



easier to read all of this, and then the main change that is being made is increasing the Executive Vice Presidents stipend by 5% from 65% to 70%. And then proposing changes to increase the academic senators by 5%, so from 25 to 30%, the reason being for these two positions is that the EVP role does a lot more than the other Vice Presidents, not to say that





510.885.4943 



because we may just have to make everyone employees and exploring to see what happens if we do that. Both scholarship and wage have its pros and cons, but we can work through that, but I do love the positive reinforcement. I do something similar with my kids, we have a little chore wheel and if they do this chore, they get a quarter, so at the end of the month, concept.

about those tasks. The meeting would be every other week and I was able to conversate with them to determine whether they met those other accomplishments or tasks. As a pair, we decided together if they achieved those tasks and then they included that in their time sheets to get extra amount of money. It has been a while since I have done that, and they were also employees, so it was a bit different.

**K. Dhillon** asks Mirna did you have any thoughts?

**M. Maamou** states I am taking everything in, and I agree with everything that everyone said. You all covered just about everything. It is a lot, and it is confusing to me because I honestly believe that they deserve more. Specifically, senators deserve more because we oversee the number of meetings, they sit in. Academic Senators itself needs a raise because of how intense and how much of a role they play in. But there is also no way to determine who is doing their job or not. I struggled a lot with this last year, I ended up always being the only one there, so I had to do everything, for example, the ASI reports and other things. I think this would be the case this year so I y qwf pøknow how to determine a way to measure which senator is doing what they are supposed to be doing to get that raise. That r ctv'ku'y j cv'eqphwugu'o g."uq"Kco "lwv'cnkpi "lp"c"mq'qh'y j cv'ku'dglpi "uckf "dgecwug"Kf qpø understand a lot of the legal stuff behind it.

**K. Disharoon** states for example, there could be a task that each academic senator is supposed to do. They would attend an academic meeting and if three of them are not doing

reviews theoretically, when you work with an employee, you set goals form them and they should have conversations with them about those goals that they have worked on to set for themselves. I look at it as that and that is how you kind of move along whether you do it on your one-on-one meetings with them or as a group meeting. Just as Erik commented to me, this is also something the government coordinator position could do. They could work with coordinator works with the president when it comes to looking how this is structured. I think it could look a performance evaluation type of piece that has regularly done and or it should be done so.

**K. Dhillon** asks are there any other discussion? I think the next steps will be that we are

25:31

measured as an application scoring item. We check eligibility with other positions, but for this, if we are not considering GPA then there is not point for unofficial high school transcripts. The two letters of recommendation are important. I believe that it gives insight to what someone has worked on in the past and gaining other insight on the applicant. Also adding, if someone requested a phone or video interview, that is allowed, especially now that we are virtual. We are in hybrid setting where it is personally in person or online. That option is included and including the chair on the interview committee. On another note, when asking for feedback, usually feedback comes from either the executive director or the EVP. I have given feedback in the past, Erik has also, and ~~you~~ goes off a case-by-case bases. Also, adding questions and contact information on the application. The description would be added under the description of the FYM program, but what I want to draw attention to is the curriculum part of the application. We met a couple of weeks ago to talk about the direction of the program and we outlined the following outcomes. The way Anjelica and I thought of it was that was wanted plans to incorporate in ASI this year. We added them to our support team, they are part of ASI so there is no hard keep change, but we want to emphasize this. Time management and productivity, we have first years coming in, and they either have varying levels of how they organize themselves, for example, exposing them to google calendar, writing emails, creating their own task list, reminders, and using campus resources. That would be the first month or the first couple of weeks to get them started and organized and working. A lot of feedback that Simon



**A. De Leon** replies I think Mirna had her hand up first, she can go first.

**M. Maamou** uc{u'Kj cxg'c"s wguvqp0Ctg'y g'i qkpi "vq"j cxg'cp{ "H O au'v ku"{gctA'Kco 'xgt{ excited about this idea on the networking aspect of talking to board members or senators. Obviously, this is not MED school, but in MED school, you would have to do rotations on each specialty, and it must be done whether you have a set specialty. I think it would be fun if we did something like that just like how we have out post week on social media, it could be a few days or a week with an intern or FYM, they would shadow the position and then there could be a week where the board member has an event or meetings where they can shadow the board member to see what it is like. I feel that it would be fun to do for those r gqr rg"y j q"ctg"uj { "cpf "f qpø"y cpv"vq"cum'qt"i q"qw'qh"vj gk"y c{ "vq"eqppgev"y kj "dqctf members. It is already planned and set for them. I thought it would be cool and fun for them to do.

