SJSU SAN JOSÉ STATE UNIVERSITY

Board of Directors
Student Union, Inc.
Division of Student Affairs

Student Union, Inc.
211 South Ninth Street
San Jose, CA 95192-0155

TEL: 408-924-6350

STUDENT UNION, INC. BOARD OF DIRECTORS

Meeting Minutes
August 28, 2025
1:15 PM - 2:45 PM

In-person: Student Union Building, Conference Room 6

Voting Members Present: Kathryn Blackmer-Reyes, Aniya Dogra, Justin Duong, Katelyn Gambarin, Glerys Gonzalez, Tabitha Hart, Ph.D., Siya Johal, Leo Lebedenko, Maureen Pasag, Jayeesh Tarachandani
Voting Members Absent: Mari Fuentes-Martin, Ed.D., Sarab Multani, Aditya Vishwakarma
Non-Voting Member Present: Jon Tucker, Seth Heller (Traineeship Position)

I. CALL TO ORDER
Director Duong called the meeting to order at 1:18 p.m.

II. ROLL CALL
A verbal roll call was completed. Quorum met.

III. APPROVAL OF AUGUST 28, 2025 AGENDA
Director Duong asked for any changes to the agenda.
Request made to remove item VI. A. Approve Appointment of Seth Heller, Board of Directors Trainee, to a Vacant Student Board of Director Position.

Director Duong asked for a motion to approve the agenda with the recommended change.
Motion: Director Hart motioned to approve the agenda with the change.
Second: Director Blackmer-Reyes
Vote: 10-0-0. Motion Passed.

IV. APPROVAL OF MAY 8, 2025, REGULAR MEETING MINUTES
Director Duong asked for any changes to the minutes.

Director Duong asked for a motion.
Motion: Director Tarachandani motioned to approve the meeting minutes.
Second: Director Gambarin
Vote: 9-0-0. Motion Passed.
Director Johal attended the meeting virtually. She had technical issues during the vote and could not vote.

V. PUBLIC FORUM
No public comments.

VI. DISCUSSION/ACTION

A. Approve Appointment of Seth Heller, Board of Directors Trainee, to a Vacant Student Board of Director Position
Item removed during the approval of the agenda.

Student Union, Inc.
211 South Ninth Street
San Jose, CA 95192-0155
TEL: 408-924-6350

B. Approve Board Vice Chair and Committee Chairs and Vice-Chairs for Academic Year 2025-2026

1. **Board of Directors: Vice Chair**
   Director Duong asked for nominations for Vice Chair of the Board of Directors. Director Gonzalez nominated themself for Vice Chair.

   Director Duong asked for a motion to approve Director Gonzalez as Vice Chair of the Board of Directors.
   Motion: Director Gambarin motioned to approve the nomination of Director Gonzalez as Vice Chair of the Board of Directors.
   Second: Director Hart
   Vote: 10-0-0. Motion Passed.

2. **Finance Committee: Chair & Vice Chair**
   Director Duong asked for nominations for Chair of the Finance Committee. Director Gonzalez nominated themself for Chair.

   Director Duong asked for a motion to approve Director Gonzalez as Chair of the Finance Committee.
   Motion: Director Gambarin motioned to approve the nomination of Director Gonzalez as Chair of the Finance Committee.
   Second: Director Pasag
   Vote: 10-0-0. Motion Passed.

   Director Duong asked for nominations for Vice Chair of the Finance Committee. Director Tarachandani nominated themself for Vice Chair.

   Director Duong asked for a motion to approve Director Tarachandani as Vice Chair of the Finance Committee.
   Motion: Director Gonzalez motioned to approve the nomination of Director Tarachandani as Vice Chair of the Finance Committee.
   Second: Director Gambarin
   Vote: 10-0-0. Motion Passed.

3. **Personnel Committee: Chair & Vice Chair**
   Director Duong asked for nominations for Chair of the Personnel Committee. Director Dogra nominated Director Johal for Chair. Director Johal accepted the nomination.

   Director Duong asked for a motion to approve Director Johal as Chair of the Personnel Committee.
   Motion: Director Tarachandani motioned to approve the nomination of Director Johal as Chair of the Personnel Committee.
   Second: Director Gonzalez
   Vote: 10-0-0. Motion Passed.

   Director Duong asked for nominations for Vice Chair of the Personnel Committee.

Student Union, Inc.
211 South Ninth Street
San Jose, CA 95192-0155
TEL: 408-924-6350

Director Dogra nominated themself for Vice Chair.

Director Duong asked for a motion to approve Director Dogra as Vice Chair of the Personnel Committee.
Motion: Director Gambarin motioned to approve the nomination of Director Dogra as Vice Chair of the Personnel Committee.
Second: Director Gonzalez
Vote: 10-0-0. Motion Passed.

4. **Facilities Committee: Chair & Vice Chair**
Director Duong asked for nominations for Chair of the Facilities and Programs Committee.
Director Duong nominated themself for Chair.

Director Duong asked for a motion to approve Director Duong as Chair of the Facilities and Programs Committee.
Motion: Director Gonzalez motioned to approve the nomination of Director Duong as Chair of the Facilities and Programs Committee.
Second: Director Tarachandani
Vote: 10-0-0. Motion Passed.

Director Duong asked for nominations for Vice Chair of the Facilities and Programs Committee.
Director Lebedenko nominated themself for Vice Chair.

Director Duong asked for a motion to approve Director Lebedenko as Vice Chair of the Facilities and Programs Committee.
Motion: Director Gonzalez motioned to approve the nomination of Director Lebedenko as Vice Chair of the Facilities and Programs Committee.
Second: Director Hart
Vote: 10-0-0. Motion Passed.

5. **Audit Committee: Chair & Vice Chair**
Director Duong asked for nominations for Chair of the Audit Committee.
Director Dogra nominated themself for Chair.

Director Duong asked for a motion to approve Director Dogra as Chair of the Audit Committee.
Motion: Director Gambarin motioned to approve the nomination of Director Dogra as Chair of the Audit Committee.
Second: Director Gonzalez
Vote: 10-0-0. Motion Passed.

Director Duong asked for nominations for Vice Chair of the Audit Committee.
Director Hart nominated Director Gambarin for Vice Chair. Director Gambarin accepted the nomination.

Director Duong asked for a motion to approve Director Gambarin as Vice Chair

of the Audit Committee.
Motion: Director Gonzalez motioned to approve the nomination of Director Gambarin as Vice Chair of the Audit Committee.
Second: Director Pasag
Vote: 10-0-0. Motion Passed.

C. Non-University Board of Director Member

- **Discussion and possible action on Nina Chuang for membership.**
  Director Blackmer-Reyes requested a Closed Session to discuss this request.

  Director Duong asked for a motion.
  Motion: Director Blackmer-Reyes motioned to move into Closed Session for the discussion.
  Second: Director Hart
  Vote: 10-0-0. Motion Passed.

  Motion: Director Dogra motioned to invite Director Heller (traineeship position) to attend Closed Session.
  Second: Director Gonzalez
  Vote: 10-0-0. Motion Passed.

Director Duong moved into Closed Session at 1:36 PM.
The Board moved back into Open Session at 1:50 PM.

Director Duong asked for a motion.
Motion: Director Gonzalez motioned to approve recommending Nina Chuang for the non-university board position.
Second: Director Hart
Vote: 0-9-1. Motion Failed. Abstain: Director Duong

VII. DISCUSSION

A. Subcommittee Regular Meeting Decisions and Scheduling
The finalized committee meeting schedule has been distributed to the Board via email.

B. Board of Directors New Members Recruitment Needs and Clarity
Looking ahead, it was noted that at least two board members are expected to graduate at the end of the fall semester. As such, one of the responsibilities of the Personnel Committee will be to recruit and identify individuals to fill these upcoming vacancies. It is assumed that Director Heller will transition from a trainee role at the end of the fall semester; however, it was also recommended that at least one additional trainee be selected to ensure continuity and sustained engagement on the board.

C. Supplemental Operating Budget Request
Mr. Tucker reported that a request for additional operating funds will be presented to the Personnel and Finance Committees before advancing to the October 16 Board of Directors meeting. A finalized proposal will be shared with the board next week for review. The request includes both ongoing and one-time funding.

Student Union, Inc.
211 South Ninth Street
San Jose, CA 95192-0155
TEL: 408-924-6350

The ongoing funding needs include:

- Additional full-time staff to address critical capacity shortages.
- Creating graduate assistantships to support departmental operations and student career development.
- Expanding student wage funding to establish advanced student positions.
- Providing on-site staffing at the South Campus athletic fields to meet Athletics' partnership requirements.

The bulk of the one-time funding will be used to support facility repairs and improvements in the Event Center. If approved, the committees' recommendation will move forward to the President for consideration. These priorities were identified in consultation with staff during the Executive Director's first six months in the role and reflect urgent departmental needs.

VIII. EXECUTIVE DIRECTOR REPORT

Mr. Tucker provided the following updates.

Compensation and Staffing:
An unresolved item from the previous year regarding staff compensation increases was revisited. The proposal was not approved by the President but may be reconsidered with the presentation of strong supporting data. Mr. Tucker has been analyzing compensation trends within the CSU system and other benchmarks, with plans to present findings to the Board for future direction. Long-term goals include aligning staff compensation structures with the University's evolving step system. Related conversations around staff perks and benefits will be reviewed by the Personnel and Finance Committees.

Personnel Updates:
Recruitment efforts are ongoing, with only five out of 67 full-time positions currently vacant, three of which are in active recruitment. A new Operations Manager will begin next week, and Mitchell Veloso-Madison has recently started as the HR Manager and will support the Personnel Committee.

Facilities and Capital Projects:

- The first feasibility meeting for the Provident Credit Union Event Center was held, with the full committee meeting scheduled for September 8. While committee sessions are not open to the public, public sessions will be held later.
- Facilities maintenance is underway, including roof leak repairs, replacement of carpet, paint, flooring, and ceiling tiles in common areas at the Event Center to improve aesthetics and functionality.
- The Rec Pool heater was upgraded over the summer, addressing long-standing temperature issues. A broader investigation into the pool's structural design is in progress to identify permanent solutions.
  A turnstile upgrade and access key revision project for SRAC is in development with BLN and Ryan.
- SUAV (Student Union Audio-Visual) upgrades are in progress, with rooms 1–6 scheduled for completion this semester. These upgrades will include built-in cameras and AV equipment to support board meetings and other functions. A study is also underway for AV improvements in the Event Center.

Board of Directors
Student Union, Inc.
Division of Student Affairs

Student Union, Inc.
211 South Ninth Street
San Jose, CA 95192-0155

TEL: 408-924-6350

Space Planning and Optimization:
A Student Union Optimization Study is currently underway, with architects meeting stakeholders to assess current use and recommend future space allocations. Recommendations will be presented to the Board. Over the summer, former professional development spaces were reallocated to other Student Affairs units, and signage updates are in progress to reflect these changes.

Audit and Governance:
The Audit Committee is currently active and continuing its work.

Budget and Finance:
Enrollment increases have improved the Student Union's financial position. The fiscal year 2025 budget closed with an $800,000 surplus. Ongoing work includes updates to subleases, MOUs, and policies, six to eight of which will be brought to upcoming subcommittee meetings for approval.

Director Blackmer-Reyes raised concerns regarding potential impacts of federal funding cuts (e.g., HSI programs) on the Student Union. It was clarified that the SU does not rely on federal research or grant funding, so no direct financial impact is anticipated. Any relevant financial matters will be brought to the Board. The President's Budget Town Hall is scheduled for September 16 to provide additional context.

IX. BOARD OF DIRECTOR ANNOUNCEMENTS

The Weeks of Welcome events have been going well, with positive turnout and engagement. Recent activities included a successful bingo night, and a football game is scheduled for tomorrow at 7:30 PM. Members are encouraged to promote participation in Associated Students committees. Additionally, it was suggested that the Student Union consider creating an altar for Día de los Muertos, to be displayed in the library, as a way to further engage with cultural events and student life.

X. MEETING ADJOURNMENT

Director Duong asked for a motion to adjourn the meeting.

Motion: Director Gambarin motioned to adjourn the meeting.
Second: Director Duong
Vote: 10-0-0. Motion Passed.

The meeting adjourned at 2:23 p.m.

Signature: ______________________ Date: 10.16.2025
Justin Duong, Board of Director Chair