



**Western Washington University Associated Students**  
**AS Board of Directors**

[Insert Date]

[Insert Location]

**Board Members:** *Present:* Millka Solomon (President), Ama Monkah (VP for Activities), Camilla Mejía (VP for Diversity), Natasha Hessami (VP for Governmental Affairs), and Anne Lee (VP for Student Life)  
*Absent:* Levi Eckman (VP for Academic Affairs)

**Advisor:** Leti Romo (Assistant Director for Student Representation & Governance),

**Secretary:** Travis Felver

**Guest(s):** Courtney Yoshiyama, Adah Barenburg, Rachel Walsh, Casey Hayden

**Motions:**

- ASB-19-W-36** Approval of meeting minutes from 2-8-19 *Passed*  
**ASB-19-W-37** Moving the Shred the Contract presentation to later in the agenda *Passed*  
**ASB-19-W-38** To extend conversation time by ten minutes *Passed*  
**ASB-19-W-39** To extend the conversation time by five minutes *Passed*  
**ASB-19-W-40** To table the discussion until a further meeting *Passed*  
**ASB-19-W-41** To confirm committee appointments *Passed*

*Millka Solomon, AS President, called the meeting to order at 4:04.*

**I. Approval of Minutes**

*MOTION ASB-19-W-36 By Monkah*

To approve the minutes from 2-8-19

*Second: Hessami*

*Vote: 5-0-0*

*Action: Passed*

*Yes: Solomon, Monkah, Mejía,  
Hessami, Lee*

*No:*

*Abstaining:*

**II. Revisions to the Agenda**

None

**III. Public Forum** (*comments from students and the community*)

Yoshiyama asked that as Eckman is missing if it would be acceptable to step in and summarize.

The Board asked her do Eckman's Board report.

Hessami said she's like to hear about things happening in the Senate meetings.

**IV. Information Items – Guests**

A. STC Resolution

Lee presented the draft that Shred the Contract has brought forward and asked the board to support. The contract highlights the desire to end using the Aramark food contract and prevent from starting a new contract with a similar food company. The topic was moved to the end of the agenda to allow further preparation by the presenter.

*MOTION ASB-19-W-37 by Lee*

To move the Shred the Contract Presentation to the later in the agenda

*Second: Monkah*

*Vote: 5-0-0*

*Action:*

*Yes: Solomon, Monkah,  
Mejía, Hessami, Lee*

*No:*

*Abstaining:*

**VII. Action Items – Board**

A. Proposed Edits to the AS Personnel Policy

Walsh presented some of the changes that were approved on in Personnel Committee. Firstly was the discussion of continued employment of the AS positions. Personnel Committee discussed allowing individuals to continue holding a position for a maximum of two years without having to reapply between years. The other edit is in classifications, including the change to remove Associate Directors due to the redundancy of the position and Associate Directors and Directors doing the same amount of work. Then adding the Program Assistant to encompass current Assistant positions, and would be unattached to specific pay rates and hourly restrictions.

Hessami asked if there was discussion on individuals wanting to continue but is doing less than ideal in their position.

Walsh responded that there currently is a system that removes people that are underperforming in their position.

Hessami expressed that this answered the question, but did not alleviate the concern.

Solomon asked what the discussion was in Personnel committee.

Walsh responded that they went over pros and cons of the change, one con would be to reduce the representation in the AS due to less openings on a year by year, but Personnel Committee decided that the number of positions that would remain open is acceptable. Mejía said that this would allow students to increase their experience and refine their skills with better legacy documents due to this increased experience.

Walsh said that the current yearly turnover rate damages the office by causing functions to be incredibly delayed due necessity of training newly hired individuals.

Hessami asked if individuals are currently allowed to go back to their positions.

Walsh responded that they currently still have to reapply, and this new rule would remove the wasted time of the search committee.

Mejía said that this would also encourage individuals to improve on a yearly basis.

Monkah asked if this includes all positions.

Mejía responded with everyone but Board members

Hessami asked if this includes the Legislative Liason.

Walsh responded with yes.

