

**STUDENT UNION, INC. BOARD OF DIRECTORS**

**Meeting Minutes**

**April 16, 2026 @ 1:15 PM - 2:45 PM**

**In-person: Student Union Building, Conference Room 6**

**Voting Members Present:** Kathryn Blackmer Reyes, Aniya Dogra, Justin Duong, Glerys Gonzalez, Siya Johal, Maureen Pasag, Aditya Vishwakarma  
**Voting Members Absent:** Mari Fuentes-Martin, Ed.D., Katelyn Gambarin, Tabitha Hart, Ph.D., Jayeesh Tarachandani,  
**Updated Attendance:** Tabitha Hart, Ph.D. was updated to present at 1:20 PM  
**Non-Voting Member Present:** Jon Tucker  
**Guests:** None

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**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 APRIL 16, 2026 AGENDA**

Director Duong asked for any changes to the agenda.

Director Duong asked for a motion to approve the agenda.

**Motion:** Director Johal motioned to approve the agenda.

**Second:** Director Gonzalez

**Vote:** 6-0-1. Motion Passed.

**Abstain:** Director Vishwakarma

**IV. APPROVAL OF MARCH 19, 2026 MEETING MINUTES**

Director Duong asked for any changes to the minutes.

Director Duong asked for a motion to approve the minutes as presented.

**Motion:** Director Dogra motioned to approve the minutes as presented.

**Second:** Director Duong

**Vote:** 6-0-1. Motion Passed.

**Abstain:** Director Vishwakarma

**V. PUBLIC FORUM**

No public comments.

**VI. DISCUSSION/ACTION**

**A. Approve Fiscal Year 26/27 Budget Assumptions and Request**

Mr. Tucker presented the FY 2026-27 budget assumptions and request, noting that the item had previously been reviewed and approved by the Finance Committee.

On the revenue side, the budget reflects projected increases in Event Center activity (internal and external), bowling, and the pool's reopening for summer programming,

including swim lessons and related revenue. Outside funding sources were adjusted to reflect annual contributions rather than multi-year draws.

On the expenditure side, the budget includes funding for five (5) new FTE positions: a Facilities Technician II, IT Specialist, Event Center Custodial Supervisor, Administrative and HR Support, and an Esports Coordinator. Full-year costs for four (4) FTEs approved by the Board in fall 2025 are also incorporated. A salary increase hold, merit pool, and a 3% vacancy factor (budgeting at 97% capacity) were applied. Student wages reflect minimum-wage increases and expanded staffing at the Event Center. Approximately \$308,000 in unspent funds from the fall 2025 FTE authorization will return to the operating budget as an offset.

A list of capital projects supported by reserves was also presented, including an Esports facility remodel, ballroom and theater AV upgrades, carpeting and furniture, sliding door replacement, lighting upgrades, art gallery creation, a \$700,000 placeholder for Event Center bridging documents, non-slip flooring, security upgrades, signage, and a pool area window gate. Current reserves stand at approximately \$55 million, with a projected year-end balance of approximately \$49 million following planned expenditures.

In response to a Board member's question, it was explained that club sports dues vary by organization based on equipment, travel, and facility needs. A pending IRA fee, if approved, would increase available funding and reduce financial barriers to student participation. The board requested that future budget presentations include a reserve analysis showing projected year-end balances alongside the reserve policy framework.

Director Duong asked for a motion.

**Motion:** Director Dogra motioned to approve the fiscal year 26/27 budget assumptions and request.

**Second:** Director Johal

**Vote:** 8-0-0. Motion Passed

**B. Approve the Proposal to fund \$80,000 for FY26-27 for UPD Community Service Officers from the Student Union, Inc. Trust Account as Recommended by the Finance Committee**

Director Gonzalez presented the proposal to fund \$80,000 for two (2) University Police Department (UPD) Community Service Officers (CSOs) to be stationed at the Student Union and Student Services Center (SSC), covering a Monday-through-Friday schedule from approximately 7:30 a.m. to 11:00 p.m. Under the arrangement, costs would be shared equally between the Student Union and UPD. Director Gonzalez noted that the CSOs would address safety concerns within the Student Union facilities, reducing the need to call fully sworn UPD officers for minor incidents. It was also noted that student staff have experienced an increase in incidents in the evenings and that UPD response times can be delayed, particularly later in the evening.

The Board discussed the UPD cost allocation methodology, noting that the prior methodology was based on the number of calls or incidents attributed to the auxiliary, which could have created a disincentive to report safety concerns. The new methodology uses gross square footage as a proportion of total campus expenditures, which was

described as more equitable. It was confirmed that an MOU would be drafted specifying the service level and duties of the CSOs, and that the officers would be fully allocated to Student Union areas unless a campus emergency required otherwise.

Director Gonzalez raised concerns about approving funding before gathering student input, expressing a preference to first conduct a student survey to determine whether the program would meaningfully improve student safety and address identified concerns before committing resources. Director Gonzalez offered an initial suggestion not to move forward with the funding and instead to conduct a student survey first. After further discussion, Director Gonzalez revised her position.

Director Duong asked for a motion.

**Motion:** Director Gonzalez motioned to approve the proposal to fund \$80,000 for UPD Community Service Officers for one (1) academic year as a pilot program, with feedback and data gathered throughout the year to inform a decision on whether to continue the program beyond the pilot period.

**Second:** Director Dogra

**Vote:** 6-0-2. Motion Passed

**Abstain:** Director Vishwakarma, Director Johal

**C. Approve the Proposal to fund two FD&O Dedicated Trades staff dedicated to the SUI from the Student Union, Inc. Trust Account for \$238,500 as Recommended by the Finance Committee.**

Director Gonzalez presented the proposal to fund one licensed plumber and one licensed electrician to work exclusively within the Student Union, Inc. facilities. Currently, Facilities Development and Operations (FD&O) employs plumbers and electricians who serve the entire campus, resulting in delayed response times and hourly bill-backs to the Student Union for each service call, regardless of the duration of the work. By dedicating these two trade positions exclusively to Student Union facilities, the organization would benefit from faster response times (estimated at 30 minutes versus the current 24-hour response time), the ability to perform preventive maintenance, and anticipated cost savings of approximately \$59,000.

Staff confirmed that an MOU appendix (Appendix D) is being drafted to formalize the arrangement. Staff also noted that future needs, such as an HVAC technician, may be evaluated in subsequent fiscal years.

Director Duong asked for a motion.

**Motion:** Director Vishwakarma motioned to approve the proposal to fund one licensed plumber and one licensed electrician dedicated to the SUI from the Student Union, Inc. trust account for \$238,500.

**Second:** Director Duong

**Vote:** 8 -0-0. Motion Passed

**D. Approve Bowling and Billiard Rate Schedule Updates as Recommended by the Finance Committee.**

Mr. Tucker presented the proposed rate schedule updates for bowling and billiards. The last student rate adjustment was made in 2018. The proposed changes are as follows:

- Bowling rates would increase by \$0.25 per game for faculty, staff, and students, and community rates would increase from \$5.00 to \$6.00 per game.
- Shoe rental would increase by \$0.25 across all groups.
- Billiards rates would increase by \$3.00 per hour per table for community members and \$2.00 per hour per table for faculty, staff, and students.
- Existing discounts would be adjusted proportionally to reflect the new rates.

Mr. Tucker noted that, following this approval, rate adjustments would be treated as an informational item for the Board, with the Board retaining the ability to revisit rates at any time. It was also noted that future increases would be incremental and that the updated rates would remain competitive with other bowling venues.

Director Duong asked for a motion.

**Motion:** Director Dogra motioned to approve the bowling and billiard rate schedule updates.

**Second:** Director Vishwakarma

**Vote:** 8 -0-0. Motion Passed

**E. Approve CohnReznick LLP Engagement Letter and Fee for Fiscal Year 25/26 Financial Audit as Recommended by the Audit Committee**

Director Dogra noted that CohnReznick LLP has served as the organization's auditor for the past two years. The Audit Committee previously reviewed and approved the engagement at its most recent meeting and is now bringing the item forward to the full Board for approval. It was noted that the organization has received clean audits and acknowledged the staff's work in maintaining a productive working relationship with the audit team.

Director Duong asked for a motion.

**Motion:** Director Dogra motioned to approve the CohnReznick LLP engagement letter and fee for fiscal year 25/26 financial audit.

**Second:** Director Gonzalez

**Vote:** 8 -0-0. Motion Passed

**F. Approve Remuneration for BOD Members**

Mr. Tucker presented an updated remuneration proposal for Board of Directors members, noting that the item was brought forward in response to the Board's prior direction to move toward a stipend-and-scholarship structure. The proposal outlined roles, responsibilities, and proposed dollar amounts, and clarified that Associated Students representatives are already compensated through Associated Students and would not be eligible for an additional stipend through this program.

Mr. Tucker noted that the proposed stipends would be structured as scholarships and would occur during months of active Board work, covering nine months: August, September, October, November, January, February, March, April, and May, with implementation beginning in August. It was clarified that conditions or performance requirements, such as mandatory office hours or tabling, cannot be attached to the stipend due to taxable income considerations. Accountability for participation would rest with the

Board itself, with the expectation that the Board would address non-participating members through its existing membership processes. It was noted that this is consistent with how Associated Students administers a similar program.

The proposal included two components: a base remuneration for Board members totaling approximately \$19,920, and an optional component providing \$80 per month for nine months for up to four trainee or associate members, totaling \$2,880, for a combined total of \$22,800.

Director Duong asked for a motion.

**Motion:** Director Johal motioned to approve the Board of Directors remuneration proposal, including up to four student trainee positions, for a total cost of \$22,800.

**Second:** Director Vishwakarma

**Vote:** 6-0-2. Motion Passed

**Abstain:** Director Dogra, Director Gonzalez

## VII. EXECUTIVE DIRECTOR REPORT

Mr. Tucker reported that staff are currently managing the end-of-semester transition, which includes hosting 10 to 11 commencement ceremonies in the Event Center along with other end-of-year events and celebrations. Following commencement, staff will shift into orientation programming and summer operations.

Regarding the budget, Mr. Tucker noted that the FY 2026-27 budget was presented to the new University CFO, Kathryn Kaoudis, who is new to the CSU auxiliary structure. The meeting served as an educational opportunity to help her understand how auxiliaries operate, as she will be required to sign off on the budget. Mr. Tucker noted that the meeting went well, with no major concerns raised, and that the budget will next be submitted to the CFO and President for approval.

On programming and club sports, Mr. Tucker reported that Spartan Fest took place the prior week and went well. The Women's Rugby Club Team was announced as the Division II National Champions, and the Men's Rugby Team recently returned from a tour of Ireland, where they participated in friendly competitions. The Outdoor Adventures program has an upcoming overnight backpacking trip to Yosemite as its final trip of the semester. An upcoming Puppuccino event offering cappuccinos and puppies for students was also noted.

Our team is also transitioning to a new payroll and scheduling system to replace the current ADP platform, with implementation expected over the coming months. Finally, two new operations staff members were introduced. Mr. Adinofi will manage evening operations and provide weekend management coverage, and Miss Trujillo, a former student staff member from the Bowling Center, will oversee room setup operations, scheduling, and management, providing additional support and allowing existing staff to focus on overall building operations.

## VIII. COMMITTEE REPORTS (1 minutes)

### A. Audit Committee

Director Dogra reported that the Audit Committee met with CohnReznick LLP to review and discuss the engagement letter for the FY 2025-26 financial audit. The committee approved the engagement letter, recommending CohnReznick LLP to continue as the organization's auditors for the current fiscal year. The item was subsequently brought

forward and approved by the full Board earlier in the meeting.

**B. Facilities & Programs Committee**

Director Duong reported on updates from the Facilities and Programs Committee. At the Event Center, the feasibility study remains ongoing, basement safety upgrades are underway, and the committee is exploring card access to replace the current key system. Design and construction planning for the Esports and Gaming Center, to be located in the lower basement level of the bookstore, continues.

At the Student Union, staff are working toward a permanent fix for an ongoing water leak. SRAC facility is exploring adding entry turnstiles and lowering the front desk for improved ADA compliance. AV upgrades for the Student Union meeting rooms are nearly complete with some programming work remaining, and ballroom and theater AV upgrades are being planned as the next phase, either concurrently or in separate phases.

On the programs side, end-of-year programming will feature a new format this year, with the Event Center transformed into a study space with food offerings at select times in place of the traditional tent setup. Spartan Fest drew approximately 3,300 attendees out of a 4,000-person capacity. In Esports, the Valorant team claimed the Mountain West Championship. The Club Bowling Team earned second place in the national club competition.

**C. Finance Committee**

Director Gonzalez reported that all items reviewed and approved by the Finance Committee were brought forward and approved by the full Board at today's meeting, including the FY 2026-27 Budget Assumptions and Request, the proposal to fund UPD Community Service Officers, the proposal to fund two FD&O dedicated trade staff, and the Bowling and Billiards Rate Schedule update.

**D. Personnel Committee**

Director Johal reported that the committee completed its first round of interviews for student board positions and that the second round is scheduled for the following week. The committee noted positive progress in the candidate pool for both trainee and board member positions. Additionally, the committee reported that work on the Executive Director annual evaluation is nearing completion.

**E. Ad Hoc Bylaws Committee**

Director Gonzalez reported that the Ad Hoc Bylaws Committee's next meeting is scheduled for Thursday from 3:00 p.m. to 4:00 p.m. Agenda items include finalizing the current iteration of the Bylaws, attendance policies, and virtual attendance guidelines for both full Board and subcommittee meetings.

**IX. BOARD OF DIRECTOR ANNOUNCEMENTS**

Director Dogra announced that the Event Center recently hosted approximately 600 to 700 students over the course of a weekend for ASCE Mid-Pac, a multi-university competition featuring steel bridge and concrete canoe events. Director Dogra recognized staff members Naomi Herrera and Kim Romero-Gomez for their leadership in coordinating the movement of all

events indoors and acknowledged the broader Student Union staff for their efforts in making the event a success.

A board member inquired about an incident at Spartan Fest. Mr. Tucker reported that attendees with counterfeit QR codes were flagged at a third verification checkpoint, and some denied entrants became confrontational with student staff. UPD and hired security responded appropriately. Feedback has since been incorporated into future planning, including improved entry management, verification procedures, and ticket policy communication. Overall, the event surpassed the prior year, no medical incidents were reported, free water was available, and staff were commended for executing a full-scale concert-level event.

**X. MEETING ADJOURNMENT**

Director Duong asked for a motion to adjourn the meeting.

**Motion:** Director Johal motioned to adjourn the meeting.

**Second:** Director Gonzalez

**Vote:** 8-0-0. Motion Passed.

The meeting adjourned at 2:29 p.m.

Signature: \_\_\_\_\_



Justin Duong, Board of Director Chair

Date: 05.07.2026