

California State University, Dominguez Hills
 Donald P. and Katherine B. Loker University Student Union, Inc. (LSU) Board of
 Directors Meeting Minutes ♦ Friday, December 5th, 2025

1) Call to Order and Attendance

Chairperson Laraine Perez called the meeting to order at 10:10am. The meeting was conducted in LSU Meeting Room 322, but Board members had the option of attending In-Person or via Zoom. Board Members who attended In-Person are indicated with an (I) and Board Members who attended via Zoom are indicated with a (Z).

<u>Present</u>	<u>Absent</u>	<u>Staff</u>	<u>Guests</u>
Laraine Perez	Tamala Lewis	Mario Ibarra(I)	Damesha McKnight
Johnathan Mejia (I)	Ryan Heredia	Natalie Tapia (Z)	Jasmine Montoya
Bryan Picart (I)	Edgar Mejia-Alezano	Melissa Bancroft (Z)	
Rodrigo Arenas (I)	Richard Tetrick		
Jessica Scott (I)			
Mayra Soriano (Z)			
John Menary (Z)			
Kyrsten Tyler (Z)			
Jaime Leal (I)			
Erick Garcia (Z)			
Susan Sanders (Z)			
Elliot Gonzales (Z)			
Megan Tagle Adams (Z)			
Tiffany Herbert (Z)			
Bobbie Porter (Z)			

2) Approval of Agenda

Vice Chairperson Johnathan Mejia, moved to approve the consent calendar which would approve the agenda for today’s meeting and the minutes from the November 7th, 2025, meeting. Jessica Scott seconded the motion.

Motion Passed: 10-0-0

3) Chairperson’s Report

Chairperson Laraine Perez recognized Vice Chairperson Johnathan Mejia for stepping into the Chairperson’s role during her absence at the previous board meeting.

4) **Interim Executive Directors Report**

Interim Executive Director, Jaime Leal, presented a monthly snapshot of organizational performance in which there were some organizational health concerns, particularly staffing vacancies and facility maintenance issues, items that were recognized included a security door repair and planned roof replacement. It was also presented that the Students-at-Large made a visit to the Cal State LA campus for the Student Leadership Conference. In addition, the invitation to the LSU's Winter Gathering. The report also noted a significant decrease in facility visits due to the closure of classes during Thanksgiving week. Similarly, there was a decline in website visits and the postponement of the Disneyland trip in the spring semester.

During the Interim Executive Directors Report, Alumni Representative, Erick Garcia raised a question in regards the conditions of the LSU's restrooms and its deterioration.

Interim Executive Director Jaime Leal provided the update that the Facility Use Committee acknowledges the situation and are working on a project.

Chairperson Laraine Perez announced a reminder to the board that all comments remain on hold until Item 8.b Board of Directors Comments

5) **Public Comment – Agenda Items**

Alejandro Herrera, Reservations Coordinator for the Loker Student Union, provided a public comment regarding New Business Item 6a: Organizational Reset Leadership Team. Alejandro expressed concern about the proposed transition to a three-person leadership team, stating his support for maintaining a four-person structure. Alejandro Herrera also noted that staff did not receive complete information or adequate context about the transition when the related survey was conducted.

No further public comment was made.

6) **New Business**

a. Organizational Reset Leadership Team – Ad Hoc Committee

Interim Executive Director Jamie Leal presented an update on proposed organizational changes and staff feedback regarding a transition to a 3-person leadership structure. In response to the current economic climate, financial impacts, and internal operational needs, a leadership "reset" was recommended by Brailsford and Dunlevy. The proposal outlined a transition from a 4-person to a 3-person leadership model to support talent retention, organizational stabilization, long-term financial sustainability, and future capacity growth, including the ability to lift the hiring freeze and recruit for vacant positions. The reset is projected to be completed by May 29, 2026.

Interim Executive Director Jaime Leal also present a summary of a survey distributed to the Leadership Team and Professional Staff to gather feedback on the proposed restructuring from a 4-person to a 3-person leadership model. The results reflected that the model was viewed as functional and cohesive solution.

Chairperson Laraine Perez asked whether the presentation had been shared with staff and what information, in addition to the survey, had been provided.

Interim Executing Director Jaime Leal explained that feedback was collected through a survey distributed to all Professional Staff. The results were analyzed using an AI-based tool, and a final

summary was prepared and presented by the Chief Director of Human Resources for Toro Auxiliary Partners.

Chairperson Laraine Perez inquired the timing of the survey.

Interim Executive Director Jaime Leal yielded the floor to Temporary Associate Director Melissa Bancroft for further clarification.

Temporary Associate Director Melissa Bancroft stated that an e-mail, approved by the ad hoc committee, was sent to staff to provide transparency and ensure they were informed regarding the follow up to the recommendation of a 3-person leadership structure. She noted that the survey results and recommendations were shared during a Professional Staff meeting held on November 26, 2025, and that it was communicated the information would be presented to the board.

Chairperson Laraine Perez asked when the survey was distributed.

Temporary Associate Director Melissa Bancroft responded that the survey was initially distributed in early October 2025, with a follow up sent on October 27, 2025.

Student-at-Large Jessica Scott inquired whether members of the proposed 3-person leadership team would receive increased compensation.

