

Western Washington University Associated Students

Management Council Meeting

Monday, November 19, 2012

VU567

Present: Hung Le (AS Vice President for Business & Operations); John von Volkli (AS Assessment Associate Director); Druksel Dorji (AS Business Director); Mario Orallo-Molinero (AS Communications & Marketing Director); Nina Olivier (AS Environmental & Sustainability Programs Associate Director); Daniel Espinoza-Gonzalez (AS Ethnic Student Center Program Support); Lauren Stelling (AS KUGS Program Director); Jonathan Mayfield (AS Outdoor Center Equipment & Bike Shop Coordinator); Sara Richards (AS Personnel Director); Daley Smith (AS Productions Director); Jered McCardle (AS Representation & Engagement Programs Associate Director); Brandi Ball (AS Resource & Outreach Programs Director); Megan Thompson (AS Review Editor in Chief); Marina Philip (AS Publicity Center Account Executive); Jarred Tyson (AS Clubs Coordinator).

Absent:

Advisor: Lisa Rosenberg

Secretary: Mayra Guizar

Guest: Sara Purington

MOTIONS

MC-12-F-07 Approve the Water Bottle Free Initiative with amendments. *Passed*

The meeting was called to order by Hung Le, Chair at 5:07pm

I. APPROVAL OF MINUTES

II. REVISIONS TO THE AGENDA

IV. ACTION ITEMS

A. Water Bottle Free Initiative

Le added amendment B on the water bottle initiative. It mandates people to not use water bottles unless it is absolutely necessary, and if it is necessary, the business director would have to approve the use. Dorji said he was concerned the wording was vague and that he would like it to be more specific on what the exceptions are. Dorji is also concerned that there will be no way to monitor what is being spent on water bottles because the way food and beverage requests come in are not specific to what the funding is used for. Smith felt it would be more realistic to use water bottles, especially when it comes to guest speakers and performers. It's just easier and guests usually prefer it, too. She said first it will take more time to include justifications and second, it's left to business director's discretion. Dorji said his description is to focus it should be on funds and how they should be allocated, not what they are buying. Le said one of the things that he talked to Ethan Glemaker was about listing the exceptions. McCardle said there are certain circumstances where they have exceptions to the rules. Le said there would be exceptions, and if they're not listed it can be talked about. Dorji asked if this subject fits under hospitality. Rosenberg said that hospitality was the best fit because it governs the purchase of food and beverage but it does not mean it's the only place it can go. She said it could also go under policies, although it would be a short one. Le said the three options they all have today is that they can amend it and vote on it today, save it for the Monday of dead week, or it can be the first thing they take care of at the first meeting of winter quarter. Le said the problem was

how can we enforce this if we cannot see exactly what is being purchased. Le said that Glemaker suggested that it could have its own drop box for water bottles. Richards said she's not sure if Hospitality is the right spot for it but when it comes to educating and enforcing it, it can simply be done through training. Smith is concerned with holding people but liked the idea of educating everyone about the use of water bottles during training and she does believe that everyone will put forward their best effort, but maybe have it be less formal. Purington said that in terms of education, there are ways that they can get it out to the greater AS community and to talk about what the alternatives are. She said that education part would be really important when it comes to implementing the policy. Ball said that maybe talking to catering because maybe they are not as educated when it comes to the usage of bottle water. Richards added that water bottles already come prepackaged in some of their orders and you have to specifically tell them that you would rather use a hydration station. Smith said that unfortunately water bottles are so much cheaper and catering is already expensive. Orallo-Molinaro suggested that the AS get its own pitchers and cups to recycle. Smith wanted to make sure to accommodate guests and their needs. Lisa said that for pop music events there is an issue with safety for equipment. Ball asked if they can just ask guest speakers to bring their own water bottles to events. Orallo-Molinaro said they are being too specific and that this can go to directors to remind their coordinators and if people ask for water bottles, then yes of course we can accommodate. He said that this makes a difference because it's only providing water bottles sometimes, versus doing all events. Smith said her problem was with it being through the ER because they'd like to be trusted instead of having to justify why they want water bottles. Purington said that it sounds like they want the formality to be removed and just leave it up to the best effort and the decision of the director and coordinator. Olivier said that she agrees with it, and wants to change it so that it's more of an educational piece of initiative. She said she doesn't want the directors to feel restricted. She said it's about the environment and how water bottles negatively impact it. She said exceptions to it are fine but she does want to get into the educational aspect of it where they can possibly have a segment about it during fall trainings. There was agreement that this be added to trainings in the future. Orallo-Molinaro said that he wants it to expand so that they can talk about how they can be more sustainable during training. Le asked if they should remove the responsibility of the business director. Smith felt that putting it in hospitality was more formal and strict. Olivier said if there's another place they can put it so directors don't feel strapped and in policy so that it's placed in the AS. Le said this is based on what students wanted, they don't want water bottles on our campus. He said to represent the students accurately; he wants more than just a suggestion. Smith said it seems like there could be two different issues, which is selling them on campus versus going out to buy them. Purington said that this is about keeping campus sustainable. Smith said a policy that says to not sell water bottles on campus would make more sense. Philip brought up the language of the water bottle of the initiative which says "the distribution and the selling of water bottles" which she felt to mean they could use hydration stations. She said that the AS is involved with the distribution in water bottles. Richards says she sees the difference between buying 10 bottles for the band, versus 2,000 for the guests. Philip said the AS should be able to trust the employees they hire to make a best faith effort. Richards thought that there could be a question added during interviews about sustainability and future efforts they would make to help the AS be more sustainable. Smith asked if it was possible to make it so that only after purchasing a certain amount of water bottles, then that person would have to talk to report it. Philip said in that this would apply to offices, not just events and programs.

MOTION MC-12-F-07 By von Volkli

Approve the Water Bottle Free Initiative amending part B after "possible and reasonable" adding "the

implementation of this sustainability effort will be placed with pertinent AS Directors and Staff exceptions will be made if safety and practicality require such usage of water bottles.”

Second: McCardle Vote: 11-0-0

Action: Passed

III. DISCUSSION ITEMS

A. Employee Evaluation

Richards went over the employee evaluation forms. She said there are three different formats because the Personnel Office wants to prepare AS employees for the professional world by giving them as many opportunities to give and receive feedback. This is for all staff, hourly, board, and quarterly. Richards said evaluation would come from immediate supervisors in order to be most effective, which includes evaluating Board members who are supervisors of directors. Dorji noted that pronouns should be more inclusive. Von Volkli had strong feelings about the ranking from 1-12 on the self-evaluation because he felt the numbers were too arbitrary which brought about haphazard answers. Richards suggested a 1-5 ranking system. Philip suggested that it should be 1-3. Ball felt that the wording of some of the questions were innately negative and should focus on what progress could be made. Ball also felt that using “feel” could be interpreted differently by different people. Orallo-Molinero felt the evaluations should be empowering and done to keep people on track; he felt that the evaluation itself had negative connotations. Richards felt that in the AS people should be constantly evaluating their job performance and also felt that if employees hate their jobs there needs to be a way for them to communicate that so supervisors and the Personnel office can work to make it better. Orallo-Molinero said he would like that to be somewhere on the evaluations. Ball felt the supervisor to employee rating is uncomfortable. She said it seems that some questions can also be combined and the language could be different to be more positive. Richards said that there should be a question about how prepared people feel to do their jobs so they can tailor training to suite employees’ needs. Olivier said that evaluations like this should be about how the AS better prepares you for the professional world, and how the AS can better train and prepare employees for this. Ball suggested looking at the job descriptions and creating questions from that.

V. INFORMATION ITEMS

VI. OTHER BUSINESS

The Meeting was adjourned at 6:06p.m.