

ASI President Fall 2017 State of Affairs

11/30/17

1. Major issues and problems facing A.S.I. with alternative plans of action.

Problem: The Restructure Resolution within the Executive Committee has caused a great deal of stress for a lot of individuals within the organization. People were feeling left out of the conversation as Executives communicated on a plan that was already formularized before the opportunity was given for everyone within the organization to give their input on the idea.

- **Solution:** Possible solutions include starting fresh and identifying the problems the Restructure Resolution is trying to address and starting to work for them.

Problem: Within ASI, there is a lack of sense of holding individuals accountable to their positions. The original method of Biweekly's is no longer functional due to the revelation that deducting individuals for missing hours is not an acceptable practice. In addition, it is difficult to verify claims on the Biweekly to see how accurate they are, and the current process will occasionally interfere with financial aid.

- **Solution:** As the Biweekly & Workflow Committee works on creating a replacement for our current GIA system, the President of the organization will adopt a new style of management to hold individuals accountable. This style was adopted from how other key leaders from within the University and other ASI Presidents hold individuals accountable as well as incorporating common HR practices.

Problem: There has been a breakdown of trust and communication within the organization due to lack of information being properly shared around which also leads to a lack of transparency. The first dynamic that needs improvement is the relationship between an individual and their direct report. The second dynamic that needs improvement is the relationships among the non-executives within the organization. The different branches of the organization like the College Reps, Academic Senators, and Commissioners rarely communicate with each other on the actual work that each branch is currently working with.

- **Solution:** This problem can be justified as an institutional problem so a Restructure could fix this issue. However, in the meantime, possible solutions could be to strengthen the flow of communication to the Direct Reports, so that information can climb its way up to the President and the President can disperse the information to the executives and then to their people. Another could be to more intentionally use the Shared Governance Council as a space for dialogue.

Problem: At its current state, ASI has been organization that operates too independently from other entities on campus. Because of that, ASI doesn't have as many strong allies across campus as it could possibly have, and possible collaborations that might better the student experience won't happen as a result.

- Solution: This is an issue that needs to be handled intentionally by all members within ASI. It's not enough for a select few members to collaborate with other entities on campus, but all members within ASI should be seeking out as many external partners as possible in addition to the same partners we always work with like CSI & CCC.

Problem: There is a feeling of exclusion for certain majors within ASI. For example, there is a lack of events catering towards majors that aren't as popular within each of the colleges. In addition, there is a lack of diversity of majors within ASI where most individuals are either Political Science Majors or B&E Majors as well as a lack of diversity of students within ASI such as lack of graduate and international students.

- Solution: ASI has to be more intentional in its recruitment strategies by taking a more active and intentional role in recruiting students. Ideally, this ASI Awareness Taskforce can help things in this regard.

Problem: Awareness of what ASI is and what it does is low

- Solution: ASI Awareness Taskforce

Problem: Committee workflow is not as effective as it could be. Committee work overlaps with other Committee work which causes us to do the same work in two different areas which results in ASI wasting time. In addition, committees spend too much time in the beginning of the semester reviewing policies which ends up wasting time.

- Solution: A possible new reordering of the committees could work in addition to changing the membership of committees to allow for more diverse groups to be on committees instead of an overwhelming amount of executives on each committee

Problem: ASI Funding for Anna Bing Arnold Childcare Center is at an impasse at the moment, and both ASI and the Child Center are unsure of how the funding will be in future years

- Solution: *Referendum in progress that can possibly resolve this issue*

Problem: ASI needs more funding

- Solution: *Referendum in progress that can possibly resolve this issue*

Problem: Funding for the U-Pass Program will eventually become a problem

- Solution: *We will have to wait and see* A visit to the Metro Board to address this problem is coming up soon.

Problem: Orientations and trainings were not sufficient.

- Solution: Students within the organization should take a more active role in the training in addition to having the training be "applicable" to each year to address the weaknesses that each year has. Also, having more fundamental trainings about the techniques one can use in their role would be better. Same goes for Orientations. A better transition process is also important to work due to the lack of passing down info from previous years.

Problem: Funding Proposals not accepted by the Board of Directors should not be thrown away

- Solution: Compile a list of funding proposals that have been submitted and see what the other ways ASI can support the project are.

Problem: There is some tension among students and staffs where students aren't feeling that staff aren't properly supporting them in their areas and that sometimes the interests of both parties don't align. In addition, it seems to some that the Executive Director is not properly guiding the students to lead the organization by helping them navigate the situation but is instead acting as the decision maker for the organization instead.

- Solution: Need to reinforce the structure of ASI that this is a student organization where the decisions are being made by the students. One method could be the President holding the Executive Director more accountable. Another solution could be to clarify the role of a non-voting member in our different committees and emphasize that voting members should be the ones talking about the decisions and the non-voting members support with objective information without their inputting their own agenda or ideas at the meeting.

Problem: There seems to be a lack of passion within ASI. Students don't feel interested in going the extra-mile.

- Solution: Be more tough on holding students more accountable for their positions, and then bringing forward projects that may fall out of their area only to students who have a genuine interest in that area.

2. Major plans, programs, projects and activities undertaken by the A.S.I. and their successors.

- Restructure of Biweekly's
- Student Homelessness
- Open Deliberations
- Life After College
- Reviewing budget for the past 3 years to better create a budget for next year
- Elections
- Student Councils in Spring (Meeting with Department Chairs in the meantime)
- Restructure of Campus & Community Affairs (Implementation of language in the Bylaws to include collaborations with specific centers like OSD on campus).
- Biomedical engineering panel
- Bring CCOE & Anna Bing Arnold Childcare Center closer together
- To host a successful Elections mixer and increase voter turnout
- ASI collaborations for events needs to be more of true collaborations instead of just ASI tabling
- ASI Restructure Resolution
- Resolution in Support of Dream Act of 2017
- Resolution in support of the Smoke-free campus

- Ask Big Questions initiative
 - A Fee increase can be justified with support for programs like the U-Pass
 - Domestic violence awareness week
 - Farmers Market
 - “Up to Us”
 - National Voter’s Registration Day (Increased partnership with CALPIRG, Center of Engagement, Voter’s Project)
3. Proposed plans, programs, projects, and activities to be undertaken in the upcoming semester.
- Speaker Series
 - Wellness Fair
 - Safe Spring Break
 - Stigma Free
 - Career Speaker Series
 - Portfolio Review Day
 - Writing Appreciation Day
 - Possibly switching to a new investment fund from LAIF
 - Health Fair
 - Having Student Trustee from state board come visit
 - CPR training
 - Parent Academy for Anna Bing Arnold Childcare center
 - More grievances so Associate Justices can have more practice with resolving those types of issues
 - Collaborating with organizations on campus who need more recognition
 - Latino Thought Speaker Event
 - Golden Eagle Night
 - Speaker Series
 - Civic Engagement Plan 2018
 - ASI at LA should host CSUnity is CSSA takes ownership of this event
 - 1-Stop Shop List for Students
 - ASI Awareness Taskforce
4. Current status of A.S.I. staff and membership on committees and in the governance programs.
- Feeling of Executive Director micromanages the budget
 - All staff have been amazing
 - Committees have been filling quite nicely
 - Execs need to have more power to push ASI members (Especially BOD members) to sit on internal committees
 - Executive Director acts a hindrance to some initiatives rather than a help
 - ASI Staff are good on committees as acting as references for when information is missing, but they should take a step back and let the students lead the conversation that way students feel more comfortable sharing ideas.
 - VPAG doesn’t have accurate information on the status of committees

- Execs sit on way too many committees

5. Financial Status Report

- HHS Budget is depleted, but they are requesting funds
- GIA reports are being delayed and could be handled better
- Referendum Ad-Hoc will change everything. It needs more involvement from ASI members
- Deducted for not submitting a biweekly on time even though they weren't let known about the deadline because they weren't added to the GroupMe or emailed
- Senators don't really have a budget
- Need to have a training on how much control ASI members have over their own place in the budget
- Allocations in the Lobby Corps area have allowed the area to do well
- Need to break away from Anna Bing asap
- ASI asking for an increase is inappropriate unless a very specific plan is laid out for exactly how the funds will be spent
- All aspects of the budget should be routed through either a student or student committee instead left under the discretion of Pro-Staff
 - Personnel Committee reviews all expenditures that Pro-Staff have used; an ASI internal Spirit Committee should oversee the spirit budget rather than an external collaboration group; etc.

6. How well the purpose, the long-range goals, the short-range goals, and the objectives of A.S.I. that are being achieved.

- People are losing sight of the purpose of the organization
- Progress with the child center referendum is moving forward
- Short-term goals are being achieved, but long-term goals keep getting postponed
- The Strategic Planning process is important but is taking too long to complete.
- Bad job at achieving goals. The Biweekly committee will address the issue of accountability which could potentially alleviate that problem
- Lack of clarity of what ASI's goals are
- Increase ASI voter turnout to over 10%
- Better transitioning process of long-term goals
- More Advocacy programs regarding DACA
- ASI members need to have more of an opportunity to create their initiatives without being bombarded with tasks
- Student assistant positions need changes soon like minimum wage increases and potentially even job description changes.