Interim Executive Director Jaime Leal explained that the proposed leadership model would consist of the Executive Director, the Associate Director (with the current “Temporary” designation removed), and the Assistant Director of Facilities and Operations. The positions of Assistant Director of Business Services and Assistant Director of Engagement and Development would be eliminated, with business services responsibilities reassigned to the Executive Director and Associate Director duties formalized into a permanent role.

ASI Representative Elliot Gonzales emphasized the importance of direct, human-centered dialogue over surveys, advocating for more in person discussions regarding organizational changes. He also suggested that staff representation on the board could help address concerns and expressed reservations about relying on 3rd party vendors to develop the organizational structure.

Alumni Representative Eric Garcia requested additional detail on the proposed structure and emphasized the importance of ensuring that the model supports job sustainability.

Vice president of student affairs (designee) Dr. Tiffany Herbert requested further clarification regarding the specific concerns raised by staff.

Interim Executive Director Jaime Leal provided additional context on how the 3-person leadership model would function and how it would support a stable working environment for the current team.

Chairperson Laraine Perez opened the floor to available staff members for comment.

Alumni representative Eric Garcia raised a point of order, noting that public comment cannot be taken without a suspension of Robert’s Rules of Order.

Alumni Representative Eric Garcia motioned to suspend Roberts Rules of Order to allow public comment. Vice president of Diversity, Equity, Inclusion and Justice (designee) Dr. Bobby Porter seconded the motion.

Motion Passed (13-0-0)

Loker Student Union Staff Member, Alejandro Herrera expressed concerns regarding the lack of contextual information provided when the survey was initially distributed and emphasized the importance of transparency and public input in human resources related decisions. He further stated that additional information could have resulted in more informed responses and that the AI-generated summary should have been shared with staff for transparency.

Student-at-Large Jessica Scott commented that public, human-centered decisions-making should be prioritized over reliance on AI tools.

Secretary Bryan Picart requested that Alejandro Herrera share any additional anonymous feedback received from staff.

Alejandro Herrera reported that several staff members expressed a preference for maintaining a 4-person leadership structure rather than transitioning to a 3-person model.

Alumni representative Eric Garcia asked whether additional context would have changed Alejandro Herrera's perspective.

Alejandro Herrera responded that his position would have remained the same.

Associate vice president of student success and belonging, Dr. Mayra Soriano, provided context regarding the survey process, noting the involvement of Brailsford and Dunlevy and the ad hoc committee in requesting further staff input on the 3-person leadership model.

Alumni representative Eric Garcia motioned to reinstate Robert's Rules of Order. Student-at-Large Jessica Scott seconded the motion.

Motion Passed (13-0-0)

Alumni representative Eric Garcia expressed support for moving forward with the proposed organizational structure. Vice President of Student Affairs (designee) Dr. Tiffany Herbert stated her alignment with this position in the interest of maintaining organizational integrity.

Secretary Bryan Picart Recommended allowing additional time to gather further information before making a final decision.

ASI Representative Kyrsten Tyler requested clarification on the next steps and potential outcomes.

Interim Executive Director Jaime Leal explained that delaying the decision would likely defer action until the following year and require continuation of the current leadership model.

ASI Representative Elliot Gonzales Proposed remaining with the current model and conducting a vote in January.

Alumni representative Eric Garcia expressed concern regarding the organizational inefficiencies and the need to proceed in order to fill vacant positions, recommending that the board move forward with a vote.

Alumni representative Eric Garcia motioned to adopt the recommendations of the ad hoc committee. Vice President Of Diversity, Equity, Inclusion and Justice (Designee) Dr. Bobby Porter seconded the motion.

Motion Failed (5-7-1)

It was discussed that the ad hoc committee should consider staff feedback beyond AI-generated analysis and a third-party consultation.

Dr. Bobby Porter left the meeting.

It was further discussed that the ad hoc committee would meet on December 11th 2025, to develop strategies for collecting staff feedback and facilitating an open forum.

ASI Representative Elliott Gonzales moved to hold a special board meeting in January 2026. Alumni representative Eric Garcia moved to amend the motion to include agenda items not addressed during the current meeting. ASI Representative Elliott Gonzales seconded the amended motion.

Motion Passed (12-0-0)

Chairperson Laraine Perez called For a vote to schedule a special board meeting in January 2026 with the amended agenda.

Motion Passed (12-0-0)

The Board agreed to hold a special meeting in January 2026 following the holiday break.

- b. Interim Staffing Update – Ad Hoc Committee – CLOSED SESSION**
- c. Workforce Stability Benefit – Personnel Committee**
- d. Health Insurance Premiums – Personnel Committee**
- e. Student Leadership Conference – Students at Large**

7) Advisory Committee Reports

- a. Ad Hoc Committee**
- b. Personnel Committee**

- c. **Facility Use Committee**
- d. **Finance Committee**
- e. **D.E.I.J. Committee**

8) **Comments**

a. **Public Comment**

No public comment was made.

b. **Board of Director's Comment**

No comment was made.

c. **Announcements**

No announcements were made.


9) **Adjournment**

Chairperson, Laraine Perez, adjourned the meeting at 12:03 PM

Approval of minutes:

Or

Secretary, Bryan Picart


[Laraine Perez \(Feb 6, 2026 15:27:47 PST\)](#)

Chairperson, Laraine Perez

Date of approval:

02/06/2026