Monkah asked that if there was a department and everyone wanted to continue their time there they could without reapplying.

Walsh responded with yes, though all other requirements would still be in place, such as GPA requirement and credit requirement.

Monkah asked in a situation where every AS employee wanted to keep their position, how would this be beneficial.

Walsh responded that this turnover would be staggered overall.

Hessami asked about a situation where someone is not awful at their job, but is not stellar, a situation where they aren't poor enough to warrant an intervention, could they add language that includes preference for previous position holders but still holding a full search committee position.

Walsh responded that this was not fully discussed in Personnel committee but search committee needs to be equal opportunity.

Hayden added that this would place more pressure to Pro staff to encourage fixed behavior rather than waiting until the annual turnover to remove mediocre concerns.

Hessami asked if there was a reapplication process which could go in place for their rehiring.

Walsh responded that they did not discuss this but they could add this process as a more rigorous evaluation.

Lee said that this could be used to develop further peer evaluations, and that there needs to be further communication

*MOTION ASB-19-W-38 by Solomon*  
To extend time for discussion by ten minutes

*Second: Hessami*

*Vote: 5-0-0*

*Action:*

*Yes: Solomon, Monkah,  
Lee, Hessami, Mejía*

*No:*

*Abstaining:*

Mejía said that the opportunity to do another would give the person more time to develop their skills and increase job performance and they could have further accountability in their positions.

Solomon asked what the reasoning for this change is as they would still have the opportunity to apply to their old positions

Walsh responded that the current system has checks in place to prevent all kinds of bias, including previous experience bias. The reasoning for the change is to eliminate the wasted time for the search committee and other applicants if the previous position holder applies

Solomon said that this would prevent people from moving farther in their career path in the school if people hold on to their previous position.

Mejía responded that this is an acceptable fact that is current with out-of-college positions.

Lee explained how the Resident Assistant process works as for students applying to the next year and asked if they consider this.

Leti explained that the current system is incredibly time intensive and restricted, and this would alleviate some of these issues, and that they should consider developmental skills as well as professional skills.

Mejía said that as they will be working closely with their advisors, this new system would further the need to work putting focus on their developmental track due to the need to improve rather than wait for the annual turn-over for mediocre individuals to be removed

Hayden said that this conversation has been happening for a few years, and the in Pro-staff they see outcomes where people trying to return often return to this position due their relevant experience in this job and this two year limit would alleviate some of the hiring process time. This would also better represent out of college work experience by not forcing them to reapply for their position on a yearly basis. This two year limit would represent a compromise between people holding the position and growing stale and having students reapply every year.

*MOTION ASB-19-W-39 by Solomon*

To extend the time for discussion by five minutes

*Second: Hessami*

*Vote: 5-0-0*

*Action:*

*Yes: Solomon, Monkah,  
Lee, Mejía, Hessami*

*No:*

*Abstaining:*

Walsh added that this would also open positions if people apply to another position rather than staying.

Solomon asked if this would cause a break in the hiring process to see if people moving from one AS position to another would have the new position or not.

Walsh said that individuals would have to declare that they are continuing on in the same position or it would the position would open

Hessami said that she feels Eckman would like to look over this and be in the discussion.

Monkah asked if there was a way to see what the evaluation that would allow students to continue in their position would be.

Hayden said that Pro-staff was hesitant to have that level of power and would add a very large amount of pressure to the evaluators. They could add language that makes reapplying guaranteed if they have not had a performance evaluation.

*MOTION ASB-19-W-40 by Solomon*

To table the discussion of these edits until a further meeting

*Second: Hessami*

*Vote: 5-0-0*

*Action:*

*Yes: Solomon, Hessami,*

*Mejia, Lee, Hessami*

*No:*

*Abstaining:*

#### **IV. Information Items Guest** Shred the Contract Resolution (Continued)

Michael presented the resolution to the board and said that they are still working on the resolution and would like to hear more of what the Board thinks on the resolution.

Monkah said that there are many issues in the draft that she did not know about and asked if there was a way to hyperlink informational items to the draft itself.

Michael responded yes and they can get those attached to the draft.

Solomon said that the final draft will be distributed it through email.

Lee asked if they do physical copies for records.

Byers responded that they keep a word document.

Hessami asked if they have consulted with student employees working with Aramark concerning this document.

Michael said he does not think so, and asked if they should share it.

Hessami said that she doesn't feel it is necessary and expressed support.

Lee asked if there is any other questions on the movement.

Hessami asked if there has been any support from administration, and if there are any other pressures they can put on administration to encourage participation as they only have one more year to finish this.

Lee said that there is a conversation already about the bidding process for new dining services for the college and they are figuring out how to further push for self-operating dining services.

Mejía asked what would happen if they officially supported the document

Solomon said that the Board of Directors passing it would have some influential weight.

Mejía asked if there was any administration who could assist pushing for this issue

Michael responded with there are a few staff who are impartial and some faculty members who are in support but administration support is lacking. They might go talk to the faculty senate.

Lee said the timeline is to push for an AS initiative next year, and that administration has to be neutral. Currently this is a position statement from the students, and would show that this is what students want.

Monkah asked if doing a self-op dining system would affect costs for students, including housing and dining costs.

Michael responded that they are not privy to that information but they have applied to find this information. Other schools are using this system

Yoshiyama asked if they could schedule appointments with other universities to find information on their system in an attempt to replicate.

Michael responded with they have tried and are continuing to try, and encouraged anyone interested in helping outreach to apply to the committee.

Hessami asked that they add the Board of Trustees to the groups this resolution will be distributed to.

Lee said they should plan a trip down to UW in an attempt to better inform students what a self-op dining system looks like.

Solomon asked who the stakeholders are that need to be persuaded

Michael said they are creating a committee in 2020, that is guaranteed to have some students on it, and that the trustees are the ones who ultimately make the decision

Monkah said that the timeline of the committee is not going to allow there to be time to develop a self-op dining system.

Mejía asked if they have met with the board of trustees yet.

Michael responded with there was a meeting yesterday.

Byers said that this could be brought to the Board of Trustees as an agenda item.

Solomon said that can put it on the agenda.

Leti advised that they should go to the meeting with further facts rather than opinions and asked if they could set up a senate subcommittee.

Walsh added that they could have video evidence of what UW's system looks like as further evidence for educating students.

Barenburg said that she is willing to start a sub-committee due to interest.

Lee asked that these suggestions get brought back to Shred the Contract to ensure cooperation and further support.

### **VIII. Information Items – Board**

#### **A. AS WWU Constitution**

Hessami explained changes to the AS WWU Constitution. The primary change is in Board titles to appropriately advertise new positions next year. The Board of Directors will be renamed the Executive Board, the Student Senate will be on equal power. The constitution should be timeless and daily operations will be done in the by-laws. The Student Union Board could operate as a strong standing committee rather than a third arm of student government with its own budget and capacity to make decisions. Therefore they would remove language concerning removing AS VP of Activities

Mejía asked why there would be a Student Union Board since we already have the Executive Board and Senate

Solomon said that the Union Board would be in support and services and not be elected.

Hessami said that the decisions the Activities Board would make would for activities that do not concern student governance and representation, acting as support to the Board.

Adah Barenburg asked if the AS VP of Activities would still vote in the Board meetings

Hessami said that this is currently up for discussion as if they do they would have a 6 voting members on the board and it would be difficult to decide if they should vote in one or both.

Casey said the Pro Tempore could vote in the senate in the case of a tie

Yoshiyama asked if any job responsibilities are lost by moving the job title to a Senate Pro Tempore

Hessami said no.

Lee asked if there was a way to sustain student activism and representation through the Activities Board.

Hessami said the Board does a lot of committee appointments currently and that would go to the senate next year, and Activities Board would handle activities. As many Executive Board responsibilities will be relieved they could further support the voice of the student.

Lee asked if shifting these committee responsibilities to Activities Union could affect current job descriptions

Solomon said that unlikely and a minor change would not need to be updated. As well as if the chair for the Activities Board voted in the Executive Board, but not in the senate, it would balance the power to be the Executive Board still making decisions.

Hessami said this same argument could applied to her position with the amount of content LAC distributes. And this could be decided once we have a bigger picture as far as budget goes.

Yoshiyama said that they are still discussing the name of the Activities/Union board and the chair

Hessami said they have a list of names and that as names are important so this needs to be further discuss. The pressing issue is decide on the Executive Board job titles. This constitution will be voted on the students in the Spring election so they can figure out the granted authorities, meetings and overall structure. The constitution still needs to go up for a student election.

Barenburg said that Eckman wanted a more robust constitution in an attempt to avoid future executive boards and senators from having too much power.

Hessami said that the constitution should be understand by the students and that a full robust constitution that can only be amended by student vote would be detrimental and unwieldy. The by-laws could be more robust as they are easier to amend as needed every few years.

Solomon asked if Eckman is asking for no by-laws.

Hessami said that Eckman is asking for very robust by-laws that would be very difficult to change

Monkah said that she prefers the smaller constitution format for accessibility remotes

Solomon asked what the difference between the constitution and by-laws would is in this case.

Hessami said according to Google a Constitution is a body of fundamental principles or established precedents according to which a state or other organization is acknowledged to be governed and that By-laws are a system of rules that a system country or community recognizes as regulating the acts of its members and which it may enforce by the imposition of penalties.

Solomon said to clarify that Eckman wants detailed by-laws which would be changed by student vote.



Barenburg said Eckman's main argument is to ensure that future student leaders would not be able to abuse power.

Hessami said that she feels the constitutions should be bare bones with by-laws covering specific instances. Citing that some cases would need to be changed too often for student votes to be realistic for small changes such as changes in dates of specific processes.

Barenburg said she agrees detailed by-laws is better, though a robust by-law difficult to change system would be more accessible to students.

Hessami responded that a small constitution is more accessible whereas a large document with technical speech is not as accessible

Yoshiyama asked if By-laws are accessible to students

Hessami said yes. And they are working on trimming it further for accessibility reasons and to work from a solid foundation rather than making a new document from scratch.

Mejía said that she agrees a smaller constitution is much more accessible to students.

Monkah said she also prefers the smaller style with by-laws existing for further details.

Mejía said that they could make a more robust constitution with accessible language.

Hessami had comparable documents brought up for comparison.

Solomon asked if they could do this next week.

Hessami said because next week it is essential that they pass the document, and that for the sake of time the changes would be noticeable and would allow students who are interested in the mechanics of the meeting to find information in the by-laws as well as allow committees to further update information as needed.

Solomon said that she does not think this is such a dichotomic issue and that they could include language of compromise.

Leti explained that this conversation happened in Structure Review Committee and that this conversation is trying to gather opinions from the rest of the Board.

Barenburg said that Eckman said the constitution should be more inclusive to situations and the by-laws could be committee based.

Lee said that this conversation would be better had with Eckman in the conversation.

Hessami asked how the Board feels about the Activities Board, or moving forward with an equally strong Legislative Student Senate and Executive Board

Monkah said that she feels the Activities Board does not need to be as strong as the Executive Board or the Student Senate.

Mejía agreed stressing that there are currently powerful longstanding committee models in place that are very effective.

Hessami said that these changes could be made later by placing them in the by-laws for future modification.

Lee said that concerning energy use of starting another committee, the students would be better served by placing the foundation now and having further discussion later.

Barenburg said Eckman said he would like them to have equal strength and equal power with Student Senate and Executive Board. Then asked if the Student Senate could set this up as a sub-committee of the Senate this year.

Solomon said she feels the Activities Board should not be a governance board due to it not being filled with elected positions.

Hessami asked what the board thinks about keeping the AS VP for Activities and voting powers for the Senate Pro Tempore

Monkah said she feels the name needs to be changed from AS VP for Activities to AS VP for Student Services.

Solomon asked why Senator Pro Tempore needs to vote on the Executive Board.

Hessami said that to prevent there from being a tie on the board but this could serve to encourage further conversation in the board. Then asked if they think voting rights should be in for all students or for S&A fee paying students.

Solomon asked who is able to get an exception to paying S&A Fees

Hessami said that this is due to the fact that if we keep Activities on the Executive Board you would need someone to break the tie.

Solomon said the president could break the tie.

Hessami asked if this could mean the President do not vote except in the case of ties.

Solomon said that she is unsure at this point but feels it is important to not have the Senate Pro Tempore vote in the Executive Board as they are the head of the Student Senate, in order to keep it equal.

Hessami agreed and said in the case of a tie it would be a good opportunity for more discussion and to attempt to convince each other. Then said that they need to decide whether AS students count all students or just fee paying students.

Mejía asked if it was possible to attend classes without paying S&A fees.

Hessami said there is an exemption process, but it is very lengthy and currently the eligible voters are S&A fee paying students. And that she feels all students should be members of the AS students as the AS is meant to represent all students, not just fee-paying students.

Solomon asked who the people who are applying for exemptions are.

Leti said that these exemptions are for extended education students or for auditing students.

Hessami said that Erik expressed concern that as a student and a previous advisor to the board there is a conflict of interest.

Solomon said that she wants more information on who is not paying S&A fees, for knowledge of representation.

Mejía said that the language should be in the constitution if it does not include S&A fee paying students

B.

Hessami said that even non fee paying students are able to benefit from activities.

Mejía asked if there will be an ability for non-fee-paying students to petition to be able to vote if it is out of need.

Hessami said that's what the discussion is about and this could go to the Elections Board to find out.

Lee said that they pride themselves in inclusiveness, so students will not be turned away regardless so this language would only further the divide.

Hessami asked if they could have further meetings to discuss this in order to have a final draft by next Friday.

#### **MCC Board Assistant**

Mejía explained her need for a Board Assistant for Multicultural Center Committees in drafting policies and working with administration. The position would end this Spring Quarter.

Hessami said that they could structure it the same way as Board Assistant for Lobby day, in that they have an hourly total rather than weekly to explain costs

#### **IX. Consent Items (subject to immediate action)**

- A. Campus Public Safety Advisory Council  
Sandar McCall is a junior with a History and Sociology major.
- B. Student Conduct Appeals Board  
Sandra McCall is a Junior with a History and Sociology major  
*MOTION ASB-19-W-41 by Solomon*  
To confirm committee appointments.

*Second: Monkah*

*Vote: 5-0-0*

*Action:*

*Yes: Solomon, Monkah,*

*Hessami, Lee, Mejía*

*No:*

*Abstaining:*

**X. Board Reports**

**Millka Solomon, AS President** stated that she is strategizing for the next open forum.

**Levi Eckman, VP for Academic Affairs** This report is given by Adah Barenburg due to Eckman's absence working for the Northwest Mall United Nations staff, the Senate meeting had to be delayed for weather, Faculty Senate was canceled as well, Student Technology Fee and Academic Fee committees are going well and Board members are encouraged to join him for these meetings on March 1st, and he is inviting Board of Trustees members to join Student Senate meetings. There will be one on one meetings with each of the senators if they desire further information. The next Student Senate meeting will be 2/25 but it could be rescheduled due to the missed meeting

**Natasha Hessami, VP for Governmental Affairs** stated that Western Intersection Lobby day is happening on Monday and the Board is going, as well as the Restructure Committee is going forward.

**Ama Monkah, VP for Activities** stated that they will be bringing out the budget soon for a vote.

**Anne Lee, VP for Student Life** stated that she is having RA meetings next week.

**Camilla Mejía, VP for Diversity** stated that there is work with MCC and setting meeting with ESC executive committee and that she is going to a conference from the 21<sup>st</sup> through the 25<sup>th</sup>.

**XI. Other Business**

Mejía said that she has a new baby cousin and has pictures for those who want them.

Hessami said that local lobby day is scheduled for May 2<sup>nd</sup> and everyone is encouraged to get involved as well as the federal lobby day is scheduled.

*Millka Solomon, AS President, adjourned this meeting at 5:57.*