**K. Dhillon** responds vj cwu a very good point Mirna. To add on to the rotational aspect as of right now, I think we are thinking two things, either vj g{øtg in the same support team for the entire duration or they rotate, either option can work. I do like the idea of exposing them to other board members and interacting more. When {qwøtg coming into the university, it is an opportunity to grow and that is one aspect when they grow and networking, putting themselves out there, and developing soft skills, for example, interpersonal communication.

**A. De Leon** says Kabir and a couple of us had met about the FYM program, and this is what we came up with based on feedback that we got from people in the past. But going off what Kabir and Mirna said, our thought process is, what Kabir mentioned, implementing them into ASI and integrating them into the whole process rather than just having them separate. I know in the past that is the way the program worked. Like Kabir said, we want to put them into support groups and give them task list. The way we do the task list is that we have a policy agenda and then for the FYM, this is the learning outcome where the task is being pulled from. We made it into a way where each month is the way ASI progresses throughout the year, obviously in time management, what we all do, is google calendar with a resolution because typically that is the last thing you do after you have learned a lot about ASI. Mirna, I agree with you, I like the rotation idea. Our thought process was that we want them to have a support group that they stuck with throughout the year, but also, I like the idea of maybe having each week shadow a different board member. I like the idea of having them within the task list because it helps guide them more and it also gives them a little bit of an understanding of the freedom and autonomy that we have at ASI so that way they understand.

**K. Dhillon** says what I was going to mention to your appointment, and I almost forgot, but what each pillar emphasis on is time management and social media. Everyone is going to go

through that, for example, Anjelica FYM, my FYM, your FYM would be working together with that board member and whatever they are doing. Also, people in that support team would be emphasizing time management which is the consistent thing each of them would be learning.

**M. Castillo** says I love that you are all putting so much structure into this program because

government coordinator. Someone who can help because it is me and Kris helping as much as we can. This gets lower priority compared to other things; that has been the issue we are facing with this

**41:00**

**E. Pinlac** ucvgu'Ky cpv'q'uc{ 'y ku'y ggngpf a'tgt gcv'y cu'co c| kpi 0Kj kpm'y cv'y g'ecndgt"qh thiui tqwr "j cu'dggp"wr "y gtg."ci ckp"ko "i qkpi "vq'uc{ "Kco "uq'ucf "vq'ngcxg'cv'y ku'ko g."dw'K npqy "y cv'y ku"{ gctau'dqctf "ku"qp"kv."cpf "Kco "uwr gt"gzekgf "hqt"y j cvau'q"eqo g0'Kcnaq"y cpv to shout out Mirna because I am wearing Cø hat and she does not like the Cø0

**M. Castillo** states I just want to check in to make sure you all understand y j cvau happening right now with COVID. Because I think it is confusing for our students and as everybody gets emails or questions, I want to make sure you understand a couple of things. Mask for anyone and everyone when you are indoors it is now required. Seven bay areas, including Alameda County, have said that as well, I am not sure if our campus has sent anything qhhekn"Kj cxgpø'uggp"cp{ y kpi ."dw'y cv'ku"y g"kpvent. For them to send something out to students and then with the adaptation or the acknowledgement of where you stand regarding vaccine, there should be an email that goes out tomorrow and students will have four options y j gp'y g{ "i q'kpq"o {EUWGD."qpg."ko "xceekpcvgf."cpf "{qw'wr rcf "{qwt"ectf "uj qy kpi "y cv {qwtg"xceekpcvgf 0'Vy q."Kpggf "c"o gf kecn'gz go r vkp"ectf "cpf "{qw"

they are going to test every week so that is the incentive to get vaccinated. Or you submit a test every single week but that is how we are proving to people that it is still safe because we will catch the people that are exposed to COVID symptoms, that is how we are hoping

that came up today, education has dipped. Results have dipped over the pandemic and a lot of it has to do with the virtual world. We understand that some students rely on in-person education. We do not want to go back to fully online, if it becomes a safety thing, we will have to consider that, but right now the plan is to continue forward and do the best we can to make sure everybody stays safe.

**K. Dhillon** says any other round table remarks? My roundtable remark is the retreat was successful, in my opinion, I feel everyone enjoyed it for the most part. It's also the first in-person retreat we have had in over two years now, so I think it went well as far as the Chair position goes, I will be bringing a memo to the board for approval they're going to first obviously discuss that memo but it outlines everything we talked about in last week's meetings, just outlining the plan for how the chairman of the board is going to work because it is a lot for the President to assume those responsibilities on top of everything else she's currently doing. That's going to be brought up for approval and then based on that, will be continuing to look for a chair, if there is a qualified candidate.

48:35

IX. ADJOURNMENT

**K. Dhillon** I adjourn this meeting at 2:30pm

Minutes reviewed by:

**Executive Vice President/Chief of Staff & Chair**

Name: **Kabir Dhillon**



Minutes approved by:

**September 15, 2021**

Date: