

## Board of Directors Meeting Minutes of December 15, 2021

- I. CALL TO ORDER at **12:01 PM**
- II. ROLL CALL  
**Present:** Kristina Caro, Angelica De Leon, Kabir Dhillon, Jose Simon Carmona, Zaira Perez, Tyler Luevano, Jasmine Domino, Arazeli Barragan, Neilah Peku, Tayla Beasley, Martin Castillo, Erik Pinlac, Mark Almeida, Steve Spencer, Sarah Nielson  
  
**Late:** Andrew Yunker, Ashmita Ahluwalia, Mirna Maamou  
  
**Excused:** Joshua Gay  
  
**Absent:** Justin Withers, Marguerite Hinrichs, Andrew Pajes,
- III. ACTION ITEM- **Approval of the Agenda**  
**Motion** to approve the agenda of December 15, 2021, by **A. Barragan**, second by **J. Domino**, motion **CARRIED**.
- IV. ACTION ITEM - **Approval of the Minutes of December 1, 2021**



**Motion** to move the Board of Directors to take action on adjustments to professional staff salaries in **CLOSED SESSION** by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.  
**Closed session** enters at **12:05 PM**  
**Closed session** returns at **12:12 PM**  
**K. Caro** stat

**Motion** to approve the Board of Directors to take action on

do we think this is something that could happen in this moment of our lives and is what I wanted to mention.

**Z. Perez** asks does Simon have a plan of improvement?

**J. Carmona** states yes, in the week of the Board Meeting I met with everyone and Kris. In terms of improvement, I have a formal document which I was going to be sending after or before my removal, at any rate today. In terms of what's going to happen for each day of the event, assuming that one event will be happening online and the other in-person. I have expected dates. I spoke with Steve Spencer and Heather in terms of sending a follow up email to members and an official email to clarify the days of the event, to be in communication and there was going to be weekly or bi weekly meetings. To explain further, I would need to confirm the material that was made during the week. I do not want to give false information.

**N. Peku** says that I have had good experiences while working with Simon, I would like to point out that in life unexpected things come up that can get in way of our work ethic which is normal. Simon did have something happening and I am confident that Simon will make better changes.

**A. Ahluwalia** states that I was informed that Simon was planned a meeting with everyone. Does Simon have a date or more detailed plan? I am aware that Simon was sending out an email, but I don't recall getting an email regarding the project.

**J. Carmona** states yes, I can look at the document because I have the week of March 7 that I want to schedule, I would confirm that.

**M. Castillo** states I want to remind the Board that this is not personal. We have had good interactions with Simon. I agree with what Anjelica said, whether we have the capacity at

**M. Maamou** emphasizes what Martin and AJ has stated. This is not personal to which I completely agree and understand that life does happen, and it can get in the way but that does not speak about one's character or work ethic. Which brings us to the point that when things happen in life which is unfortunate because we have to reevaluate, and this is what AJ said and it is okay. When we know we are not able to handle this specific thing though I understand life does happen. It excuses what and how it will affect a person's performance and it is a bad reason however it does not get rid of the needs that is to the Board. The position is in charge of our Senate which is my biggest concern. Another point is, I believe in Simon's plan but it's still the words which are I expect to, or I plan to whereas I should already have the plan and what to do on the event and be this is what's sent out and this is the data. A solid plan rather than potential things. It is not personal. I care for everyone deeply. This is about putting a size interest and what the student voted for.

**A. Ahluwalia** says as Mirna said, after going to personnel and our last meeting, I expect a more detailed plan and also think March 7 is very into Spring Semester. The Hey Be Nice and It's On Us event would be very close together and this should have been planned three months prior. If the event wasn't executed well, later in March we would not have much time to evaluate further.

**K. Dhillon** emphasizes with AJ, Martin, Mirna, and Ashmita has to say. The moment when Simon got the recommendation for removal on November 17, 2021, there should have been communication soon if not that week about the plan. There is not a solid plan about the event but a loose plan which is unacceptable. At this point, it's been six months but It's On Us still hasn't been done and if this had been any other job Simon would have been terminated immediat

initiative for that that. I do not want to make excuses because I was not able to do anything. I understand the meaning of business and professionalism and everyone's perspective. I am taking everything into understanding and how I will be applying that into the real world. I appreciate

academic Senate, I believe AJ has designated for the resolution. In terms of that, we have not fully done it or expressed what we were working on, and we had data on that but were not executed. There were moving parts and that were not fully able to control at moment. It is not on having a bad mental state but on not being able to navigate and my job was delegating which I needed to learn. Was there another question?

**Z. Perez** asks if you are given a second chance, do you think you would have a concrete plan? I think we need to see the initiative to act on it than I haven't planned.

**J. Carmona** states given a second chance, I would call Sneh and get working book for these dates and confirming with Eric, AJ and Kabir, taking in consideration about the short amount of time which needs to happen before I call Sneh. I was planning to send out the email and preserve that room. I agree with concrete plan, instead of saying I will, I should. I am not giving excuses and navigating in terms of where I stand in the next week.

**K. Caro** asks if there are any other questions or discussion. I want to add that I am very appreciative of Simon. You were one of the main people who pushed me to come into taking on this role as a Chair. I know we had conversations about this, but when we were talking, doing our Senate check-ins and I know speaking one on one with all of our Senators, I can really tell that Simon is very passionate about student leadership. I know I was not here for everything else that happened before but from what I have seen from being in my position, I am confident that Simon will take all of this, and he will make it happen. He has been a very good Co-Chair ever since going into this position. No matter what happens just know that I believe in you, I support you.

**N. Peku** chimes in again and I also want to clarify what I meant by interactions earlier in more so whenever I needed help, Simon was there to help me and guide me. He was always very responsive and helped me out. I wanted to chime in and say that I appreciate you for all the help that you gave me when I had questions and was confused. I went to you and felt comfortable going to you because I knew that you would respond in a timely manner when I needed it. Being descriptive, I came into ASI not knowing how things worked and you helped me a lot with figuring things out with navigating which is what I meant by interactions earlier. I think I wanted to make that clearer, so thank you and I appreciate you.

**Jose Simon Carmona** has abstain from voting.

**Motion** to approve the Board of Directors to take action on the Personnel Committee's recommendation to remove Jose Simon Carmona from the position of ASI Vice President of University Affairs, by **12 AYES** and **3 NAYES**, motion **CARRIED**.

37:09

**E. ACTION ITEM - ASI Committee Appointments**

The Board of Directors will take action on appointing applicants for ASI Committees.

**Motion** to move the Board of Directors to take action on appointing applicants for ASI Committees, by **K. Dhillon**, second by, **M. Maamou**, motion **CARRIED**.

**K. Dhillon** states that Nolan is one of our First Year Mentees. As we know by the CSU Policy, first year students, whether they are freshman, sophomores, or graduate students are not permitted to be involved in ASI Committees, the Board, or Senate due to the policy. Once the eligibility check is performed, Nolan would be eligible for the Finance Committee. He is a Business major, and a lot of his experience would directly translate into this committee.





**Motion** to move the Board of Directors to take action on the ASI Executive Director Transition Plan in **CLOSED SESSION** by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.

**Closed session** enters at **1:02 PM**

**Closed session** returns at **1:05 PM**

**K. Caro** states that the Board of Directors has approved the ASI Executive Director Transition Plan.

43:15

C. DISCUSSION ITEM- **Vice President Search Call**

The Board of Directors will discuss the Vice President Search Call with the Isaacson, Miller team.

**Motion** to move the Board of Directors to take action on tabling this item until 1:15 PM, by **K. Dhillon**, second by, **A, De Leon**, motion **CARRIED**.

**Motion** to move the Board of Directors to enter into **RECESS** until 1:15 PM, by **K. Dhillon**, second by, **A, De Leon**, motion **CARRIED**.

**Recess** enters at **1:05 PM**

**Recess** returns at **1:15 PM**

**Rachel Ellenport** introduces themselves with the Isaacson, Miller team.

**R. Ellenport** joins with their colleague, Stef Kane, we are working with Cal State East Bay to help recruit the next Vice President for University Advancement and have been doing so. For the last couple of weeks, we have been speaking with a number of stakeholders including yourself to understand what the aspirations are for this next VP, how you currently work with the team, how that relationship might be enhanced, what you think some challenges and opportunities are. We are looking for context, such as what makes East Bay such a special place and why someone would want to pick up and leave a role that they are currently in and should be successful when coming here and how can they be impactful. I know that is a lot and Stef and I will help guide the conversation we are grateful for your time and thoughts but are really eager to hear from you as you lend us some thought to the importance of this role.

**K. Dhillon** asks to repeat the question.

**R. Ellenport** answers I would love to hear your general thoughts about the Vice President for University Advancement as a leader on campus and what would you expect to see in this individual in terms of traits or experience. Please feel free to also talk about how you currently engage with the advancement team.

**K. Dhillon** believes the VP for Advancement works for advancing the university and does a lot of work for fundraising. I think fundraising is an important thing for this university. I

think for one, we would love to have more donors for fun events

plays a huge piece in bringing people to campus, especially community members. To point out those pieces because I constantly hear even in our Future Directions Committee from student voice, where is our sense of pride here at Cal State East Bay.

**E. Pinlac** states as an alumni and someone who has worked here for over 10 years I would say that Cal State East Bay is what I call every person's university because we really serve everyone. I think that if you go into the city of Hayward or any local city, and you talk to someone, chances are they know someone that went here. This is every person's university, there is that social mobility that we should focus on on how to transform lives in that way. What I mean through social mobility is as if when they go here, get their degrees and they are better citizens that earn more money and give back to the community.

**A. De Leon** adds I know that our student enrollment rates have been fluctuating especially more on the lower end. I would love to see someone in this position that has another idea or plan to boost that in terms of prospective students coming into the university. I think that would be really great to see someone coming into this role and making sure they have an idea for that because it is frequently talked about. We need that point of person that would really strategize that in terms of that as well.

**S. Kane** moves to the next question on what this person will do and what they are in charge of. I think it would be really interesting for us to hear that and how you want to interact with this person based on having heard what you want to do, and what you want to hear or see from them. We would also love to hear from your perspective, knowing that this person is in charge of most communications for the university, how you would want to see your university represented since you mention about identity and things that are important to you, are there any gaps between what you see and experience, and what you see being promoted first.

**E. Pinlac** knows we have had a lot of people in this role in the last couple of years. One of the things I liked was someone who was relatable to us and has worked with advancement in multiple ways with alumni engagement. Even working together to bring in funds to university, working in government with the administration going on out there and soliciting funds you know for the university I believe that is an opportunity.

**M. Almeida** states as an advisor to ASI, they need to be here in the Board meetings to understand the students on who they are and who needs to be represented. It is one thing to pick up the phone and call a director of the department and it is another thing to actually be there and present at ev

with Cal State East Bay as the university does so much for the community and we really need to build on that connection to stand out.

**K. Dhillon** states it is important on coming to several meeting so whether that is sending a designee that are coming directly or that it would be great to have that advisor here on the Board. Also, I think meeting with us on a regular basis and the President meeting with us on a monthly basis or whoever the next Vice President would be. It helps bridge that gap and when it comes to the university and ASI, we have a common goal. We are serving students, we want to promote the university, we want to improve and push forward. I think coming together in a meeting with that goal and see how we can collaborate whether that is fundraising for specific items. I have heard that the Athletics facilities needs to be updated and there are more buildings that need that as well. Having more funding opportunities are needed. Looking at other CSU campuses, I know we try not to compare, but it is important to look at what other universities are doing and replicating that and making it for our own space. Tabling is a great thing which we would love to see more cabinet positions participate on a frequent basis when they first come into the role and engage with students and for that to be consistent. That person needs to be seen and known which would help them in that role because when you speak to students who understand who they are, what are their needs, what they want, and how you see the university moving forward. I think the student interaction is a great piece.

**A. Barragan** feels most of the time we do not know people who are in these positions. I feel that really needs to be set to students because our students are paying for these services. I do not know what they do and think what they should be doing. If they are able to approach students and have a conversation whether that is on a Starbucks on campus or through tabling. I would really like for students to know who they are versus just someone who works here and never knew about them their whole time being here.

**K. Dhillon** remembers other point is with promoting the university and advancing it when taking in student needs and understanding who they are. It is important to be authentic about that as much as possible because looking at it from a marketing standpoint, there are certain things you want to highlight. It is also important to have a strategic plan that will help create that authentic identity that works well for the campus. The person in this role needs to be a cheerleader in a sense that they need to be excited and enthusiastic. Having that energy is going to translate into their work and this campus would be better with that excitement energy.

**R. Ellenport** follows with the comments about the role this VP can play and overseeing marketing communications to help differentiate the campus and celebrate what is unique about Cal State East Bay. I hear that it is important to differentiate the campus from other

schools in the CSU. I would love to hear more about what attracted you to Cal State East Bay, what stood out that led you here, or what have you found that you think makes this a special place since you have been on campus.

**K. Dhillon** an1rETQ@0.00000912 0 612 792 reW\*nBTF2 12 Tf1 0 0 1 122.6 57Pooate East

emphasize the point of being involved with your community and the need to connect with the community because sometimes I feel that we are separated because we are on a hill.

**A. De Leon** states a lot of our students feel that they have the opportunity to be in leadership positions because we have faculty, administration, and staff that actually care about the students. We are in a position where our university is big enough and small enough where we can have those one on one interactions and hopefully that is something that could be marketed to more students. It is really cool to have a university that actually cares about you, your voice, and I think East Bay does a really good job at that.

**T. Luevano** states I was looking for a school to attend with class spirit and while I was not looking to participate in sports in college, I was looking for a school that had really good athletics and are very representative. For example,

are finding the element to elevate them and their experiences. We are providing a microphone for them to be able to be heard and seen in the light that they want. That is the

they would be excited to be part of advancing and representing it. Thank you all for your time and your insights.





are all doing a lot in ASI and as current students. Please relax a little bit and finish strong. Happy holidays.

**L. Parker** thank you everyone for the informative meeting today and I have had lots of experience in past, but this was very well run. I will do my best to attend more in the Spring semester. Thank you and happy holidays.

**K. Caro** thanks everyone for staying until the end of this meeting. Thank you to all for supporting and coming to these meetings as I was trying to transition into this position. Happy holidays and enjoy the rest of your break. See you all next year!


**1:28:19**

X. **ADJOURNMENT at 1:39 PM**

Minutes reviewed and approved by:

**Chair of Board**

Name: Krisstina Caro

  
Krisstina Caro (Feb 11, 2022 15:32 PST)

Minutes approved on:

**02-09-2022**

Date: