and Arazeli Barragan to the Programming Council committee. Apurva Singh and Jilian Manlapaz to the Social Justice Committee by **J. Iheaso**, second by **M. Clark**, motion **CARRIED**.

B. Golez states that all my applicants bring their respective strengths. By working together, we can bring a lot to ASI and not only to my committee due to them having many ideas. I have already spoke about them during our executive meeting. However, Alexis is very well rounded, Aa'ishah knows what they want to accomplish, Tameen brings prior knowledge skills, and Arazeli has a willingness to learn. **J. Iheaso** states that the four individuals that are going to be appointed to my committee have different aspects that they want to bring. I believe by working together, we will be able to accomplish a lot due to our different backgrounds and passions. Together, we will be tackling some issues that our campus is facing about bringing change. **A. Miralles** states I am really excited about my candidates. They all have something in common, which is to be part of something bigger and not just going to and from campus. Carlos is a returning member, Winford is the EBS President of the nursing club at Concord. Derek and Graziel are originally from the Hayward Campus, also they will inform me what is different from the Concord campus. Lastly, Samantha is the brightest soul who is ready to contribute. **K. Kaholoaa** states I only have one eligible applicant but will be working on getting more for the spring. I am glad I got the opportunity to interview Tameen, he is very passionate about serving the student body. Tameen has been on various committees and is very knowledgeable about student government. Also, he has served in the sustainability committee before. Together, we can move forward and push agendas from past sustainability committee. **Z. Perez** states all my applicants are really amazing. They all have different ideas that they want to push forward. Together I believe we will work really well. **A. De Leon** states I only have two applicants so far. However, they are both amazing candidates and will be working on getting more people for this committee. I have worked with Apurva in the past and she is very passionate about diversity. She comes from a diverse background and that shined through her interview. Jilian and I had a great conversation regarding what diversity means and also their input on campus. Both of them will be great to have on this committee.



Motion to appoint Alexis Caringal-Holmes, Aa'ishah Riaz, Tameen Tutakhil, and Arazeli Barragan to the Internal Affairs committee. Arazeli Barragan Jilian Manlapaz, Sumandeeep (Noor) Kaur, and Aa'ishah Riaz to the Legislative Affairs/ Lobby Corps committee. Samantha Grist, Graziel Angkaw, Carlos Ruiz, Winford Dela Torre, and Derek Ramos to the Concord Campus committee. Tameen Tutakhil to the Sustainability committee. Maricarmen Marin, Marlo Spooner, Alexis Caringal-Holmes, Aa'ishah Riaz and Arazeli Barragan to the Programming Council committee. Apurva Singh and Jilian Manlapaz to the Social Justice Committee by **14 AYES**, motion **CARRIED**.

1:05:46

G. ACTION ITEM – [Policy on Board of Directors' Meeting Times](#)

The Board of Directors will take action on adopting edits to the Policy on Board of Directors' Meeting Times.

Motion to adopt Policy on Board of Directors' Meeting Times by **J. Iheaso**, second by **A. Miralles**, motion **CARRIED**.

K. Dhillon states I wrote some edits on the policy. You may view the edits on the background section of the document. It clarifies on why there is a need for this policy and why the board received priority registration a couple of years back. In the next section, I just revised the wording for the purpose. B. Golez also suggested having this policy apply for the executive and personnel committee meetings that happen on the alternating Wednesdays. For the requirements, I condensed and reworded the requirements. Going down to the procedures section, it was just expanded to clarify what the procedure is. For example, if a board member wanted to request and exemption and what it looks like. For appeals, it states what is currently on the code of conduct. In the back, there is a memo for if an exemption is approved.

Motion to adopt Policy on Board of Directors' Meeting Times by **14 AYES**, motion **CARRIED**.

1:08:47

H. ACTION ITEM – [Policy Agenda Guidelines Policy](#)

The Board of Directors will take action on adopting the Policy Agenda Guidelines Policy.

Motion to adopt policy agenda guidelines policy by **J. Iheaso**, second **A. Miralles**, motion **CARRIED**.

K. Dhillon states the idea from this policy came from University of California, Berkeley. They do not have a policy agenda, but they have an advocate agenda. Which is very similar to what our policy agenda, the purpose for this is to continue the idea of having a policy agenda going into future years. It states that the President is the primary person responsible for the



implementation, but overall collaborative effort. The Presidents overseas that the collaboration with the developments and adoption, this policy provides guidelines and timelines. It also states that the policy agenda is a new document each year and initiatives can be carried on from one year to the next. No more than three priorities main priorities. We also inserted that there should not be any more than three priorities in order to not overwhelm the board. In the past, this has been very successful for both ASI and CSSA. It also includes that you can add sub priorities, including context. Everything that is in our current policy agenda provides instructions on how to create sub priorities and the overall structure of this document. Once the policy agenda is approved then it would be distributed. Are there any questions?

Motion to adopt policy agenda guidelines policy by **14 AYES**, motion **CARRIED**.

1:12:22

I. ACTION ITEM – [Resolution in Support of the SWANA Community](#)

The Board of Directors will take action on adopting a Resolution in Support of the SWANA Community.

Motion to approve resolution in support of the SWANA Community by **J. Iheaso**, second by **M. Maamou**, motion **CARRIED**.

K. Dhillon states that Simon is not here, thus I will speak on his behalf. E. Pamela Sanchez really wanted to implement this resolution. It came from Fullerton, in which they created their own SWANA resolution. This resolution is in support of the SWANA community, while recognizing this community. This issue came from Fullerton’s census, currently the SWANA community will be included in the Caucasian or white category. It does not fully represent the SWANA community, which is why E. Pamela Sanchez thought it would be beneficial to include this resolution in our campus. We can also advocate this on a CSU level that will also implement having a SWANA category when data collection is happening. This resolution would affirm ASI support community and partner with student affairs to create a survey. It will address East Bay SWANA communities needs and also encourage the discrete programming events. While, also working on the CSSA level to advocate for this policy.

Motion to approve resolution in support of the SWANA Community by **14 AYES**, motion **CARRIED**.

1:16:12

J. ACTION ITEM – [Resolution Condemning Racist Behavior in Faculty](#)

The Board of Directors will take action on adopting a Resolution Condemning Racist Behavior in Faculty.



Motion to adopt resolution condemning racist behavior in faulty by **M. Clark**, second by **H. Dao**, motion **CARRIED**.

M. Maamou states that we did a big accomplishment in passing the resolution in the academic senate regarding the professor himself. However, it does not stop there, we also need to do something about the chair who allowed for this to happen. **Michael Lee** states I have gone through the document to add some additional comments. This resolution creates more pressure to hold people accountable in order to include diversity inclusion and social justice anti-racism. There are some sections that I believe could be improved upon if you take a look at my comments. One can see that some bullet points belong more in the section whereas. Due to being in project, which is part of a kind of confidential aspect that exist within personnel files. There are allegations, which have been reported in the student newspaper, The Pioneer. That section might be better off in whereas in order to allude from the fact that it came from emails and reports. As oppose to things that are formally known without our shared governance processes. Also, keep the resolves to specific things that are within the authority and purview of the entity's names. Our resolutions ask the university President to do certain things that the President might not be able to or willing to do. Particularly the issue of revoking the Professors Christainsen emeritus status, which was stated in the resolution. It is not clear if the President has that type of authority, but we will be looking into that. However, it is not within our set of policies, but we must bring attention for these things to happen. It will put more pressure to the Senate to address these issues moving forward. It would be nice to have some time to work with the primary author of this resolution in order to word it as best as possible. As an advisor I will not tell you what to do, if you believe this is something that you would like to pass it is your decision. **M. Castillo** states I love that you are putting this resolution out there. However, I would also include the dean of the college of business will be leaving soon and is taking on another position. The Dean of CEAS will have one or two students be on the recruitment committee for a new dean. It is essential for your voices to be heard and present. You already have a senator for this college available, maybe what I am saying does not belong in this resolution. However, I do believe that there should be a resolution that ensures students being on the recruitment committee. **Mark Almeida** states that as of November 20th this information has been made public. I do agree that students should be in these recruitment committee in order to be part of that leadership change. **T. Engquist** states that he spoke with a few people in order to see if there was a student committee, which there was not. They also suggested in speaking with the new university President and bringing on this issue as ASI, since it would take a lot of changes. There are some things I forgot but Michael Lee can touch on these topics. **Michael Lee** states that the provost has spoken with me in regarding changing things to add students into these recruitment committees. It is public comment that Dean Low is leaving at the end of



the semester. I would highly suggest incorporating to request a forensic analysis to be done about the role of the dean. Despite if the dean is not there, because if the idea is to bring changes going forward then that would be beneficial to student's success and welfare. I encourage ASI to reword the resolution in order to reflect that regardless of any changes in personnel roles or entities. When creating the situation, you have defined, which is unacceptable through some form of forensic analysis. **J. Iheaso** states would it be better to table this piece until the next board of directors meeting? **K. Dhillon** states yes it can be postponed or just edited. **Michael Lee** states I am more than happy to help the primary writer. **K. Dhillon** states I am one of the primary writers and I would love your input on this.

Motion to postpone resolution Condemning Racist Behavior in Faculty to the next board of directors meeting by **J. Iheaso**, second by **M. Maamou**, motion **CARRIED**.

1:28:50

K. ACTION ITEM – 5-Year Strategic Plan Consultation Expense

The Board of Directors will take action on approving consultation expenses for the 5-year Strategic Plan.

Motion to approve the \$10,000.00 for the five-year strategic plan by **M. Clark**, second **O. Shakoor**, motion **CARRIED**.

E. Pinlac states in the past two years, we have had a consistent board of directors with consistent transition plans. However, in the next five years, we do not know what things are going to look like. I want to make sure ASI continues to move in the right direction, which is why I want to bring this to the board that way everyone can leave their mark for the next five years. It does not stop anyone from doing anything new or different that may not be in the plan, but it does give us a specific direction. Our consultant, Marvin Hooker, was on the board of directors for CSU Stanislaus and he created their strategic plan in 2013. Now as a graduate and working in the field, he has been consulting with them to produce their strategic plan to cover the next five-years. Which is why our timeline starts in February and he will be interviewing different groups within ASI and other departments. I did confirm that payment schedule with accounts payable and we will be doing a blanket PO. This is something we have been thinking for a while, and I think by bringing in a third-party person we can get more honest answers. I do not want people feeling a certain way if they say something wrong about the organization, I know there's always things wrong with organizations. However, the goal is to fix those things and to make us better. I do feel this is the best time to do this since things are a bit slower and we have the budget to



do so. Please let me know if you have any questions. **B. Golez** states we discussed this earlier in our executive meeting. I thought it was a great idea, especially since we are looking at bigger projects that need to be sustained over the next few years. Each year, our board changes and some our initiatives do as well, this will give us the goals to sustain it over the next few years. I am also familiar with strategic planning because it is also a business strategy that I've heard in other departments.

Motion to approve the \$10,000.00 for the five-year strategic plan consultation by **14 AYES**, motion **CARRIED**.

1:35:35

L. DISCUSSION ITEM – [ASI Crewneck Giveaway Funding Request](#)

The Board of Directors will discuss a funding request for ASI Crewneck Giveaways.

K. Dhillon states this request was made in order to have more giveaways. This giveaway will be for crewnecks, as you can see, we will be using the same design from two years ago. This funding request will fall under our policy of needs and below are the quotes for the different quantities. In this giveaway, we can ship out to students or include it in packages like boxes, which we have done in the beginning of the semester. **E. Pinlac** can discuss more of the budget aspect. **E. Pinlac** states we did project that next semester was going to be in person, therefore, we do have the budget to fund this request. I do think it would be a great gesture for our students since they are learning from home. Also, that way students can have school pride while they are at home. It might take some time due to the Cal State East Bay logo, but it does not need to be approved by the campus. I would support the amount you chose despite it being high. **B. Golez** states have we done giveaway before? How many did we usually give away? And if we ever ran out, did we give more away? **E. Pinlac** states giveaway that cost more than \$10.00 we would only give out a couple hundred. However, due to our budget this year, we will be allowed to afford more. As long as they go out to students, I think it is a good buy. It does cover the basic needs since it is cold right now and it adds school spirit. **J. Iheaso** states I agree. This way it allows students to feel a connection with our campus despite being far away. Also, people love sweaters no matter what, especially when this red one came out two years ago. Maybe we can do a little quick form that they can fill out in order to receive the sweater. **T. Engquist** states if the sweaters will be coming from a sustainable source? **K. Dhillon** states I am not sure



if it will be, but we can always ask. **A. Yunker** states I like these giveaway ideas. Now that we are working and going to school from home, maybe we can do an ASI care package. It can be a box with our logo with simplistic things like pencils, Vitamin C, or finals tissues. These items can be given away for finals and would like very cool on our end. **M. Clark** states I agree with J. Iheaso. It is very simple to do giveaway for students, especially if they just need to fill out a link. I would also suggest going with a larger amount, since I am sure these will be given out quickly. **Mark Almeida** states if there is a way to put the slogan on the sweater as well or is the design already set. **K. Dhillon** states I will check in with Kris or Erik, but I am not sure if it will change the amount. **Marguerite Hinrichs** states to also keep in min the cost of postage for mailing a variety of things. I do not have the numbers in front of me, however, I am sure it can get costly depending on how many items and the size of packaging. I also wanted to discuss about doing a collaboration, I know the athletics departments are not going to have any events. As for our annual homecoming activities, which are in February, I am thinking about a drive through event. **K. Dhillon** states thank you for bringing up the postage cost, since it is not included. **M. Clark** states that half can be given during the homecoming event, while the other half can be given to students who are not in Northern California that way it can be fair. **E. Pinlac** states ASI administration can take up the cost of shipping. I just wanted the board to take up the cost of the sweaters. **B. Golez** states I am shooting for three hundred crewnecks. **M. Maamou** states I also like the idea of three hundred crewnecks, and we should take advantage that this is a special year. **K. Kaholoaa** states I also agree with the amount, while also giving out half during homecoming that way we can cut our mailing expenses. We just have to make sure to do the drive thru and follow all regulations. We can also have a spirit week in the future, in which we can show off the sweaters. Many people might be asking about them during zoom classes, and we can refer people to sign up, that way we can get more student engagement.

