

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

Thursday, May 16, 2013

VU 567

**AS Board Officers:** *Present:* Ethan Glemaker (President), Victor Celis (VP Academics), Carly C Roberts (VP Activities), Hung Le (VP Bus Ops), Deng de Duot (VP Diversity), Patrick Stickney (VP Governmental Affairs) and Katie Savinski (VP Student Life)

**Student Senate Representative:** Christian Correa, AS Student Senate Chair

**Advisor(s):** Kevin Majkut, Director of Student Activities

**Guest(s):** AS Elections: Grant Marmion, Kimberly Wolfe, Representation & Engagement: Cait Huntsmen; AS Personnel: Sara Richards; Student Senate: Matthew Hilliard, Kehla Jefferson, Mark Oommen, Glen Tokola, William Campbell, Black Student Union; Annika Wolters; Western Democrats: Andrew Taylor; Josie Ellison, Mayra Guizar, Kaylee Galloway, Sarah Kohout, Andrew Dyer

**MOTIONS**

**ASB-13-S-31** Approve the minutes of Thursday, May 9, 2013. *Passed*

**ASB-13-S-32** Make the Resolution in Support of Vice President of Diversity Deng Duot an Action Item. *Failed*

**ASB-13-S-33** Certify the 2013 AS Election Results as stated in Doc. 1 [President – Carly Roberts, AS VP for Business and Operations – Hung Le, AS VP for Academic Affairs – Josie Ellison, AS VP for Activities – Jarred Tyson, AS VP for Diversity – Mayra Guizar, AS VP for Governmental Affairs – Kaylee Galloway, AS VP for Student Life – Robby Eckroth. The Student Technology Fee passed with 78%; WWU Divestment Initiative passed with 86%; and the Real Food Commitment Initiative passed with 92% of the vote.] *Passed*

**ASB-13-S-34** Approve the transfer of \$6,060 from the Combined Fund Balance Reserve to the KVIK Budget. *Passed*

**ASB-13-S-35** Approve the ratification of the Personnel Director for 13-14 - Nidia Hernandez. *Passed*

**Ethan Glemaker, AS President, called the meeting to order at 6:07 p.m.**

**I. APPROVAL OF MINUTES**

*MOTION ASB-13-S-31 by Celis*

Approve the minutes of Thursday, May 9, 2013.

Second: Stickney                      Vote: 7 - 0 - 0                      Action: Passed

**II. REVISIONS TO THE AGENDA-**

*MOTION ASB-13-S-32 by Stickney*

Make the Resolution in Support of Vice President of Diversity Deng Duot an Action Item.

Second: Duot                      Vote: 2-5-0                      Action: Failed

Celis intended to bring this up in his Board report. He did not submit it for the agenda tonight because it was not approved before the deadline for the AS Board Documents. He doesn't feel that it is fair to add it when it is not available online. This doesn't give people an opportunity to plan to attend the Board meeting because they wouldn't know it was on the agenda. He doesn't think the Senate's actions were transparent. Also Celis believes the Resolution was an inappropriate action and did not fall under the purview of the AS Student Senate. There was no motion to suspend the bylaws. In the Senate Bylaws it states that the Senate cannot advise on Personnel Items. Stickney said other items have been brought from Senate directly to the Board despite the timeline. He doesn't feel that this resolution advises the Board, it is more of a demand or challenge. Celis said that the Senate is advisory and so by nature anything coming from the Senate advises the Board. The Senate was told that this is a Personnel Item

and they do not have the context to make an informed decision. Celis, Roberts and Rosenberg, Senate Staff Advisor made this clear to Senate. In the minutes of October 10<sup>th</sup> "Stickney said that for formatting reasons they removed not advising on personnel matters. The Senate still cannot advise on these matters." The Bylaws also say they cannot advise, it is very clear that this is a Personnel matter and they are demanding Personnel Action be taken. Duot wants to know what the document says and asked if they are there only to follow the rules. He thinks that students have a right to hear what they want to hear. He asked people to step back and stop putting personal interests in everything. Last summer Majkut said let's not jump over our limits and let's not take our powers to nowhere. Stickney feels that the appeal of adding it to the Agenda actually acts as Suspending the Bylaws. Celis said that this is not in the Senate Bylaws anywhere. The appeal to the chair is not a suspension of the bylaws. Celis said this is not something that was going to be ignored; he was bringing it in his Board Report to share what the Senate was feeling. He doesn't think they should vote on this because it was not appropriate. Duot said that they should not waste time on this. Celis dittoed. He is not saying this because it is about him; he is saying this because it is about listening to students. Richards asked if there was a timeline on this because it is 15 min into the meeting and there are a lot of people here to speak about things on the agenda. Richards, AS Personnel Director said that there are reasons why things are Personnel Items. It keeps information out of the public, but talking about this in the meeting they are making this public and they are in open documents that can be Googled. She feels that there would be a lot more people here to say something if it had been posted with the Agenda. Duot said a politician who can make a political suicide is a bad politician. What if someone says that they give up their privacy, he asked why they are wasting time. This is of personal interest. If he made a political suicide he has to be answerable to it. People should be answerable to students for their mistakes. Le dittoed.

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

Andrew Dyer is here to support Duot he was shocked that something like this would be happening in the AS. He tried to get people involved in the AS Elections and he heard apathy because people see it as a buddy buddy club. The Board voting out one of its members is not representing the students. He thinks it is bad to remove one of the students who is African from the Board.

Annika Wolters is part of the BSU she came to support Duot as a brother, representative and politician She doesn't agree that the Senate's actions were inappropriate because the students want to be heard. She still feels that it reflects what the students of the Western Washington University feel and it shouldn't matter that rules weren't followed.

Sharon Gitau went to the Senate meeting yesterday and her question was about it being a Personnel Issue because she feels that there was a lack of knowledge by the student body. The suspension of the AS VP for Diversity is not only about Duot, but also for the people that he represents like people of color, women and queer people that aren't represented on the Board. Her concern was why there would be a suspension of this position when it was so important.

Andrew Taylor wanted to ensure that due process was enshrined for elected officials. He feels that a Performance Contract should be drawn up and it should be drafted in a public space. He feels that should be public session. They don't want to set the precedence of just removing Board Members without much notice and without a performance contract.

Mark Oommen is dismayed that the Board decided that the Public Forum is limited in its scope; it should be open to all students. There were four issues on the Resolution. Duot is a good guy and has done a good job. That is why they passed this resolution and why 40 people

came out to support him. They talk about the value of the 6<sup>th</sup> amendment in public trial. The Board didn't follow the Personnel Policies. The Personnel Director was not present and that is why it was not followed. He is a good member of this Board, who was reelected by the student body and they feel that he should be reinstated. Oommen feels that this issue is known and he is upset that Senators are not able to address an issue that they passed. This is about democracy and not about any individual.

Matthew Hilliard echoes what has been said and stresses the point that with Deng being suspended there is a lack of representation for everyone who is represented by the VP for Diversity. He understands that many people think that this action was inappropriate by the Senate, but feels that it goes to show what the Senate should be capable of, when there is no one else to do this.

Bill Campbell feels that listening to students is the most important action of any student government. He feels he has seen a blatant disregard for this and finds that disturbing and disappointing. They had a meeting on Tuesday that he felt had more attendance than have ever attended a Board Meeting. There are more people in this room, he feels it is transparent because people are talking about it. If there is not a meeting next week, and people have come together it is this Board not doing its first and fundamental job to students. When the Board went through this process to go through and suspend the pay for the VP for Diversity they disregarded the policy and responsibilities. He feels they have left this organization up to legal lawsuit. They are giving as much opportunities as possible to do the Board's job as responsible representatives. He did have faith in this Board. In challenging the Board, he has made a lot of enemies and lost friends. He tried to do his best job because he believed in this Board, he doesn't believe anymore and hopes that the Board will restore this faith.

Duot thanked people for coming. He thinks he was elected by the most votes since 1992 The second time he was elected by more people than everyone. He is not a leader of a specific group; he is a representative of students. He asks people not to divide themselves, he feels that the students of Western are asking for something that was done wrong and they would like to know more information. He said let's just not say it is a Personnel Issue, let's talk about it. If he wants to give up his privacy then it should be allowed. They had a conversation with the Dean of Students and that is going on. If the resolution is not in the Agenda, it is not a big deal. He knows that politics can cause differences. He said let's get back to why people ran for these position in the first place and have trust and get back to that. Saying it is a Personnel Issue doesn't make sense, who does that benefit? Some people are here because they don't agree with it; some people think that things need to be just. Everything is in front of Dean Pratt and that is what the proposal said. There was applause.

## **IX. CONSENT ITEMS** *(subject to immediate action)*

- A. Certification of 2013 AS Election Results *(5 minutes)* Glemaker Doc. 1  
 Marmion is excited to certify the results of the 2013 AS Elections. He shared the results. The total voter turnout was 2,210 students or 16.85 % of eligible voters. It is 7.15% points lower than last year, but it was comparable to Central and Eastern's campus votes. There was extensive tape damage to buildings that were approved posting areas so AS Elections will cover the repairs. Marmion thanked Tokola for his help cleaning up the posters. There were 2 grievances heard by the AS Election Board and they were dismissed. There are no outstanding grievances or damages remaining, so Marmion asked that the Board certify the Election Results. Duot is grateful to see Elections going well without people saying bad things to each other. He thinks that the people were great and they will be great leaders next year. Duot thinks that leadership can take people to places that they can't go. It will make people grow horns and make people a dictator. When someone becomes a dictator then they will be shot

like a dog and no one here wants to die. He is thankful and has spoken with each of them and thinks they will do a good job next year.

*MOTION ASB-13-S-33 by Savinski*

Certify the 2013 AS Election Results as stated in Doc. 1 [President – Carly Roberts, AS VP for Business and Operations – Hung Le, AS VP for Academic Affairs – Josie Ellison, AS VP for Activities – Jarred Tyson, AS VP for Diversity – Mayra Guizar, AS VP for Governmental Affairs – Kaylee Galloway, AS VP for Student Life – Robby Eckroth. The Student Technology Fee passed with 78%; WWU Divestment Initiative passed with 86%; and the Real Food Commitment Initiative passed with 92% of the vote.]

Second: Stickney                      Vote: 6 - 0 - 1                      Action: Passed

*Victor Celis called for a Point of Personal Privilege and left the meeting.*

**V. ACTION ITEMS - Guests\***

A. KVIK Equipment Request (10 minutes)      Le Doc. 5

Le said that this document is unchanged from last week. This is not part of the general repair and replacement, but they will add it if the purchase is approved.

*MOTION ASB-13-S-34 by Stickney*

Approve the transfer of \$6,060 from the Combined Fund Balance Reserve to the KVIK Budget.

Second: Roberts                      Vote: 6 - 0 - 0                      Action: Passed

**IV. INFORMATION ITEMS - Guests\***

A. Outdoor Center Mentorship Grant (15 minutes)      Le Doc. 2

Le will table this item until next week because it is not ready to be discussed now.

*Victor Celis returned to the meeting.*

B. AS Employment Policy (15 minutes)      Le Doc. 3

Richards gave this to the Board a few weeks ago and highlighted some of the larger changes that are being proposed. The first change is section 5.07 which discusses relationships between people with a direct supervisory relationship. If this were to occur then supervision will be transferred to another person. Everyone can still date each other; they just can't supervise each other if they are dating. Section 7.I.V. was brought up because there was an employee in the military reserves; this section was added to accommodate this for salaried positions. Hourly is able to make up their hours. Section 8.14 was added and says that employees can't do drugs while on the job. Richards is proud of the Code of Conduct privacy section edits making things more concrete. Section 6.03 states that applicants have 48 hours to accept or decline an offer. Richards made a large mistake and gave people 24 business hour and feels that it should be changed to this. Typically calls are made on Fridays and they have the whole weekend to respond. Richards feels 48 hours would make it hard to complete hiring within the timeline to ratify people and to start internships. Richards has the support of many people on Personnel Committee. Stickney would be more comfortable with it saying 24 business hours. Stickney asked about 4.09 Overtime procedures. He wondered how people would assess overtime, if it only pertains to certain positions. Richards said this was taken from student employment and they shouldn't have to worry about this in the AS. They only time that they could work over 40 hours would be during the summer. Employees should never be going over 40 as a Student Employee, but they will look into this. Stickney asked if the new drug policy would include drug testing. Richards said that it would not include testing because there is no budget for that Roberts said the Employment Policy has been in question over the last week and she wanted to make sure people were aware that the procedures for suspension are in this document. Richards said that if anyone wants to change that then it should return to Personnel Committee. 3 dittoes. Celis in 6.03 would be more comfortable saying "1 business day". Majkut would like to tighten up the language. Glemaker dittoed. Celis thinks that he might

have insights for 8.06 but they are recent and he would like to think about it some more. Hilliard thinks it would be a good idea to have a Performance contract as a mandatory part of any action that would constitute suspension. Celis feels that there are 2 Board Members who are returning and other people in the AS are returning so it the Board Accountability section could be reviewed next year. Roberts suggests leaving a Legacy Document about it and she will not let this slide. Richards worked really hard on this whole document and asked that people discuss the proposed changes. 3 dittoed. They are proud that the whole employment policy is now gender-neutral. Roberts complimented Richards on their job. Oommen suggests that the language of the proposed privacy change is vague. He thinks that he understands the intent, but written documents should be public if it is something that is looked at by the Board. He thinks they should be more specific. Savinski said that this doesn't have to do with business. Richards said that this is about personal things, also there is confidential information in things like search committees. This is not about disciplinary actions, just respecting personal privacy. Roberts appreciates what Oommen said, this is not the appropriate place to list specifics because it opens up the possibility of loopholes. This doesn't override open meetings or public information rules. Taylor clarified that all of 8.06 is Personnel and therefore confidential. Glemaker thanked Richards for all of this hard work and the detailed document.

#### C. Voter Organizer Position

(15 minutes) Savinski Doc. 4

Richards said this is a highly revised description. The main change is the term of position. It came to Personnel Committee twice. Huntsmen thinks that it would be great to have this position every year at Presidential Elections and Midterms. It is harder in other years to get people to vote. Huntsmen is still working to create consistency from year to year. She feels it is important to have people working with the Washington Student Association and the Washington Bus. They did change the term of position to the end of November, instead of the Friday after Elections, because there is no way to finish everything in that short of time. This position would attend summer development and not fall development. Huntsmen doesn't feel not attending fall training impacted her ability to do her job because it ends so soon after the start of fall quarter. Galloway is a proponent of this position and would like to increase this position to a four quarter position. She has been doing some research into Organizing Director positions and feels renaming it would make it more relevant to future positions. The two quarter job description adds good details, and is beneficial to the legislative efforts. She has laid out some ideas to show how the position could be used for all four quarters. Stickney agrees with Galloway and they did put forward two options to Personnel Committee. He feels if it is not a four quarter position, then it should at least be moved to a yearly position. Stickney said they registered more students to vote in general elections than those who voted in AS Elections. This is partially due to Huntsmen in her position. For example, there will now be Western Votes Representatives that will be elected by Hall Councils. Huntsman said that she has institutionalized things, but she has also grown the program. Residence Life has agreed to allow AS staff to register people to vote at Move-in Day. Someone is needed to coordinate this, because it is a huge project. Richards said that a 4 quarter was submitted to Personnel Committee and it failed unanimously. There were budgetary reasons and the position has not gone through a full cycle. They did not see a need for a four quarter position. Richards said that they should change it to Organizing Director. KUGS is the only one that has Director titles in non-director positions because of the nature of the program. Roberts doesn't think it would be a good use of student resources because there are already a lot of staff resources given to the REP which just went through SPAC and she wants to make sure they are utilizing the resources that they already have. She wants to give Western Votes the time to implement the changes. Roberts feels they have to let the paint dry before they add another coat. Glemaker thought hiring might be problematic to complete before AS Training. Tokola said that WSA and Western Votes are four quarter programs and he thinks they should make this four quarter. Roberts said that the REP Director is a four quarter position and should be the contact person.

It is already unique that there are two positions in the REP working over the summer. It is great to look at other school's models, but this is a unique structure. Galloway knows that it was failed through Personnel Committee, but she is asking for the opportunity to engage in dialogue later. She thinks there is a dichotomy between lobbying and organizing. She feels that Western is struggling in their organizing efforts; she thinks this is why they need to invest in this area. Organizing is more than just getting people registered to vote. It takes the right resources and increasing this position is a matter of \$2,000. She thinks this position has a lot of potential and can strengthen Western Votes. Stickney wholeheartedly agrees because there were 8 lobbying effort trips that didn't happen because there wasn't someone to handle this. This is how they get things done at the local level. If students participate every year this will give respect and ensure that their issues are being reviewed. Taylor said that the reason they are getting Hall Council efforts is that Hunstmen held Western Votes accountable. He feels having the position continue would be awesome. Taylor believes that the reason that the proposal was limited to every other year was because it was an election year. Since then they have realized that every year is an election year. There will likely be another battle about tuition and about funding for higher education. Duot doesn't think that they should look at money in terms of this, the Board is always proud when there are successes but feels that they tie their hands when it comes to funding. Le said that they have unlimited needs and a fixed amount of resources. If they need more money somewhere they need to take money from somewhere else where there is also a perceived need. There must be a balance of need and working within the resources. Glemaker would like to change the about the position to reflect more accurately what the position will do and add a proposed motion to the doc.

## VI. PERSONNEL ITEMS *(subject to immediate action)*

### A. Ratification of Personnel Director- Nidia Hernandez

Richards said that Hernandez has been the work study in the office for two years, she is overly qualified and they encourage the Board to vote yes. Duot thinks that they need to be proud of her and call Brockman because he believed in her.

*MOTION ASB-13-S-35 by Savinski*

Approve the ratification of the Personnel Director for 13-14 - Nidia Hernandez.

Second: Le                                      Vote: 7 - 0 - 0                                      Action: Passed

*The Board took a break and reconvened at 7:45 p.m.*

## VII. ACTION ITEMS - Board\*

## VIII. INFORMATION ITEMS - Board\*

### A. AS Reserve Restructure

*(15 minutes)*      Le Doc. 6

Le said the Board identified that the AS Reserve Policy was confusing last summer, as well as too many dollars being in the reserves. Celis was able to understand the whole document and he is really impressed. Glemaker and Roberts dittoed. Le said this request is to lower the reserves to a more appropriate figure 1.1 million in the reserves with a base level of \$800,000. This proposal is to bring the reserves to a base level of \$700,000-750,000 and the rest of those dollars would be discretionary to allow for the new grant proposals. It frees up \$200,000 for grants that would be approved by the Board. The policy is more explicit and should help the finance manager know where to disperse funds. Le said one of the best things about the grant program is that it removes any reserve dollars from being in the operational budget. This way the Operational Budget will not look inflated because that was a misrepresentation of the funds available. Other than the general reserves, there were some changes to the departmental funds to clear up some errors. Majkut thinks Le has done an excellent job in making an elegant policy. This brings multiple things together, gets more services to students and maintains an appropriate reserve amount.

**X. STUDENT SENATE REPORT**

Christian Correa, AS Student Senate Chair reported that this week there was a resolution presented. Many of the senators voiced what happened at the meeting. They tabled for the petition about rental safety. This will be his last meeting and it has been a pleasure to serve. Matthew Hilliard is the new vice chair. Glemaker thanked Correa for his time serving this year.

**XI. BOARD REPORTS****President**

Ethan Glemaker reported that the subcommittee of the President's Taskforce on Equity, Inclusion, and Diversity is bringing some terrific ideas and a draft strategic plan to the committee. He will be attending the final meeting of the year for the WWU Foundation Governing Board on Friday, May 17<sup>th</sup>, and will be out of the office all day as a result. He and Stickney will be traveling to Washington, DC with Vice President of University Relations, Steve Swan, to lobby on behalf of Western for higher education support. He regrets the fact that he will miss New Hire Night, but is pleased that the search process was so smooth this year and resulted in some phenomenal new hires. Back 2 Bellingham is this weekend and it is a great opportunity to connect with students, alumni, and friends of Western. His internship with the AS President-elect, Carly C Roberts, has been going well and that all board members should have begun their internships at this point. He encourages folks to see him if they have any questions about the internship or legacy document process as he hopes this transition period can be utilized to its full potential in order to best prepare next year's board for the important work in which they will be engaging. Regarding sustainability, Glemaker is waiting to hear from the Director of University Residences in regards to next steps for the Water Bottle Initiative and is currently working with the Publicity Center to finalize the poster design. The student-driven Green Energy Fee project, Project Mug, will be launching its pilot program with 40 participants including Glemaker. He has been working with the Washington Student Association Executive Committee to organize an equal opportunity Human Resources Training as the committee enters into a search for a new Organizing Director. The Men's Resiliency Taskforce is holding a focus group right now. He is eager to examine the data from the focus group and develop a plan to move forward with men's resiliency efforts on campus. Glemaker said that the Services and Activities Fee Committee approved a recommendation to the WWU Board of Trustees regarding the fee level for the 2103-2014 academic year and summer allocations for summer 2013. Glemaker encourages the board members to take part in the on-campus interview for the second candidate for the "Education and Social Justice" minor faculty position, Dr. Robin DiAngelo, which will occur this coming Monday and Tuesday. Kudos to Sara Richards and the AS Personnel Office for their excellent work facilitating a successful search process!

**VP for Academic Affairs**

Victor Celis reported that Scholars Week is this week and people should stop by the poster fair in Carver Gym and the presentation on Saturday to support the students who are doing great work. He also reported he attended the presentation by Dr. Veronica Velez, a candidate for the faculty position in the 'Education and Social Justice Minor'. The next candidate will be here next week and everyone interested should check out those presentations. Celis also reported that he has been talking with Karen Stout and Ethan Glemaker to organize a Faculty Senate/AS Board meeting. That meeting is looking like it will happen on June 10<sup>th</sup> at 4:00 p.m.

**VP for Activities**

Carly C Roberts reported that Communications Committee had its last meeting. She requested that all board members please take some time to provide feedback about the branding guide as soon as possible.

**VP for Business & Operations**

Hung Le reported that the Final budgets will be reviewed this Friday! Glemaker and Le have worked with Services & Activities and are hoping to grow by over \$100,000 this year. The Divestment committee has a speaker attending the next meeting to speak about the national campaign perspective. Management Council will hear the budget recommendations (and public forum) and there will be pizza. The Personnel Office has been working extremely hard this past quarter (and all this year) and there is a bright group of students coming in this Monday to start their AS Experience at New Hire Night. Le is putting together a proposal for new technologies for assessment and a new document called "AS Funding Proposal Guidelines".

**VP for Diversity**

Deng de Duot did not submit a report.

**VP for Governmental Affairs**

Patrick Stickney reported that the city council planning committee will be coming to campus Thursday, May 30<sup>th</sup> from 4-5pm in Academic West 304. Please make sure to tell as many students as possible about this, as students will be able to directly voice their problems with their rentals to city councilors. There will be a Day of Action regarding the state budget on Tuesday, so please make sure to support Western Votes in continuing to fight for lower tuition. Additionally, Stickney will be gone until the 28<sup>th</sup> partially for the Washington DC Lobby Trip and will have limited access to his email.

**VP for Student Life**

Katie Savinski reported that the Green Energy Fee Committee passed the Solar Thermal Project to going on top of the Rec Center. This is the biggest project funded by the fee and will heat the pool. She sends out huge kudos to the Western SOLutions team and collaboration between herself, office of sustainability and the Rec Center. GEF will not be increasing their fee. Their goals are to have 4 cycles of small grants and one large each year. The Rec Center Advisory Committee voted to not increase the fee for the 6<sup>th</sup> year in a row.

**XII. OTHER BUSINESS**

- A. Today is the first day of the VP for Diversity's suspension but this does not remove the position's representational capacity.
- B. Christian Correa was thanked for his service as Student Senate Chair.
- C. There will be no meeting next week. The next meeting is Wednesday, May 29<sup>th</sup> 6pm VU 567. Because Stickney and Glemaker will be in Washington, DC next week lobbying on behalf of the students of Western.
- D. All items requesting action by the AS Board of Directors for the 2012-2013 year must be submitted to [AS.board.agendas@wwu.edu](mailto:AS.board.agendas@wwu.edu) by Friday May 24<sup>th</sup> at 2 p.m.

**THE MEETING WAS ADJOURNED BY ACCLAMATION AT 7:55 P.M.**