

Western Washington University Associated Students Board of Directors Meeting

Thursday, March 11, 2010

VU 567

AS Board Officers: *Present:* Matt Jarrell (President), Virgilio Cintron (VP Bus Ops), Ramon Rinonos-Diaz (VP Academics), Colin Watrin (VP Activities), Bernard Ikegwuoha (VP Diversity), Morgan Holmgren (VP Governmental Affairs) and Mike Pond (VP Student Life)

Advisor(s): Jim Schuster, Director of VU Facilities

AS Student Senate Rep: Anne Jansen, Student Senate Chair

Guests: Anna Ellermeier (The AS Review), Sam Parker (KUGS), AJ Garcia (Environmental & Sustainability Programs), Matt Blair (AS Productions Film), Kevin Marsolais (Publicity Center), Hallie Anderson (ASP Pop Music), Casey Hayden (Student Activities Advisor), Ted Pratt (Dean of Students)

MOTIONS

ASB-10-W-58 Approve the Renewable Energy Fee Ballot Measure as stated in Doc. 1 with changes.

Passed

ASB-10-W-59 Approve the AS Pop Music Triennial Assessment Program Evaluation Report in Doc. 2 with proposed addendums and stated changes. *Passed*

ASB-10-W-60 Approve the ASP Pop Music Coordinator job description as stated in Doc. 3. *Passed*

ASB-10-W-61 Approve the creation of the AS Representation and Engagement Programs as stated in Doc. 5 with stated changes. *Passed*

ASB-10-W-62 Approve the Legal Information Center Triennial Assessment Program Evaluation with the attached addendum changes. *Passed*

ASB-10-W-63 Approve the Outback Triennial Assessment Program Evaluation Report as stated in Doc. 7 with changes and tabling recommendation number 3. *Passed*

ASB-10-W-64 Approve the permanent creation of the Outback Assistant Coordinator as stated in Doc. 4 with changes. *Passed*

ASB-10-W-65 Table the discussion on the Personnel Hiring Committee until a future meeting at a time and date to be determined early next week. *Failed*

Matt Jarrell, AS President, called the meeting to order at 6:08 p.m.

I. APPROVAL OF MINUTES

II. REVISIONS TO THE AGENDA

III. FINANCIAL REPORT

IV. PUBLIC FORUM (*comments from students and the community*)

Watrin feels that this motion and hiring committees are the culmination of a lot of other things happening within the AS. Watrin thinks that people are not happy right now and this organization is not running well. Watrin said that the Board is elected by the students to represent students at the university level, they are elected to do the specific tasks given to them in their jobs, but they are also elected to serve as the managers of the AS organization. Watrin feels that right now the Board is not doing a good job of this. Through conversations with people in the organization he has heard that people are feeling underappreciated, underrepresented and like their voices don't matter. He has heard many people that they would quit their jobs if they didn't need a job. Watrin feels that the Board assesses how they are managing this organization; he knows that they are all busy and it is not in their job description to speak with every AS Employee. His conversations with employees have been very enlightening. He challenged the Board to reach out to employees and also to think about what it means to serve the students. Anderson thinks that Watrin brought up a lot of good points. If she could quit, she would and she cares a lot about this organization and the students that they try to serve. She has felt like many points this year her voice has not been heard or taken into consideration. She feels like people only come to her when they want things, like guest passes; not to show their appreciation. Anderson has concern about when someone who applies for the job asks a question at the end of the interview. She feels no one will be able to answer questions because they don't know what it takes to do the job. She feels that they should not leave everything up to the

advisors; she feels that this takes away from student opinions. AJ Garcia feels that having current position holders involved can be a good thing and a positive thing. He thinks that they have to strike a balance between allowing position holders, who know what the positions fully entails involved and keeping the hiring practices fair, transparent and objective. He thinks that excluding current position holders doesn't strike that balance, he feels they can come up with a solution that addresses both of their concerns. Matt Blair feels like decisions coming downhill and nothing is coming from the ground up. Blair said that if he doesn't show up there is no Films program; nobody cares but him. He is the one who shows up and does the work. Blair has worked here for 3 years he says that he is stretched to the breaking point, but he doesn't mind it because he likes his job. He is only frustrated when he is not appreciated, when people don't come by and ask how things are doing. He feels like they are saying that anyone can do his job and that his knowledge is not that important. He is trusted with a large budget, but is not trusted enough to be on his own hiring committee. He doesn't mind the workload, but only because he is appreciated by the students who attend his program. He knows the names of the regulars that attend his programs. He feels that the AS becoming less personal, less dependent on its experienced members and closer to bureaucratic selection, all in the false resignation that this will somehow improve the organization by bringing in new blood. Really it will bring in people who might not be qualified. The job no longer feels like an opportunity to create lasting entertainment, pursue his passion and impact students, but feels more like a paycheck in the middle of a mind field; a job where he has to worry about what is coming next and how he'll get around it. To think that he won't be able to pass the program on to somebody is kind of shameful. Parker said that it sounds like there are a lot of issues at play here. He is representing KUGS today overall people are fine with this there have been times for Parker where he feels that things were in question and that there were a couple other students who had problems. People should be able to fulfill the Job Descriptions the way that they seem fee. Blair was upset that he did not hear about it until an email was sent out after the decision was made. Sam Parker from KUGS clarified that this issue has been talked about at Management Council for a couple weeks so Directors have been aware of this. Blair said that he personally has been aware about this for some time. Parker said that there are a lot of issues at play here and feels that there should be a forum for all of the AS Employees. Parker talked to the KUGS staff about this today and is coming representing their opinion. The consensus at KUGS is that they are fine with this decision; they understand the concerns of bias. A couple employees including Parker who have been in the AS for multiple years have had personal instances of not necessarily preferential treatment, but they understand why they would want to remove the current position holder. These are people who are invested in them emotionally but these are also temporary jobs. They aren't designed to be passed on, there aren't legacies per se. Beyond the basic requirements of these positions, people should be able to fill them in the means that they want to and that sometimes the position holders have certain ideals in mind that go beyond the job. KUGS was confident that their colleges would be able to choose a good employee. Parker could see that there could be exclusions from this policy for very technical positions. Ultimately you have to trust the system; this is a period of change for the AS and for the entire public education system. It is a difficult time but KUGS trusts this. Kevin Marsolais AS Webmaster, he feels that there are a lot of issues at play here and this is the straw that broke the camel's back. It is clear that there are some positions which require certain specific knowledge and the only person who knows this is the person who holds the position. He thinks this is true of most of the people that serve in the Publicity Center, but specifically his position, no one knows how to do but him. He feels it is ridiculous to him that he would be taken off his own hiring committee because they think that he would go towards someone with his own personality. As he understands it this action was to be taken in accordance with the state law, about state employees not being about to hire people with their own personalities. He believes that this is actually for people who are in their positions for many years. He feels that since you can only hold a position for 2 years, part time that they would not lose sight of what the position was initially intended for. Pratt said that as he is listening to the process he feels that as an advisor to the Board he would be remiss in not saying that he has some concerns about some of the things that are being brought forward. One he is concerned

about the process, if this forum was brought forth because the minority disagreed with the majority, then is this a precedence that the Board is setting at this point. Pratt is also concerned that if we are really believing that we have that expertise in that short period of time he is concerned about what they are putting out in the job market. It is not fair for the AS to have individuals think that they can work part time and be an expert that no one out there can replace. He said that it not just the 70 students that participate here, it is all 13,500 people who go to this school. He has to listen to his employees, he has to respect what they say, but he also has to be responsible to the people of the State of Washington and particularly the people at Western. He has to say this as an advisor because he doesn't think it is fair for him to allow them to go out without saying these things and expect that they would go out for a place of employment thinking that they are going to expect you to be an expert. They aren't going to expect employees to be an expert in three years and that they won't be on the hiring board there because of the possibility of the liability. Jarrell thanked everyone for coming and expressing their opinions about the process. The motion was made last night but if there are any changes they will let employees know. He said they honestly value their opinions and work.

The Board took a break and reconvened at 6:58p.m.

V. INFORMATION ITEMS - Guests

VI. ACTION ITEMS - Guests

A. Renewable Energy Fee

Pond Doc. 1

This document has the changes that were talked about last night including the addition of the language about hiring a student employee. Pond said that language like this was not stipulated in the Alternative Transportation Fee language, but hiring a position was passed by the Board later. Holmgren feels that they should remove the "of" after at a "rate up to \$.90 per academic credit". Rinonos-Diaz feels that the parenthesis statement is odd. He feels that they should use the same metric. Strike "\$4 per quarter up to \$19 maximum." Change to "currently at a rate of \$.40 per academic credit per quarter not to exceed \$4." Holmgren is in favor of this program but has concern about not having a process for implementation at this point but he does think that it should be brought to the students for a vote.

MOTIONASB-10-W-58 by Rinonos-Diaz

Approve the Renewable Energy Fee Ballot Measure as stated in Doc. 1 with changes.

Second: Ikegwuoha

Vote: 7 - 0 - 0

Action: Passed

B. TAP Report - AS Productions Pop Music

Cintron Doc. 2

Cintron added an addendum requested from ASP about the Music Industry Conference which is in congruence with strategic goal #2. However, they are not sure about the funding for this. Anderson said that they would look at how to build the conference into their budget. This year they received funding from CBC and will use this to gauge what the needs will be for this program. They also lower their event recommendation to 4 - 6 concerts per year. Change the recommendation to "2 large shows per year." Cintron said that they are also eliminating Section 4. Strike the second line about the Booking since the restructure took place. Hayden wasn't sure about the statement of purpose recommendation. The committee thought that the first sentence was worded in a strange way and they would like it to be reworded. Ikegwuoha suggested something along the lines ASP Pop Music is dedicated to helping to connect students to the Western Experience on campus and the local community by providing local, regional and national music acts. Anderson said that they wrote this as an outcome based statement, for what the students attending the concerts would take away. They felt this would be easier to assess. Anderson originally asked that the budget stay the same for the smaller shows and that they fund an extra \$20,000 for large shows. Cintron explained that they did not wish to fund that entire increase and would leave it up to the budget committee. Cintron said that they were fine with a split into a budget for the small shows and the larger shows. Ikegwuoha suggested adding get recognition from Western Students for the AS and ASP Pop Music, so that there is promotion of

the entire AS. Anderson said that this section was really about ASP Pop Music getting recognition within the Music Industry so that they are considered a good spot for a concert so that maybe they will be approached as a venue. It is hard because there is turnover every year in the position and so they have to rebuild relationships. Hayden that one thing they have talked about is dropping the P so it would be AS Pop Music instead of ASP Pop Music. Cintron said he will be working with all programs early in the quarter to set timelines for completion of requests.

MOTIONASB-10-W-59 by Cintron

Approve the AS Pop Music Triennial Assessment Program Evaluation Report in Doc. 2 with proposed addendums and stated changes.

Second: Watrin

Vote: 7 - 0 - 0

Action: Passed

VII. PERSONNEL ITEMS (subject to immediate action)

A. Pop Music Booking Coordinator

Cintron Doc. 3

Based on the recommendations from what the Board just approved this is a four quarter position and the salary index changed to be consistent with the new model. Holmgren clarified that the funding worked within the budget system for planning for next year.

MOTIONASB-10-W-60 by Cintron

Approve the ASP Pop Music Coordinator job description as stated in Doc. 3.

Second: Ikegwuoha

Vote: 7 - 0 - 0

Action: Passed

VIII. ACTION ITEMS-Board

A. AS Representation & Engagement Programs

Cintron Doc. 5

Holmgren changed the name of hourly position to Program Support Staff and added the newly formatted job descriptions. Cintron said that jobs would be reposted with the new job descriptions. Also included are the changes to the AS VP for Governmental Affairs job description to be in line with the other proposed job descriptions in the document. In the Senate Chair job description change Western Votes to AS Representation and Engagement Programs. There was applause and Jansen is excited to no longer be miscellaneous staff.

MOTIONASB-10-W-61 by Holmgren

Approve the creation of the AS Representation and Engagement Programs as stated in Doc. 5 with stated changes.

Second: Pond

Vote: 7 - 0 - 0

Action: Passed

B. TAP Report - Legal Info Center

Cintron Doc. 6

Cintron said that the only item that people had questions on was the prelaw advising program. There is a revised wording included in the documents. Holmgren still has concerns that in the Mission Statement it says "acting as the informal prelaw advisor..." He requested adding "and to direct students pursuing a legal career to the appropriate resource." Cintron feels that changing this would not allow them to do the programs that they currently do. Cintron thinks that they could go back and look at the Mission Statement. Ikegwuoha thinks that it is important to leave it as is now and if a resource is taken up by the university then the Mission Statement could be changed. Holmgren does like the informal part but thinks that it is odd to have it in the strategic goals to encourage the administration to take up prelaw advising. Cintron's intent was that over the next three years they would really look into it and then if the Statement needed to be changed it could be done at that time. Holmgren said that on number six there is a request for an increased budget he wonders if this has been worked into the budget. Cintron said that this is about the publicity because they are mandated to go to the Publicity Center he thinks that it will not be more than \$500.

MOTIONASB-10-W-62 by Cintron

Approve the Legal Information Center Triennial Assessment Program Evaluation with the attached addendum changes.

Second: Rinionos-Diaz Vote: 7 - 0 - 0

Action: Passed

C. TAP Report - Outback

Cintron Doc.7

Cintron and the Structure & Program Advisory Committee made some edits for clarification. Under number one strike the last sentence. They felt that the wording didn't allow for replacing the green house or anything of that nature. They talked about the outcomes because the Outback felt that they were already doing them, but this was more about recognizing these at an organizational level in order to be able to use them as benchmarks. Cintron would like to table number 3 because he thinks that they need to have more discussion about the capital projects budget. Ikegwuoha asked about the boundary issues. Cintron said that there is some confusion because it appears that it is on the map somewhere and that there might be a boundary because of the concrete road. Cintron thinks that they do need to set boundaries for the garden. Rinonos-Diaz said that number one talks about the boundaries. He thinks that the AS Board may need to help nail down the administration to define these boundaries.

MOTIONASB-10-W-63 by Cintron

Approve the Outback Triennial Assessment Program Evaluation Report as stated in Doc. 7 with changes and tabling recommendation number 3.

Second: Jarrell

Vote: 7 - 0 - 0

Action: Passed

VII. PERSONNEL ITEMS (subject to immediate action)

B. Outback Assistant Coordinator

Cintron Doc.4

The Board approved this as a temporary position for this year. There were concerns that the Outback Coordinator simply did not have time to run the entire organization. The terms of position states that work all year but can take no less that 5 weeks leave throughout the year. Spell out Environmental and Sustainability Programs (ESP) the first time and use the acronym the second time. Holmgren asked to add (4 quarter position) to the top.

MOTIONASB-10-W-64 by Rinonos-Diaz

Approve the permanent creation of the Outback Assistant Coordinator as stated in Doc. 4 with changes.

Second: Cintron

Vote: 7 - 0 - 0

Action: Passed

IX. INFORMATION ITEMS - Board

X. CONSENT ITEMS (subject to immediate action)

XI. STUDENT SENATE REPORT

Student Senate Meeting Information

Jansen said that the quarter has wrapped up. Jansen said that they intend to be out in Red Square a bit more during Spring Quarter.

XII. BOARD REPORTS

VP for Business & Operations

Virgilio Cintron reported that he has been working heavily with the personnel committee to plan training and ensure all positions are open by March 12th. He is continuing work on the strategic plan and hopes to bring it to the board by the first meeting spring quarter. Budget committee has started to meet for training. He will be joining both Holmgren and Jarrell on the Federal Lobby Trip.

VP for Academic Affairs

Ramon Rinonos-Diaz reported that academic concerns have been rolling in due to the time in the quarter. There have been a large number of concerns regarding course assessment and evaluations. The Student Tech Fee has had their final meeting of the quarter and has finalized the recommendations for funding proposals. Other Academic issues which are currently being discussed include: the 10 year capitol plan, the sophomore year survey, and current projects regarding IT.

VP for Student Life

Mike Pond reported that the Renewable Energy Fee Committee had a meeting for the new Fee language proposal. Student Tec Fee had its last meeting of the quarter finalizing Tech Fee allocations. Dining Committee met with a presentation on the Annual Plan. Executive Dining was presented the budget. RHA received an interesting proposal for a “Green” project for the Residence Halls. He also went to the Student Senate on behalf of the Green Fee.

VP for Governmental Affairs

Morgan Holmgren reported that on Saturday he teleconferenced to the Washington Student Association Board of Directors meeting to discuss the rest of legislative session and the future of the organization. Legislative Session was scheduled to end on Thursday the 11th, but the work of the legislature this year has not yet been completed forcing the legislature into a special session. The final supplemental budget for 2010 will probably not be passed by the end of the week and may or may not be passed by the end of the quarter. The major issues for the Associated Students that still need to be discussed at the legislature are the budget, new revenue, and a bill to direct some lottery revenue to financial aid. The house has passed a budget that has more spending than the revenue package it has supported, which may mean the house will have to raise more revenue or cut budgets more than the budget it supported does. The current house budget also calls for the transfer of building fee dollars to the state treasurer to create a state pool. Our legislative liaison, Jamie Marine, is working very hard to defeat that proposal because it transfers a part of tuition to a statewide account rather than going to Western directly. The tuition setting authority bill is officially dead, but will likely be an issue in the 2011 legislative session. The next WSA board of directors meeting is going to be on April 17th in Pullman, WA, any students that would like to get involved in the organization and attend the meeting should get in touch with Holmgren by April 1st to let me know they would like to go, but spots on the trip are limited. Holmgren suggests calling legislators.

VP for Activities

Colin Watrin reported that he has been working with the personnel office on planning the end of year banquet. Watrin met with Lisa Rosenberg to revise the club portion of the recognition policy and has been working to plan for ICC next quarter. Over the weekend Watrin attended the Women’s Center event I Kissed a Girl, the Naked Truth performances and the Women of Color Empowerment Dinner. Watrin has been continuing to work with the University Branding Initiative. The Department Related Activities Committee had a meeting this week to approve budgets to take forward to the Services & Activities Committee.

VP for Diversity

Bernard Ikegwuoha reported that he participated in multiple luncheon sessions with candidates for the Vice President of the Business and Financial Affairs Office. He had the opportunity to discuss pertinent issues concerning diversity with the Admissions office including but not limited to things needed to be done to work towards the retention of a diverse population at western and what our contributions need to be. He had the opportunity to converse with potential candidates for the AS Vice President for Diversity and answered questions posed by each. He was also interviewed for the AS review about the requirements of the position and accomplishments while in office. He also had the opportunity to attend the

Friday Premiere of the naked Truth on Stereotypes, a tear filling event that was eye-opening as well as effective, as well as the Women of Color empowerment dinner which was absolutely great. It was also his birthday on Saturday.

XIII. OTHER BUSINESS-

A. Big Blue Bonus Book Raffle- the recipient is Nina Lau.

Matt Jarrell adjourned the meeting at 7:40p.m.

The Board reconvened the meeting at 7:41 p.m.

Cintron was concerned about the Open Meetings Act. Holmgren felt that it was a mistake adjournment.

B. The Board discussed whether they needed to revisit the Hiring Committees.

Jansen said that if they do decide to keep the motion, then they should include as part of training reasons why the policy changed. Holmgren and Watrin. Cintron said that doesn't know where state law came from because he at no point said that in any of his documents. He doesn't even know if the state has laws like this and did not use that in any of this decision making. Holmgren feels that there should be a policy on record about this issue and less about the motion that was made at the meeting yesterday and more about the motions that were made before, so that future Boards and employees can direct themselves to will be helpful. Holmgren's concern with the motion yesterday is that the decision has been made and they don't have time to revisit it unless a meeting was called next week. Watrin was under the impression that this was an internal policy. He would like to see this go in a different direction, but if other people don't wanting to take it farther then he doesn't know if it is a good use of their time to continue on this. He feels there needs to be contingencies if there is a 3-3 vote and one person is gone. Jansen thinks that they should look into the legal precedent for this type of hiring practice. Ikegwuoha said that he appreciated hearing what people had to say, but doesn't feel that he will change his informed decision that he has strong convictions about. Rinonos-Diaz dittoed. Ikegwuoha cares and would like to serve students better, but feels that he made an informed decision. Rinonos-Diaz thinks that they can go back and look at the policy that takes hiring committees the Board, but right now it is not policy to bring the lists to the Board. Rinonos-Diaz thinks that going back to the vote and changing it would do a lot to delegitimize the Board's process. He said that they are student representatives and they are here to listen to student perspectives and values. He personally values all students' voices equally. They are representatives and managers and sometimes they have to make difficult decisions that are unpopular and that people don't like. Watrin said that his intent was not to go behind people's backs or undermine the decision that was made, but he felt that the process didn't allow students to have a voice when he knew that they wanted to have a voice. He doesn't think that they were intentionally trying to exclude voices, but he wanted to make sure that people felt that they had their voice heard. He respects the decision and feels that what passed can work. Watrin is concerned about employees quitting. Jarrell said that the wording is Public Forum and not Open Forum he was concerned because people did not understand that it was a Board Meeting and he felt bad cutting people off. Holmgren is willing to hear a compromise but doesn't think that he has heard anything yet. Holmgren said that he has not heard why people feel that they need to quit. In talking with students they can't even express why they are unhappy, he is wondering where the problem is coming from. He would like to reach out and try to find out why people are unhappy, is it being overworked, is it the Board's poor leadership, is it advisors? He doesn't think they know what the problem is. Jarrell said that he appreciated the most that Sam Parker talked to all of his employees. Jarrell thinks that if they are making decisions that they should reach out to all employees so that they are knowledgeable. Ikegwuoha thinks that communication can be improved upon and this is something he is working on. He feels that the only way that we can address these problems is to get everyone into one room and talk about these issues. Jarrell thinks that this is a separate conversation to have later. Rinonos-Diaz said that he doesn't think that they

should revisit this issue, but since it has raised such concern that they should leave something for the next Board, just as they would with any issue. He thinks in terms of employee moral this is a larger discussion that could happen at a work session at the beginning of this quarter. Watrin is concerned about pushing this off to next year's Board. Jarrell said that part of him wants to go back to the list that was created because to him it was a compromise. Holmgren suggested having current position holders in the interview as non-voting members or asking them to leave the room when a decision is made. Rinonos-Diaz said that the students would remain a resource so if there were more questions or concerns that the chair would contact those people. Ikegwuoha feels that having them be non-voting members doesn't actually fix anything. Watrin said that it is asking a lot of the committee to ask the position holder questions and he would be more comfortable with them being a non-voting member. Jarrell said that if there is a compromise stricken then they will show that the Board has listened to the students. Rinonos-Diaz feels that hiring committees are not rocket science and that they don't require extreme expertise and AS employees should know the purpose of their office. Holmgren Dittoed. He feels that people should be able to hire within their departments. Holmgren is willing to change a vote for a situation where he can see an executive session of the committee because then the current position holder can be there as a resource during the interview and then once the decision making process begins they would not be there anymore. Jarrell and Watrin dittoed. Ikegwuoha isn't comfortable with the current position holder dialoging. He thinks if they can only answer questions posed to them it might work. Cintron doesn't feel that it is feasible to silence them throughout the process. He thinks that it comes back to the example that if an employee says that a certain thing is really important in the job, but it is not in the job description then it shouldn't be a consideration in order to hire that person. Watrin thinks that a compromise is an opportunity to help raise moral and show the employees that they are listening. Jarrell dittoed. Watrin feels that the organization is bleeding and if a compromise is enough to keep people from quitting their jobs he thinks it is valuable. Pond doesn't see this compromise being better than what is currently in play and that making a compromise undermines the committees' authority to make a decision. He believes that the employee is a resource and still has opportunity to impart wisdom and train their successor. Cintron thinks that this discussion was really inappropriate because they made a decision. This entire year they have never had another discussion during other business about going back and thinking about the decision. Honestly, any decisions they make, someone gets affected, someone doesn't like it, and sometimes it may hurt their feelings or moral. But he feels that while he is sensitive to those issues. He talks to the Directors because they report to him and feels that this issue is not just about the hiring committees, it has just been used as an outlet to discuss these issues. He feels that by us doing this then every time they make a decision and someone is upset they need to revisit the issue. Jansen feels that they should be able to revisit decisions. She feels that most of students that have talked to you have felt strongly that it isn't in the best interest of the organization and she thinks a compromise is a great idea. Holmgren feels that this is a unique situation because it shouldn't be common practice to revisit decisions, but it should be an option. He also thinks that this decision was made under very unique and unusual circumstances. Ikegwuoha is concerned that people might be demonized.

MOTION ASB-10-W-65 by Holmgren

Table the discussion on the Personnel Hiring Committee until a future meeting at a time and date to be determined early next week.

Second: Jarrell

Vote: 3 - 4 - 0

Action: Failed

THE MEETING WAS ADJOURNED BY ACCLAMATION AT 8:25 P.M.