

**California State University, Dominguez Hills**  
**Donald P. and Katherine B. Loker University Student Union, Inc. (LSU)**  
**Board of Directors Meeting Minutes ♦ Friday, October 4, 2024**

1) **Call to Order and Attendance**

Chairperson Jessica Scott called the meeting to order at 10:06am. The meeting was held via video conferencing.

<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Staff</u></b>	<b><u>Guests</u></b>
Jessica Scott		Anthony Thompson	Jackie Richman
Johnathan Mejia		Jaime Leal	Susan Flaming Yeats
Shaleyah Haywood		John Stigar	
Laraine Perez		Mario Ibarra	
Edgar Mejia-Alezano		Chilmann Chaudhary	
Efrain Contreras		Khoi Pham	
Marcelo Cowo		Andrea Frausto-Zamora	
John Menary		Victor Gonzalez	
Tamala Lewis		Damesha McKnight	
Mayra Soriano		Alejandro Herrera	
Megan Adams		Melissa Bancroft	
Tony Jake			
Ben Toubak			
Richard Tetrick			
Cecilia Ortiz			
Erick Garcia			
Justin Gammage			

2) **Approval of Agenda**

Vice-Chairperson, Jonathan Mejia moved to approve the consent calendar which would approve the agenda for today's meeting and the minutes from the September 6<sup>th</sup>, 2024 meeting. Secretary, Shaleyah Haywood seconded the motion.

**Motion passed 11-0-0**

3) **Chairpersons Report**

Chairperson Jessica Scott shared that her and her peers are actively recruiting students to be a part of advisory committees. Chairperson Jessica Scott shared that her and her fellow BOD SAL's tabled at the LSU'S Open House Event.

4) **Executive Designee Report**

Assistant Director, Jaime Leal, reiterated that he serving as Executive In Charge (EIC) due to Executive Director, Cecilia Ortiz's absence. Executive Director, Cecilia Ortiz, will be on medical leave until mid November, 2024. Assistant Director, Jaime Leal, shared that the LSU's Open House event, "ToroCon" was a major success. ToroCon was a superhero themed event based off the annual and widely known convention "ComicCon". There were a variety of in person activities and virtual activities at ToroCon

with over \$3,000 in prizes given out and 16 collaborations. Assistant Director, Jaime Leal, also shared the following new updates: new furniture has been installed in the LSU's lower level, the NXT 30 Project is moving along and in the middle of a series of workshops that will tangibly envision the end product of the project, and the LSU concluded a successful Financial Audit.

**6) Advisory Committee Reports**

- a. Facility Use
- b. Finance
- c. Personnel

**7) Old Business**

**a. Campus Master Plan Presentation**

Associate Director, Facilities Services, Richard Tetrick, stepped in and presented the Campus Master Plan on behalf of Associate Vice President of Facilities Planning, Design, and Construction, Yancey Modesto. Associate Director, Facilities Services, Richard Tetrick, shared major capital projects that are in the works such as the new SCE Switchyard, Student Health Wellness Recreation Center, and the Affordable Student Housing & Dining Commons. Associate Director, Facilities Services, Richard Tetrick also shared CSU Dominguez Hills role in the upcoming Olympic Games in 2028 that will be hosted in Los Angeles, CA. Dignity Health Sports Park will host the Olympic Rugby event and CSU Dominguez Hills will host Olympic Indoor Cycling at the Velodrome. Lastly Associate Director, Facilities Services, Richard Tetrick, shared the City of Los Angeles' plan to provide efficient transportation during the Olympic Games and stated that portions of CSU Dominguez Hills will only allow transportation through buses or pedestrians walking on foot to mitigate and prevent traffic.

**8) New Business**

**a. FY 2023-2024 Audit Report – CohnReznick - Audit Committee**

Jackie Richman from the Audit Firm CohnReznick presented the FY 2023-2024 Audit Report results for the Loker Student Union. CohnReznick ruled that the audit of the Loker Student Union was successful and that the Loker Student Union is financially healthy and upholding its fiduciary responsibility.

**b. Naloxone Stations – Facility Use Committee**

Director of Student Health Services, Susan Flaming Yeats shared that the Loker Student Union has engaged in a partnership with Student Health Services to install Naloxone Stations in the Loker Student Union. Naloxone also known as Narcan is a counter agent to opioid overdose and if used properly can prevent mortality by overdose. With the rising use of recreational drugs on college campuses there is a movement to have Naloxone Stations on college campuses to prevent overdoses. Director of Student Health Services, Susan Flaming Yeats, shared that programs like this on similar campuses have provide great results and that Student Health Services would pay for an installation costs, inventory costs, and

maintenance. The Loker Student Union will solely house the Naloxone Stations. A specific location within the Loker Student Union will be determined at a later date.

## 9) **Comments**

### a. Public Comment

- Assistant Director of Engagement & Development, Melissa Bancroft, spoke during Public Comment and shared a statement regarding overall dissatisfaction with the Personnel Plan. Her statement is attached on the next page of this document.

### b. Board of Director's Comment

No one participated in Board of Director's Comment

### c. Announcements

No announcements were shared.

Chairperson, Jessica Scott, adjourned the meeting at 11:55am.

Approval of minutes:

\_\_\_\_\_  
Secretary

Or

\_\_\_\_\_  
Chairperson, Jessica Scott

Date of approval

\_\_\_\_\_

## Public Comment Statement – Personnel Plan

I would like to begin by expressing my respect for the leadership of this board and the organization it governs. I am speaking to you today in response to the invitation made by the Executive Director during the July 31 meeting, where employees were encouraged to raise concerns regarding the Personnel Plan project. This project, initiated in February 2022, aimed to create a fair and competitive salary structure, address wage compression, and foster upward mobility. However, it has fallen short of these goals.

In today's challenging economic climate, with inflation up 20% and wages lagging behind the cost of living, including basic needs like housing and food, these issues are more pressing than ever. Unfortunately, the LSU has yet to demonstrate a compassionate and focused approach to these matters.

Employee morale took a further hit after the board's June 2024 decision to approve substantial retroactive payments and permanent salary increases for the Executive Director and the Assistant Director for Business and Finance. These "adjustments" totaled in the tens of thousands of dollars—coming from a student-funded, nonprofit organization. These decisions were part of a Personnel Plan project that was meant to benefit all staff but only delivered for a select few.

In addition, over the past two years, the organization has paid out close to \$100,000 to address compensation and equity issues—problems that could have been avoided with better management and University oversight. Unfortunately, LSU has a history of mismanagement in compensation and equity reviews, which has led to ongoing frustration and eroded staff trust.

Another concern is the handling of job descriptions during the Personnel Plan process. The organization updated the top five duties of many roles after they had already been validated by an external consulting firm. This raises serious questions about the integrity of the review process and its fairness. When these concerns were raised with management, the responses were inadequate, lacking transparency, compassion, and a commitment to address the issues.

I respectfully ask the board and the personnel committee to consider a Framework for Organizational Accountability and Equity. This includes independent audits, equitable compensation policies, stronger ethical guidelines, and avenues for ongoing staff grievances. These steps are crucial for rebuilding trust and ensuring a fair and equitable workplace for all and it is my intention to share more thoughts at the next Personnel Committee.

Finally, I want to remind the board that it holds a duty of care and due diligence regarding the financial well-being of its employees and the overall health of the organization. Addressing these concerns transparently will help restore trust and create a more equitable workplace.

Thank you for your time and attention to these critical matters. I look forward to dialoging and co-creating with board a more equitable and compassionate work place.

Melissa Bancroft