1:48:00

VIII. SPECIAL REPORTS:

No special reports.

1:48:01

IX. ROUND TABLE REMARKS



M. Maamou states T. Engquist and I want to share our data from the survey that went out to students. I will be sharing my slide while T. Engquist presents.

T. Engquist states that on the first slide, we had over 522 students respond to our survey. The majority were a mix of graduate students, transfer students and mostly juniors and seniors, while the remainder were freshman and sophomores. The survey came from all different majors and very diverse groups. We asked simple questions like if you have reliable internet connection, which had 93% of people say yes and the other 7% said somewhat reliable. Our last question was if students prefer asynchronous or asynchronous learning, the red represent they prefer asynchronous learning while the blue and yellow had no preference.

M. Maamou states my apologizes if there is a lot of writing, this just helps me explain my points. Having reliable internet is not so much of an issue, however, everything but the red color shows that students prefer to have live lectures. Despite having the schedule for spring already posted, we cannot make many changes for this year. Students have the option to chose between these two options. As a board we need enforce that deans make sure that all professors are doing office hours or have zoom meetings with students who need help. Emailing professors on blackboard is not enough to help students, especially for difficult classes. We cannot control our classes being synchronous or asynchronous, but we can talk to all of our deans to force the chair departments to force teachers to hold real live office hours or be willing to schedule office hours with students.

T. Engquist states that approximately there is 15,000 students at East Bay to which if we apply this information to our pie chart, about 1,000 students have unreliable internet. As you are aware, this can personally affect how a student takes their exams or homework and we are also near finals week.

Motion to extend meeting until 2:00 PM by **A. Miralles**, second by **H. Dao**, motion **CARRIED**.

E. Pinlac states I hope everyone had a relaxing break. This is our last meeting. I hope everyone takes care of their academic work. You are not required to host office hours during break. ASI staff will be working until December 24th and would not open up until January 3rd. If you have any ASI work that you need to take care off, now is the time to do so.

B. Golez states social media is going to continue during winter break. Please check you emails every once in a while, in order to keep a connection with our students.

M. Maamou states I want to introduce team shout outs; I have done this in my other job. Essentially, we randomly tell another team member something they did very well or a way that they have helped us in order to acknowledge their hard work. I think we should start doing this in our roundtable remarks.



For example, shout out to K. Dhillon for always handling our meetings, despite everything that happens. I am also going to shout out T. Engquist for working so hard and letting me work with him on his great ideas. Lastly, shout out to everyone on our board. Also, I would like to share with everyone my talk with Dr. Pepper who had over fifty students attend during our Covid talk. If people would like another zoom talk, we can try to plan one for the beginning of the semester to discuss about the vaccine. **K. Dhillon** states I will be reading our Margaret's Hinrichs roundtable remark. For spring orientation for transfers is this Friday we have five hundred sign up and six hundred freshman students scheduled for 11:00 AM or 6:00 PM virtual resource fair that begins on Friday at 12:30 PM. Also, a series of one-hour pioneer connect sessions, open houses and etc. scheduled for the week of December 7th to the 11th. **H. Dao** states I want to commend and applaud everyone for a successful fall semester. To my fellow board of directors, I will be informing all of you to complete your evaluations forms. As well as the spring 2021 semester task documents and office hours. Thank you.

X. **ADJOURNMENT at 2:00 PM**

Minutes reviewed by:

Chair of the Board

Name: Kabir Dhillon



[Kabir Dhillon \(Jan 28, 2021 14:16 PST\)](#)

Minutes approved on:

01-27-2021

Date:



Upcoming Events

[Associated Students, Incorporated](#)

[Sweets & Studies](#)

December 1-4

Campus Wide

Anti-Racism & Social Justice Townhall	Thursday, December 3 12:15- 1:15	Registration link: http://bit.ly/CSUEBtownhall
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Board of Directors Meeting Minutes of December 2, 2020

Final Audit Report

2021-01-28

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